DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)
No: 15/TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Daklak, June 08, 2026

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: Dak Lak Rubber Joint Stock Company

- Stock code : DRG

- Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province

- Phone : (0262) 3865015; fax : (0262) 3865041

- Website http://www.dakruco.com

- E-mail: caosu@dakruco.com

2. Contents of disclosure:

Dak Lak Rubber Joint Stock Company hereby discloses information regarding Documents of the 2026 Annual General Meeting of Shareholders.

3. This information was published on the Company's website date 08/6 /2026 at the following link: https://www.dakruco.com/index.php/shareholder.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:
Documents of the 2026 Annual General Meeting of Shareholders.

LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD

CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK

Nguyen Viet Tuong

CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK

Digitally signed by CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK
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DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 02 , 2026

INVITATION LETTER
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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To: **Shareholders**

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company, the Board of Directors cordially invites Shareholders to attend the 2026 Annual General Meeting of Shareholders AGM with the following details:

1. Meeting time: 07:30 A.M., Tuesday, June 30, 2026.

2. Meeting location: Wedding Center - Dakruco Hotel, 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province.

3. Content of the AGM: The documents for the 2026 AGM will be updated and posted by the Company on the website: http://www.dakruco.com from June , 2026 and will be provided to Shareholders upon attendance.

4. Registration for attendance: To facilitate the preparation of facilities for delegates, Shareholders are kindly requested to register for the meeting at the Company's Administrative Department or send a Confirmation of Attendance to the address below before 05:00 P.M. on June 29, 2026.

5. Authorization to attend the AGM: If a Shareholder authorizes another person to attend the AGM, please complete the Power of Attorney form or another form in accordance with civil law regulations and send the signed Power of Attorney to the address below before June 29, 2026, or present it when the authorized person arrives at the AGM. *(Note: The Power of Attorney must clearly state the name of the authorized individual or organization and the number of shares authorized. The Power of Attorney must be an original with a wet signature. In case of authorization from institutional shareholders, the Power of Attorney must bear the seal of the authorizing organization).*

6. Address for document submission and support: Dak Lak Rubber Joint Stock Company - Administrative Department. Address: 30 Nguyen Chi Thanh - Tan An Ward, Dak Lak Province. Telephone: (0262) 3865015 Fax: (0262) 3865041

7. Shareholders or authorized persons attending the AGM are requested to bring the following documents: Invitation letter and Power of Attorney (if any); Citizen Identification Card; Passport or a valid copy of the Business Registration Certificate for organizations.

We look forward to welcoming you to the Company's 2026 AGM.

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

Signed

Nguyen Viet Tuong

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

POWER OF ATTORNEY
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Dak Lak Rubber Joint Stock Company

Name of Shareholder: .....
Legal representative (for organizations): .....
ID/Passport/Business Registration Certificate No.:..... issued on .../.../.....
at .....
Address: .....Telephone:.....
Total number of shares represented or owned: .....shares.
(Shareholders please select one of the two options below, mark the appropriate box)

1. REGISTER TO ATTEND ☐
2. APPOINT PROXY TO ☐
Name of individual/organization: .....
ID/Passport/Business Registration Certificate No.:.....issued on .../.../.....
at.....
Address: .....Telephone:.....
Number of authorized shares:.....

In case the shareholder cannot attend and cannot authorize another person, please authorize a member of the Board of Directors of the Company according to the list below:

No.	Full name	Position	Select	Number of authorized shares
1	Nguyen Viet Tuong	Chairman of BOD		
2	Nguyen Minh	General Director		

(Note: Please mark (X) next to the name of the member you choose to authorize; only select one person to authorize for the total number of shares owned; in case you want to authorize multiple people, please clearly state the number of shares authorized for each member)

Scope of authorization:

The authorized party shall represent the authorizing party in attending the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company, to be held on June 30, 2026, and shall, on behalf of the authorizing party, vote on all valid matters included in the meeting agenda in respect of the number of shares authorized above.

The authorizing party shall bear full responsibility for this authorization and undertakes to strictly comply with the applicable provisions of law and the Charter of Dak Lak Rubber Joint Stock Company, and shall have no complaints or claims arising therefrom thereafter.

Note:

The execution of the authorization must comply with the relevant provisions of the Civil Law and the Company Charter. The authorized person must bring their Citizen ID Card/Passport and the Power of Attorney when attending the 2026 Annual General Meeting of Shareholders.

This Power of Attorney is only valid if it bears the live signatures of both parties; for authorization received from an institutional shareholder, the seal of the authorizing institution is also required. This Power of Attorney shall become invalid upon the conclusion of the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

June , 2026

Shareholder/Authorizing Party
(Sign and write full name, affix seal if any)

The Authorized Party
(Sign and write full name)

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAK LAK RUBBER JOINT STOCK COMPANY
(Tuesday, June 30, 2026)

I. TIME AND LOCATION:

1. Time: 07:30 A.M., June 30, 2026.

2. Location: Dakruco Hotel Wedding Restaurant - 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province

II. AGENDA CONTENT:

No.	Content	Responsible Party	Time
A	**PREPARATORY WORK**		
1	Reception and verification of delegate eligibility	Organizing Committee	07:30 A.M. - 08:00 A.M.
B	**OPENING CEREMONY**		
2	Statement of purpose and introduction of delegates	Secretary	08:00 A.M. - 08:05 A.M. (5 minutes)
3	Report on results and attendance rate of shareholders at the Meeting	Shareholder Eligibility Verification Committee	08:05 A.M. - 08:10 A.M. (5 minutes)
4	Introduction and approval of the list of the Presidium and Secretariat of the Meeting (Voting)	Representative of the Board of Directors	08:10 A.M. - 08:15 A.M. (5 minutes)
5	Opening remarks	Presidium	08:15 A.M. - 08:20 A.M. (5 minutes)
6	Approval of the Meeting Agenda; Working Regulations of the General Meeting of Shareholders; Regulations on dismissal and election of members of the Board of Directors and Board of Supervisors (Voting)	Presidium	08:20 A.M. - 08:30 A.M. (10 minutes)
7	Election of the Vote Counting Committee and assisting staff (Voting).	Presidium	08:30 A.M. - 08:35 A.M. (5 minutes)
C	**MAIN CONTENT**		
8	Report of the Board of Directors on 2025 activities and 2026 plan;	Presidium	08:35 A.M. - 08:50 A.M. (15 minutes)
9	Report of the Executive Board on the results of 2025 tasks and 2026 operational direction;	Executive Board	08:50 A.M. - 09:05 A.M. (15 minutes)
10	Report on the audit results of the 2025 financial statements by the Independent Auditor;	Presidium	09:05 A.M. - 09:15 A.M. (10 minutes)
11	Report on the activities of the Board of Supervisors in 2025 and 2026 operational direction;	Board of Supervisors	09:15 A.M. - 09:25 A.M. (10 minutes)
12	**Proposals** (1) Proposal on the 5-year business and investment plan (2026-2030); (2) Proposal on the 2026 business and investment plan; (3) Proposal on the 2025 profit distribution plan;	Presidium	09:25 A.M. - 09:50 A.M. (25 minutes)

	(4) Proposal on the salary and remuneration fund plan for employees, managers, the Board of Directors, and the Board of Supervisors in 2026; (5) Proposal on the selection of an audit firm for the 2026 financial statements; (6) Proposal on the change of the management organizational structure; (7) Proposal on the amendment of the Company Charter and Internal Regulations on Corporate Governance; Operating Regulations of the Board of Directors;		
13	Discussion and dialogue with shareholders	Presidium	09:50 A.M. - 10:20 A.M. (30 minutes)
14	Voting instructions and voting on reports and proposals.	Vote Counting Committee	10:20 A.M. - 10:25 A.M. (5 minutes)
15	**DISMISSAL AND SUPPLEMENTARY ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS** (1) Proposal on the dismissal of members of the Board of Directors and Board of Supervisors; (2) Voting on dismissal (3) Proposal on the supplementary election of members of the Board of Directors for the 2023–2028 term (4) Discussion and finalization of the candidate list (5) Instructions for supplementary election of members of the Board of Directors and conducting the election	Presidium Vote Counting Committee	10:25 A.M. - 10:35 A.M. (10 minutes)
16	- Meeting break, Vote Counting Committee working. - Board of Directors meeting to dismiss, elect the Chairman of the Board of Directors, and elect the Audit Committee and Chairman of the Audit Committee	Vote Counting Committee Board of Directors	10:35 A.M. - 10:55 A.M. (20 minutes)
17	Announcement of voting results on contents and results of supplementary election of Board members	Vote Counting Committee	10:55 A.M. - 11:05 A.M. (10 minutes)
D	**CLOSING**		
18	Presentation of flowers and commemorative medals to the former Chairman of the Board of Directors; Chairman of the Board of Directors, new Board members, and Audit Committee introduced to assume duties.		11:05 A.M. - 11:15 A.M. (10 minutes)
19	Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.	Secretariat	11:15 A.M. - 11:25 A.M. (10 minutes)
20	Closing statement	Presidium	11:25 A.M. - 11:30 A.M. (5 minutes)

DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 30, 2026

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Law on Securities No. 54/2019/QH14 and the Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

The Charter of Dak Lak Rubber Joint Stock Company;

To ensure that the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company is conducted successfully and in accordance with the law, the Board of Directors has developed these Regulations, which set forth the principles for working, conduct, and voting during the Meeting, and hereby submits them to the General Meeting of Shareholders for approval as follows:

1. PURPOSE

- To ensure that the procedures, principles of conduct, and voting at the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company are conducted in accordance with regulations and are successful.

- The Resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

2. SUBJECTS AND SCOPE

Subjects: All shareholders, representatives (authorized persons), and guests attending the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company must abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.

Scope of application: These Regulations are used for organizing the 2026 Annual General Meeting of Shareholders.

3. DEFINITION OF TERMS/ABBREVIATIONS

- Company	Dak Lak Rubber Joint Stock Company;
- BOD	Board of Directors;
- BOS	Board of Supervisors;
- AC	Audit Committee;
- OC	Meeting Organizing Committee;
- GMS	General Meeting of Shareholders;

- Meeting	General Meeting of Shareholders Meeting;
- Delegate	Shareholder, representative (authorized person)

4. CONTENT OF REGULATIONS

4.1. Conditions for conducting the General Meeting of Shareholders

The General Meeting of Shareholders of the Company shall be conducted when the number of attending delegates represents more than 50% of the total voting shares.

In case there is an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the Meeting shall be reconvened within thirty (30) days from the intended date of the first GMS. The reconvened GMS shall only be conducted when the attending members are delegates representing at least 33% of the voting shares.

In case the second Meeting cannot be conducted due to an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the third GMS may be convened within twenty (20) days from the intended date of the second Meeting. In this case, the Meeting shall be conducted regardless of the number of attending delegates and shall be considered valid and have the authority to decide on all issues that the first GMS could have approved.

4.2. Conditions for shareholders to attend the Meeting

Shareholders with voting rights of the Company according to the list closed on May 29, 2026, have the right to attend the GMS; they may attend in person or authorize their representatives to attend. In case there is more than one authorized representative as prescribed by law, the specific number of shares and votes of each representative must be determined.

4.3. Guests at the Meeting

These are the Company's management titles, guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.

Guests are not allowed to speak at the Meeting, except when invited by the Chairperson of the Meeting, or have registered in advance with the Meeting Organizing Committee and received the consent of the Chairperson of the Meeting.

4.4. Delegates attending the Meeting must comply with the following regulations

- Be on time, wear polite and formal attire, and undergo security checks (if any), identity verification, etc., as required by the Meeting Organizing Committee.

- Receive documents and papers serving the Meeting at the reception desk before entering the Meeting hall.

- Shareholders arriving late have the right to register immediately and subsequently have the right to participate and vote right at the Meeting. The Chairperson is not responsible for stopping the Meeting to allow late-arriving shareholders to register; the voting results for issues that have already been voted on before the arrival of such delegates shall not be affected.

- Keep mobile phones in vibration mode or turned off; step outside if a call is

necessary.

- Do not smoke and maintain order in the Meeting room.

- Comply with the regulations of the Organizing Committee and the Chairperson presiding over the Meeting.

In case a delegate does not comply with the regulations regarding inspection or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or invite said delegate to leave the venue of the Meeting to ensure that the Meeting proceeds normally according to the planned program.

4.5. Chairperson and Presidium

- The Presidium consists of 03 people, including 01 Chairperson and 02 Members elected by the GMS; the Chairman of the Board of Directors is the Head of the Presidium and the Chairperson of the Meeting. The Head of the Presidium directs the work of the Meeting according to the content and program approved by the GMS.

- In case the Chairman of the Board of Directors is absent or temporarily unable to work or is suddenly absent while the Meeting is taking place for more than 30 minutes, the remaining members of the Board of Directors shall elect one among them to act as the Chairperson of the Meeting by majority vote. In case there is no one who can act as the Chairperson, the Head of the Board of Supervisors shall preside over the election of the Chairperson of the Meeting by the General Meeting of Shareholders from among those present, and the person with the highest number of votes shall act as the Chairperson of the Meeting.

- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the election of the Chairperson of the Meeting by the General Meeting of Shareholders, and the person with the highest number of votes shall be appointed as the Chairperson of the Meeting.

Duties of the Presidium:

* Direct the activities of the Company's GMS according to the expected program of the Board of Directors that has been approved by the GMS;

* Guide the delegates and the Meeting to discuss the contents included in the program;

* Present drafts and conclude necessary issues for the GMS to vote on;

* Respond to issues requested by the Meeting;

* Resolve issues arising throughout the duration of the Meeting.

- Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and decision-making by majority.

- Meeting Secretary:

* The Chairperson of the Meeting appoints 02 people to act as Meeting secretaries for the GMS to approve by raising voting cards.

* Duties and powers: Record the content of the Meeting fully and honestly; receive registration forms for speaking from delegates; prepare the Meeting Minutes and draft the GMS Resolution; assist the Chairperson in disclosing information related to the GMS meeting and notify Shareholders in accordance with the law and the Company

Charter.

- The Chairperson and the Meeting secretary have the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program, and to reflect the wishes of the majority of those present.

4.7. Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee of the Meeting consists of 03 people, including 01 Head and 02 members introduced by the Chairperson at the Meeting.

Duties of the Shareholder Eligibility Verification Committee:

* Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.

* The Head of the Shareholder Eligibility Verification Committee reports to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend, representing the number of voting shares required by Article 145 of the Law on Enterprises, the Company's GMS shall be conducted.

4.8. Vote Counting Committee

The Vote Counting Committee is introduced by the Chairperson for the GMS to approve by raising voting cards. Candidates participating in the election or nomination (when conducting an election) are not allowed to participate in the Vote Counting Committee.

Duties of the Vote Counting Committee:

* Disseminate principles, rules, and instructions on voting and election methods.

* Count and record voting ballots, prepare vote counting minutes, and announce the results; transfer the minutes to the Chairperson to approve the voting and election results.

* Promptly notify the secretary of the voting and election results.

* Review and report to the Meeting on cases of violation of voting and election rules or complaints regarding voting and election results.

4.9. Speaking at the Meeting

Delegates attending the Meeting who wish to express their opinions must obtain the consent of the Chairperson of the Meeting. Delegates shall speak concisely and focus on the key issues that need to be discussed, in line with the program content approved by the GMS, or submit their opinions in writing to the Meeting Secretary for consolidation and reporting to the Chairperson.

The Chairperson of the Meeting shall arrange for delegates to speak in the order of registration, and simultaneously answer shareholders' questions at the Meeting or record them for a later written response.

4.10. Voting to approve issues at the Meeting

4.10.1. Principles

All issues in the program and content of the Meeting must be discussed and voted

on publicly by the GMS.

Voting cards and Voting ballots are printed by the Company, contain barcodes, and are sent directly to delegates at the Meeting (accompanied by the set of documents for attending the GMS meeting published on the Company's website). The Voting card and Voting ballot clearly state the shareholder code, full name, number of shares owned, and authorized voting shares of that shareholder.

- Voting forms are as follows:

* Voting by raising Voting cards: This form is used to approve issues such as: Electing the Presidium, Secretariat, and Vote Counting Committee; Meeting Program; Working Regulations at the Meeting; Regulations on dismissal and supplementary election of members of the Board of Directors and members of the Board of Supervisors; Voting on the dismissal of members of the Board of Directors and members of the Board of Supervisors; approving the Meeting Minutes, GMS Resolution, and other contents at the Meeting (if any);

* Voting by filling out Voting ballots: This form is used to approve issues: Report on the activities of the Board of Directors; Report on the production and business results of the General Director; Report on the activities of the Board of Supervisors; Audited 2025 financial statements; and voting to approve the contents of Proposals at the Meeting, excluding the election of members of the Board of Directors and members of the Board of Supervisors.

Voting method

* Delegates perform voting to Approve, Disapprove, or Abstain on an issue brought to a vote at the Meeting by raising their Voting cards or filling in the selected options on the Voting ballot corresponding to the contents that need to be voted on in accordance with the provisions of Section 4.10.1.

* When voting by raising Voting cards, the front of the Voting card must be raised towards the Presidium. In case a delegate does not raise the Voting card in all three instances of voting to approve, disapprove, or abstain on an issue, it shall be considered as voting to approve that issue. In case a delegate raises the Voting card more than one (01) time when voting to approve, disapprove, or abstain on an issue, it shall be considered an invalid vote. For the form of voting by raising Voting cards, members of the Shareholder Eligibility Verification Committee/Vote Counting Committee mark the shareholder code and the corresponding number of voting shares of each shareholder who approves, disapproves, abstains, or is invalid.

* When voting by filling out Voting ballots, for each content, shareholders choose one of the three options "Approve", "Disapprove", "Abstain" printed on the Voting ballot by marking an "X" or "" in the box of their choice. After completing all contents that need to be voted on by the General Meeting, the delegate sends the voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The voting ballot must be signed and clearly state the full name of the delegate. For ballots for electing members of the Board of Directors, follow the Regulations on election of the Board of Directors.✓

4.10.2 Validity of Voting ballots

- Valid Voting ballot: Is a ballot according to the pre-printed form issued by the Organizing Committee, without erasures, scraping, tearing, damage, etc., without

writing any other content other than what is prescribed for this ballot, and must be signed, and below the signature must be the full handwritten name of the attending delegate.

On the voting ballot, each voting content (Report, Proposal,...) is valid when the delegate marks one (01) out of three (03) voting squares.

- Invalid Voting ballot:

* Writing additional content on the voting ballot;

* Voting ballot not according to the pre-printed form issued by the Organizing Committee, ballot without the Company's red seal or barcode; ballot without the signature and full name of the delegate; ballot that has been erased, scraped, or has additional content written other than what is prescribed for the voting ballot, in which case all voting contents on the voting ballot are invalid.

- Valid ballot for each content:

Voting ballots marked in boxes are considered invalid for each content if a content is not marked in any of the three boxes (left blank) or marked in two to three boxes, then that content is considered invalid; other contents, if marked validly, are still counted for each valid content.

4.10.3 Voting rules

- Every 01 (one) common share is equivalent to one voting right. Each attending delegate representing one or more voting rights shall be issued a Voting card and a Voting ballot.

As of the shareholder list closing date (May 29, 2026), the total number of shares of the Company is: 158,800,000 shares, equivalent to 158,800,000 voting rights.

Issues requiring voting at the Meeting shall only be approved when they achieve a voting rate of over 50% of the voting shares of the shareholders attending the meeting who approve.

4.10.4. Recording voting/election results

- At the Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.

- The Vote Counting Committee is responsible for distributing and collecting voting ballots and election ballots.

- The Vote Counting Committee shall check the number of votes to approve, disapprove, and abstain for each content and is responsible for recording, summarizing, and reporting the vote counting results at the GMS. For ballots for electing members of the Board of Directors, follow the Regulations on election of the Board of Directors.

4.11. Minutes, GMS Meeting Resolution

The Meeting minutes and GMS resolution must be read and approved before the Meeting closes.

5. IMPLEMENTATION

All delegates, representatives, and guests attending the Meeting are responsible for fully complying with the contents prescribed in these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant

legal provisions.

The person convening the GMS Meeting has the right to:

* Require all attendees to undergo inspection or other legal and reasonable security measures.

* Postpone the GMS meeting when there is an attendee who obstructs or disturbs the order, with the risk of causing the meeting not to be conducted fairly and legally, and other contents according to Clause 8, Article 146 of the Law on Enterprises.

Contents not detailed in these regulations shall be uniformly applied according to the provisions of the Company Charter, the Law on Enterprises, and current legal documents of the State.

These Regulations take effect immediately after being voted and approved by the Company's GMS.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON

Nguyen Viet Tuong
CHAIRMAN OF THE BOD

DAK LAK RUBBER JOINT STOCK COMPANY
(DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June 30, 2026

REGULATIONS
ON THE DISMISSAL AND ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS TERM II (2023-2028) AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DAK LAK RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

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

In order to ensure that the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company dismisses and elects additional members of the Board of Directors and the Board of Supervisors in accordance with the provisions of the law and the Company's Charter, the Board of Directors has developed these Regulations and submits them to the General Meeting of Shareholders for approval as follows:

I. DISMISSAL OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORS

Article 1. Conditions for dismissal of members of the Board of Directors and Board of Supervisors

1- Pursuant to Clause 1, Article 52 of the Internal Regulations on Corporate Governance, a member of the Board of Directors shall be proposed for dismissal in the following cases:

- Failing to meet the standards and conditions prescribed in Article 155 of the Law on Enterprises;

- Submitting a resignation letter which is then accepted;

- Other cases as prescribed in the Company's Charter.

2- The Board of Supervisors and its members shall be proposed for dismissal when the General Meeting of Shareholders approves the selection of a new organizational structure model in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises and the provisions of Article 11 of the Company's Charter, whereby the Company no longer has a Board of Supervisors and replaces it with an Audit Committee under the Board of Directors.

Article 2. Voting on the dismissal of members of the Board of Directors and members of the Board of Supervisors

1- The dismissal of members of the Board of Directors and members of the Board of Supervisors shall be conducted through voting by ballot for each case issued by the Organizing Committee of the General Meeting of Shareholders. Each shareholder or

shareholder representative shall have a total number of voting rights corresponding to the number of shares owned or represented by proxy.

When voting by raising a voting card, the front of the voting card must be held high facing the Presidium. In the event that a delegate does not raise their voting card during all three rounds of voting (in favor, against, or abstaining) on an issue, it shall be deemed a vote in favor of that issue. In the event that a delegate raises their voting card more than one (01) time when voting in favor, against, or abstaining on an issue, the vote shall be deemed invalid. Under the form of voting by raising a voting card, members of the Shareholder Eligibility Verification Committee/Vote Counting Committee shall mark the shareholder code and the corresponding number of voting rights for each shareholder voting in favor, against, abstaining, or invalid.

2- If the statistical results show that the number of shares in favor of dismissing a member of the Board of Directors or a member of the Board of Supervisors exceeds 50% of the total number of shares with voting rights at the General Meeting of Shareholders, that member of the Board of Directors or the Board of Supervisors shall be dismissed, effective immediately upon the announcement of the results. If the number of shares not in favor of dismissal accounts for less than 50% of the total number of shares with voting rights at the General Meeting of Shareholders, the member of the Board of Directors or the Board of Supervisors shall not be dismissed.

3- The dismissal of members of the Board of Directors and members of the Board of Supervisors shall be recorded in a vote counting report in accordance with regulations and included in the results of the General Meeting of Shareholders.

II. NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Number of additional members to be elected to the Board of Directors

- The number of additional members to be elected to the Board of Directors is 01, who shall serve as an independent member of the Board of Directors;

- The term of the Board of Directors is the 2023-2028 term.

Article 4. Standards and conditions for members of the Board of Directors

For members of the Board of Directors, in addition to the standards and conditions under Article 155 of the Law on Enterprises No. 59/2020/QH14, Decree No. 155/2020/ND-CP, and Decree No. 245/2025/ND-CP, the following additional conditions must be met:

- Having full civil act capacity, and not being a person prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

- Having professional qualifications and experience in business administration or in the Company's business lines and sectors, and not necessarily being a shareholder of the Company;

- Not being a person with a family relationship (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, son, adopted son, son-in-law, daughter-in-law, biological brother, biological sister, younger sibling, brother-in-law, sister-in-law, or spouse's/husband's siblings) with the General Director and other managers of the Company; or with managers or persons authorized

to appoint managers of the parent company.

- A member of the Board of Directors of the Company shall not simultaneously serve as a member of the Board of Directors or the Board of Members at more than 05 other companies.

- In addition to the general standards mentioned above, an independent member of the Board of Directors must ensure compliance with the provisions of Point b, Clause 1, Article 137 of the 2020 Law on Enterprises and must meet the following standards and conditions:

+ Not being a person currently working for the Company, its parent company, or its subsidiaries; not being a person who has worked for the Company, its parent company, or its subsidiaries for at least the 03 consecutive years prior;

+ Not being a person currently receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to receive as prescribed;

+ Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, or adopted child is a major shareholder of the Company; or is a manager of the Company or its subsidiaries;

+ Not being a person who directly or indirectly owns at least 01% of the total number of shares with voting rights of the Company;

+ Not being a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least the 05 consecutive years prior, except in cases of being appointed for two consecutive terms.

Article 5. Nomination and candidacy for members of the Board of Directors

1- Shareholders holding shares with voting rights have the right to aggregate their voting rights to nominate candidates for the Board of Directors.

- A shareholder or group of shareholders holding from ten (10)% to less than twenty (20)% of the total number of shares with voting rights may nominate one (01) candidate;

- A shareholder or group of shareholders holding from twenty (20)% to less than thirty (30)% may nominate a maximum of two (02) candidates;

- A shareholder or group of shareholders holding from thirty (30)% to less than forty (40)% may nominate a maximum of three (03) candidates;

- A shareholder or group of shareholders holding from forty (40)% to less than fifty (50)% may nominate a maximum of four (04) candidates;

- A shareholder or group of shareholders holding from fifty (50)% to less than sixty-five (65)% may nominate a maximum of five (05) candidates; from sixty-five (65)% or more may nominate a maximum of seven (07) candidates.

2- In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the required number, the remaining candidates shall be nominated by the incumbent Board of Directors to meet the required number for election.

Article 6. Dossier for candidacy and nomination of candidates for election to the Board of Directors

- Application for nomination or candidacy for membership of the Board of Directors;

- Curriculum vitae self-prepared by the candidate;

- A certified copy of the Citizen Identity Card or Passport, and degrees, diplomas, and certificates certifying the candidate's educational and professional qualifications.

Article 7. Selection of candidates

Based on the applications for nomination and candidacy from shareholders/groups of shareholders, the Organizing Committee of the 2026 Annual General Meeting of Shareholders of the Company shall prepare a list of candidates who meet the prescribed conditions and submit it to the General Meeting of Shareholders for approval to elect members of the Board of Directors.

III. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 8. Subjects eligible to vote

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights of the Company.

Article 9. Ballots and marking ballots

1. List of candidates for the Board of Directors:

Full names must be written on the ballot.

Ballots and marking ballots:

- Ballots shall be printed uniformly, containing the total number of shares with voting rights according to the attendance code; ballots shall be used to elect members of the Board of Directors.

- Shareholders or authorized representatives shall be issued 01 ballot for members of the Board of Directors according to their attendance code (including owned and authorized shares).

- Shareholders or authorized persons must personally write the number of votes for each candidate in the blank space provided for that candidate on the ballot, then sign and clearly write their full name.

- In case of an error, if the ballot has not yet been cast into the ballot box, the shareholder may request the Vote Counting Committee to exchange it for another ballot.

3. Cases where ballots are invalid:

- Ballots not following the template issued by the Meeting Organizing Committee, or lacking the seal or barcode of Dak Lak Rubber Joint Stock Company.

- Ballots that are torn, crossed out, altered, added to, or contain incorrect names not on the list of candidates approved by the General Meeting of Shareholders prior to voting; ballots voting for more than the prescribed number of people or left blank.

- Ballots where the total number of votes cast for candidates exceeds the total number of voting rights held by the shareholder (including owned and authorized shares).

- Ballots submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.

Article 10. Voting method (Pursuant to Clause 3, Article 148 of the 2020 Law

on Enterprises)

- Voting for members of the Board of Directors shall be conducted by secret ballot using the cumulative voting method (equal or unequal distribution).

- Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including owned and authorized shares) multiplied by the number of members to be elected to the Board of Directors.

- Shareholders may cast all or part of their total votes for one person, several people, or all candidates; the remaining votes may not be cast for any candidate. The total number of votes cast for candidates shall not exceed the total number of votes the shareholder is entitled to cast as recorded in the shareholder information section, nor shall it exceed the number of candidates approved by the General Meeting of Shareholders.

- Regarding marking ballots:

There are 02 ways to mark a ballot:

+ Cumulative voting (unequal): Shareholders write the number of votes directly for each candidate in the "cumulative voting (unequal)" column. The number of votes for each candidate may vary depending on the voter's confidence in the candidates, but the total number of votes distributed to the selected candidates shall not exceed the total number of votes the voter is entitled to cast.

+ Cumulative voting (equal): Shareholders simply place a cross (X) in the "cumulative voting (equal)" column corresponding to the number of members of the Board of Directors they trust.

Article 11. Vote Counting Committee, voting and vote counting principles

1. Vote Counting Committee:

- The Vote Counting Committee shall be nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

- The Vote Counting Committee is responsible for:

+ Submitting the Election Regulations to the General Meeting of Shareholders for approval.

+ Distributing ballots and providing instructions on how to mark them.

+ Conducting vote counting using vote counting software.

+ Announcing the election results before the General Meeting of Shareholders.

- Members of the Vote Counting Committee shall not be included in the list of nominees and candidates for the Board of Directors.

2. Voting and vote counting principles:

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.

- Voting shall begin once the distribution of ballots is completed and shall end when the last shareholder casts their ballot into the box.

- Vote counting must be conducted immediately after voting concludes, using vote counting software.

- Vote counting results shall be recorded in writing and announced by the Head of

the Vote Counting Committee before the General Meeting of Shareholders; vote counting data shall be stored in the Company's Administration Department, and ballots shall be sealed and stored in the Company's archives.

- Ballots shall be kept at the Company's headquarters after counting.

Article 12. Principles of cumulative voting and principles for election of members of the Board of Directors

- Cumulative voting principle: The Vote Counting Committee shall provide specific instructions at the General Meeting of Shareholders.

- Principle for election of members of the Board of Directors: The person elected as a member of the Board of Directors shall be the person with the highest number of votes.

- The election results shall be recorded in the Report on the election of members of the Board of Directors.

Article 13. Preparation and announcement of the Vote Counting Report

- After counting the votes, the Vote Counting Committee must prepare a Vote Counting Report.

- The full text of the Vote Counting Report must be announced before the General Meeting of Shareholders.

Article 14. Complaints regarding voting and vote counting.

- In the event that a shareholder files a complaint or requests a re-examination of the election results after they have been announced, the Vote Counting Committee shall directly re-examine them.

- Complaints regarding voting and vote counting shall be resolved by the Chairperson of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

These Regulations consist of 14 articles, which were read publicly before the 2026 Annual General Meeting of Shareholders for voting and approval, and shall take effect immediately during the Meeting./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON

Nguyen Viet Tuong
CHAIRMAN OF THE BOARD OF DIRECTORS

DAK LAK RUBBER
JOINT STOCK COMPANY
DAKRUCO

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June , 2026

No.:

REPORT
OPERATIONS OF THE BOARD OF DIRECTORS IN 2025 AND DIRECTIONS AND TASKS FOR 2026

To submit to the 2026 Annual General Meeting of Shareholders (AGM) in accordance with the law, the Board of Directors (BOD) of Dakruco hereby evaluates the management and direction activities of the BOD in 2025 and the key tasks for 2026 with the following main contents:

I. Operations of the BOD in 2025:

1. Information regarding BOD members:

In 2025, there were changes in the personnel of the BOD and the Board of Management of the Company, as one BOD member resigned and transferred to work at a new unit. At the 2025 AGM held on June 26, 2025, Ms. Nguyen Thi Mai Quyen was elected to replace Mr. Nguyen Do (who submitted his resignation effective from June 4, 2025). As of December 31, 2025, the BOD consisted of 07 members, including 03 executive members and 04 non-executive members, specifically as follows:

No.	Full Name	Position	Note
1	Nguyen Viet Tuong	Chairman of the BOD	Non-executive member
2	Nguyen Minh	BOD Member *General Director*	Executive member
3	Nguyen Van Cuc	BOD Member *Deputy General Director*	Executive member
4	Nguyen Tran Giang	BOD Member *Deputy General Director*	Executive member
5	Nguyen Van Thong	BOD Member *Head of HR - Legal Dept.*	Non-executive member
6	Ta Quang Tong	BOD Member	Non-executive member
7	Nguyen Thi Mai Quyen	BOD Member *Head of Technical Dept.*	Non-executive member

2. Operations of the BOD in 2025:

In 2025, the BOD organized the AGM on June 26, 2025, to provide orientation for the 2025 production-business plan; implemented contents in

accordance with the 2020 Law on Enterprises and elected additional BOD members. Simultaneously, the BOD conducted periodic meetings in compliance with the Charter, Internal Regulations on Corporate Governance, and the Law on Enterprises; the BOD ensured meetings were held once per quarter, and in cases where it was deemed necessary to resolve important matters, the BOD sought opinions in writing; at each meeting, the attendance rate of members was 75% or higher. Periodic BOD meetings reviewed and evaluated the implementation results of BOD resolutions between the two meetings and the production-business results of the immediately preceding quarter; reviewed the contents submitted by the Board of Management to provide implementation opinions, resolve difficulties, and provide orientation for production-business, especially regarding the policy to access capital sources in a timely manner for production. Besides, the collection of opinions from BOD members on arising issues under the authority of the BOD was also implemented quickly to issue resolutions in a timely manner for the Board of Management to implement. Specifically, the BOD organized 05 periodic and extraordinary meetings; collected opinions in writing 23 times, and issued 28 Resolutions. The BOD resolutions focused on submitting to the AGM for approval of contents in accordance with the 2020 Law on Enterprises, the 2025 Law on Securities; the Company Charter; the dismissal of BOD members and the election of additional BOD members for the 2023-2028 term. In addition, BOD resolutions also focused on the policy of borrowing capital from several commercial banks; transferring cumulative profit up to December 31, 2024, and advancing 2025 profit from Dakmoruco Company to Dakruco to serve production-business operations; reaching agreements with the Board of Management on the transfer and appointment of officers between the Company's departments and affiliated units; providing orientation for the consolidation of the apparatus and personnel organization to suit the development requirements of the Company; and approving contents for Dakruco's Capital Representatives to vote at BOD meetings and the 2025 AGM of subsidiaries and associated companies. Furthermore, resolutions were issued to direct sustainable rubber development; digital transformation; high-tech (CNC) agricultural crop production; and directing the remediation of shortcomings and weaknesses according to Inspection Conclusion No. 7337/KL-UBND dated August 5, 2021, of the Provincial People's Committee... Details of the contents of the BOD's Resolutions/Decisions are stated in the 2025 Report On Corporate Governance and have been announced on the Company's Website.

- The BOD's supervision of the Board of Management is carried out based on the Company Charter and the Company's Internal Regulations on Corporate Governance to ensure that the Company's operations are in line with the development orientation and comply with the provisions of the law. Supervision is carried out through reports from the Board of Management; attending the Board of Management's briefing meetings directly and visiting the site to inspect and supervise production-business operations, thereby providing timely directions to the Board of Management.

3. Results of evaluation and classification of the BOD and BOD members in 2025:

At the vote-counting minutes for the classification of the BOD and BOD members on May 19, 2026, the BOD agreed to evaluate and classify the collective BOD (completed tasks well and classified each BOD member) as follows:

No.	Full Name	Position	Classification level
1	Nguyen Viet Tuong	Chairman of the BOD	Completed tasks well
2	Nguyen Minh	BOD Member *General Director*	Excellent task completion
3	Nguyen Van Cuc	BOD Member *Deputy General Director*	Completed tasks well
4	Nguyen Tran Giang	BOD Member *Deputy General Director*	Completed tasks well
5	Nguyen Van Thong	BOD Member *Head of HR - Legal Dept.*	Completed tasks well
6	Ta Quang Tong	BOD Member	Completed tasks well
7	Nguyen Thi Mai Quyen	BOD Member *Head of Technical Dept.*	Completed tasks well

4. Transactions with affiliated persons: Transactions between the company, subsidiaries, companies controlled by the public company with 50% or more of charter capital with members of the Board of Directors and affiliated persons of those members; transactions between the company and companies in which the Board of Directors member is a founding member or a manager of the enterprise within the last 03 years before the time of transaction are detailed in the 2025 Report On Corporate Governance and the 2025 Audited Financial statements which have been announced on the Company's Website.

II. Results of supervision of the General Director and the Board of Management:

Based on the Charter and Internal Regulations on Corporate Governance, the BOD has supervised the activities of the General Director and the Board of Management in organizing production-business operations and implementing Resolutions of the BOD and Resolutions of the 2025 GMS. Periodically, every quarter, the Board of Management reports the results of the implementation of BOD Resolutions between the two meetings. In which, the Board of Management specifically evaluates the contents that have been implemented, the contents that have not been implemented, and those that are in progress. From there, the Board of Directors monitors and provides specific directions, through resolutions for the Board of Management to implement.

In 2025, the BOD focused on directing the implementation of the production-business and investment plan according to the Resolution of the AGM. Directed the implementation of selling a portion of DRI shares owned by the Company and divesting all of Dakruco's capital at Thai Duong Rubber Joint Stock Company; simultaneously signed a capital recovery loan contract with Vietinbank to invest in replanted rubber gardens with a loan package of VND 300,000 million; continued to work with Vietinbank Dak Lak Branch to sign a credit contract to finance the investment project of intercropping coffee at Cu Mgar Farm (when BIDV Dak Lak implemented complicated disbursement procedures), thereby restructuring the Company's finances to be healthy. Directed the Board of Management to implement for Dakmoruco to sign a capital recovery loan contract for an investment of USD 3 million and continued to work with relevant agencies to adjust the investment capital structure in the Dakmoruco Charter. Directed two Branches: the Rubber Band Processing Factory and Dakruco Hotel to build production-business and investment plans for the 2025-2030 period; evaluated the implementation results of the Company's consolidation and development Project for the 2020-2025 period, and built the Company's consolidation and development Project for the 2026-2030 period; amended BOD regulations and many contents related to the BOD's authority. Provided policy on expanding the FSC-FM rubber area; policy on implementing the emissions reduction roadmap...

Focused on directing the completion of the rubber replanting project combined with intercropping coffee at the Cu Mgar Farm Branch with an area of: 763.79 ha of rubber trees and intercropping 242.23 ha of coffee on the newly planted rubber garden area. Implemented new investment of 50.05 ha of durian trees (durian garden intercropped in jackfruit garden); intercropped coffee in durian garden (2024) 11.73 ha.

Directed the implementation of rearranging the apparatus and adjusting the functions and tasks of the Branches, merging Cuor Dang Farm and Phu Xuan Farm; reached an agreement with the Board of Management to implement the appointment and rotation of management officers of departments and units under the Company.

Directed the implementation of adjusting and supplementing the Salary Regulations; directed the issuance of the Company's Internal Expenditure Regulations, amended and supplemented regulations to improve the Company's governance activities in a public, transparent, effective, and lawful manner...

According to the evaluation of the Board of Directors, the activities of the General Director and the Board of Management during the implementation of production-business activities in 2025 were timely, in accordance with the GMS Resolution, BOD Resolutions, suitable to the actual business situation, closely followed the market, and complied with the provisions of the law; continued to ensure jobs and income for employees in the current situation.

* Results achieved compared to the annual plan set out in the 2025 GMS Resolution are as follows:

a/ Regarding the output of product types:

+ Rubber latex output: 8,571.89 metric tons/7,648.43 metric tons, reaching 112.07%;

+ Rubber band processing output: 1,684.74 metric tons/2,500 metric tons, reaching 67.39%;

+ Banana output (harvested): 1,464.36 metric tons/Plan 1,600 metric tons, reaching 91.52%

+ MD2 pineapple output: 241.76 metric tons/168.81 metric tons, reaching 143.21%;

+ Durian output: 26.81 metric tons/284.15 metric tons, reaching 9.44%.

b/ Regarding revenue and profit:

- Total realized revenue: VND 709,750 million/VND 697,540 million, reaching 101.75%;

- Profit after tax: VND 89,010 million/VND 80,220 million, reaching 110.95%.

In general, all targets were achieved, exceeded the set plan, and grew compared to 2024; the Company's financial situation has become healthy again after more than 10 years of difficulties. However, there are still targets that were not achieved such as rubber band and durian output; hotel business is still facing difficulties.

III. Operating expenses of the BOD, Board of Supervisors, and Board of Management:

1. The salary and remuneration plan for managers in 2025 was approved by the 2025 AGM:

- Total salary and remuneration fund for the BOD, Supervisors: VND 2,008.800 million, in which:

+ Salary of full-time BOD members and Supervisors: VND 1,560 million.

+ Remuneration fund for part-time BOD members and Supervisors: VND 448.800 million.

- Total salary fund in 2025 for the Board of Management: VND 1,872.00 million.

- Plan for operating expenses of the BOD and Board of Supervisors in 2025: VND 200 million.

2. Realized salary and remuneration fund for BOD members, Supervisors, and the Board of Management in 2025:

2.1. Regarding the salary of the BOD Chairman and Supervisors in 2025: According to the provisions of Clause 2, Article 22 of Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government: "For cases where realized profit and profit margin exceed the plan, salary shall be added to the realized salary level specified in Point a, Clause 1 of this Article according to the principle of 1% of profit exceeding the plan, an additional 2% of salary level shall be calculated but

not exceeding 20% of the realized salary level specified in Point a, Clause 1 of this Article".

In 2025, the realized profit before tax exceeded the plan by 111% (VND 89,010 million/VND 80,227 million).

Therefore, the total realized salary and remuneration fund for BOD members and Supervisors in 2025: VND 2,081.697 million, equal to 103.63% of the plan, in which:

- Salary of full-time BOD members and Supervisors: VND 1,637.628 million, equal to 104.97% of the plan;

- Realized remuneration fund in 2025 for part-time BOD members and Supervisors: VND 444.069 million, equal to 98.95% of the plan;

2.2. Realized salary fund for the Board of Management in 2025: VND 2,215.857 million (the increase compared to the plan is because the Company's Board of Management is entitled to salary increased according to the labor productivity increase level (27%) compared to regulations), equal to 118.37% of the plan.

2.3. Reward fund for managers from the 2024 profit after tax is: VND 320.86 million;

2.4. Operating expenses of the BOD and Board of Supervisors implemented: VND 71.987 million/VND 200 million, equal to 35.9% of the plan.

IV. Orientation for operations in 2026:

Entering 2026, the world and Vietnamese economic context is forecasted to continue to have opportunities intertwined with many difficulties and challenges. The global geopolitical situation still hides complex developments, especially the situation in the Middle East; tariff and non-tariff policies of major economies are still maintained, although at different levels, affecting international trade and the global supply chain. Inflationary pressure, commodity price fluctuations, along with the increasingly clear impact of climate change and the risk of diseases on crops continue to be notable risk factors.

Domestically, the Vietnamese economy is implementing a series of solutions to promote "double-digit" growth, focusing on removing institutional bottlenecks and promoting business development. However, the economy is still significantly affected by the developments of the geopolitical and world economic situation, along with uncertain factors such as weather, climate... This is an opportunity as well as a challenge for businesses, including the Company's production-business operations.

Based on the positive production-business results in 2025 of the Company, especially the improvement of cash flow, debt restructuring, and financial health, along with positive signals from the rubber market and capital market, the Company has gradually consolidated the foundation for the next development stage. However, the Company still has to face many difficulties, especially the dependence on the world market and abnormal weather developments.

In that context, the Board of Directors determines 2026 as the year to continue consolidating the financial foundation, improving governance capacity,

and promoting sustainable development. The Board of Directors submits to the GMS the operation plan with the following goal orientations and solutions:

1. Orientation for some main targets in the 2026 production-business plan:

- Organization of exploitation and outsourcing: 8,772.87 metric tons of dry rubber latex;

- Sales: 8,772.87 metric tons. In which, domestic sales are 3,509.15 metric tons (accounting for 40% of total sales output); exports are 5,263.72 metric tons (accounting for 60% of total sales output);

- Rubber band products: 2,500 metric tons;

- Durian: 700 metric tons;

- Areca nut: 51 metric tons;

- Total revenue: VND 814,225.55 million;

- Total expenses: VND 723,006.35 million;

- Profit before tax: VND 91,219.20 million;

- Investment: Total investment value: VND 253,847.93 million. In which, agricultural investment (rubber trees, durian, and coffee trees): VND 161,881.41 million; forestry investment (FSC): VND 815.60 million; non-agricultural investment: VND 91,150.91 million.

2. Orientation for BOD direction:

- Seek effective solutions in organizing production-business and investment; adapt to the market; continue to ensure the Company's financial situation is healthy, striving to complete the targets set by the 2026 AGM.

- Continue to implement intercropping coffee on the area of basic construction rubber 1, with an area of 300ha; conduct surveys to invest in a solar power system at the Company Office, Dakruco Hotel, Latex Processing Factory, Cu Bao Farm; invest in biomass heat furnaces for the Rubber Latex Processing Factory, thereby reducing electricity costs and achieving the goal of reducing carbon emissions. Proceed to promote investment cooperation in a high-quality coffee processing factory. Put the Central Highlands Agricultural Products Export and Testing Co., Ltd. into effective operation. Continue to direct Dakmoruco to implement surveys and work with local authorities and ministries to complete investment procedures for the Rubber Latex Processing Factory phase I and survey the development of a coffee planting project in Mondulkiri - Cambodia.

- Continue to mobilize capital for investment from various sources such as green capital, from credit institutions, financial leasing, from joint venture partners..., to ensure initiative in investment capital, ensuring that production-business and investment cash flow is not lacking. Evaluate investment projects cautiously, strictly, in accordance with procedures, and with reasonable investment phasing before implementing investment, minimizing risks in investment activities.

- Focus on directing the Rubber Band Processing Factory to invest in repairing machinery and equipment, organizing production-business to ensure break-even and move towards profitability. Coordinate with consultants to re-evaluate the overall status of the Dakruco Hotel Service Cluster to have a basis for building business and investment strategies in the coming time; establish investment, upgrade, and business plans for the 2026-2030 period to ensure profitable investment.

- Continue to coordinate with consulting units to work with relevant Departments and Sectors to get approval for land lease dossiers after equitization, register land changes, adjust areas,... for the entire remaining area at the branches. Direct the review of previously expired contracting and association contracts to have a plan to recover and use the Company's land for the right purpose. Implement the completion of legal procedures regarding land, projects, and environment.

- Organize production to adapt to weather; research to change farming and rubber latex exploitation processes in the direction of emissions reduction and circulation; approach the carbon market to sell credits to the market. Maintain and improve product quality, enhance the reputation of the Dakruco brand in the domestic and international markets. Strengthen system quality control to maintain FSC-FM/CoC certification for rubber latex and rubber wood products and expand the FSC-FM area to meet the green growth and sustainable development trend of the market. Strengthen trade promotion for FSC-FM/CoC rubber latex products.

- Continue the digital transformation plan for the 2025-2030 period that has been approved; apply technology to organize and manage production-business to adapt to climate change, manage gardens well, to increase exploitation output, control the volume and quality of input materials. Invest in renovating the rubber latex processing line in the direction of automation combined with using AI technology, applying technology in product processing, seeking alternative fuels to save costs, increase profit; apply technology, software, and AI to market research activities, improve operational efficiency, and build sustainable competitive advantages.

- Continue to consolidate the team of department and unit management officers; strengthen training in digital transformation skills, foreign languages, and professional expertise. Implement the arrangement of production teams and security departments at branches in a streamlined and effective manner. Implement solutions to recruit rubber latex exploitation workers for units.

- Continue to remediate shortcomings and weaknesses according to Inspection Conclusion No. 7337/KL-UBND of the Provincial People's Committee. In which, focus on remediating contents related to the Land Use Plan approved by the Provincial People's Committee. Direct the preparation of a lawsuit dossier against Nhat Thong Company according to the direction of the Provincial People's Committee. Implement the Plan to remediate remaining shortcomings and weaknesses.

The above is the report on the operation situation of the BOD in 2025 and key tasks in 2026; This report will be submitted to the 2026 AGM for consideration and opinion./.

Recipients
- Shareholders;
- GMS Meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Admin Dept. (posted on Website);
- Archived at VT.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Viet Tuong

DAK LAK RUBBER JOINT STOCK COMPANY
(DAKRUCO)

No.:

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June , 2026

REPORT
RESULTS OF BUSINESS OPERATIONS IN 2025
DIRECTIONS FOR 2026 OF THE BOARD OF MANAGEMENT

PART ONE
RESULTS OF BUSINESS OPERATIONS IN 2025

***

In compliance with the Charter of Dak Lak Rubber Joint Stock Company, the General Director hereby reports to the General Meeting of Shareholders on the activities of the Board of Management in 2025 and the directions and tasks for 2026 with the following key contents:

I. RESULTS OF BUSINESS OPERATIONS IN 2025

The Board of Management has promptly directed departments and affiliated units to implement 01 Resolution of the 2025 Annual General Meeting of Shareholders and 28 Resolutions of the Board of Directors; the management and direction work achieved the following results:

1. Production activities:

1.1. Harvested and processed rubber latex products:

- The Company's total rubber latex output reached: 8,571.89 metric tons/ 7,626.80 metric tons of dry rubber equivalent, achieving 112.4% of the plan according to the Board of Directors' Resolution (equivalent to 116.5% compared to the same period in 2024). In which:

+ Output from the Company's plantations: 5,711.63 metric tons/ 5,553.50 metric tons, achieving 102.85% of the plan (equivalent to 122.9% compared to the same period in 2024);

+ Output from associated plantations: 229.33 metric tons/ 94.93 metric tons, achieving 241.59% of the plan (equivalent to 50.62% compared to the same period in 2024);

+ Output from external purchases: 2,630.93 metric tons/ 2,000 metric tons, achieving 131.55% of the plan (equivalent to 116.61% compared to the same period in 2024).

- Total processed rubber latex products in 2025: 9,740.7/ 8,926.8 metric tons

of block rubber (SVR) products, achieving 109.1% of the plan (equivalent to 121.69% compared to the same period in 2024). In which, the Company's products accounted for 8,756.19 metric tons, and products processed for Dong Phu Rubber Company accounted for 984.5 metric tons. The rate of products downgraded from one grade to another was 0.27%.

1.2. Rubber elastic thread products:

- Total production of rubber elastic thread: 1,684.7 metric tons/ 2,500 metric tons (achieving 67.4% of the plan) and sales: 1,697.9 metric tons/ 2,500 metric tons, achieving 67.9% of the plan (an increase of 7.3% compared to the same period in 2024).

- The rate of Grade A products reached: 94.53%/ 96% of the plan, achieving 98.4% of the plan.

1.3. Fruit products:

- Total fruit harvest and sales output in 2025:

+ Green banana harvest and sales output: 1,464.36 metric tons/ 1,600 metric tons of the plan, achieving 91.52% of the plan according to the Board of Directors' Resolution; average selling price: 11,784 VND/kg / 10,780 VND/kg, achieving 109% of the plan;

+ MD2 pineapple output: 241.76 metric tons/ 168.81 metric tons of the plan, achieving 143.2% of the plan according to the Board of Directors' Resolution; average selling price: 6,326 VND/kg / 6,000 VND/kg, achieving 105% of the plan;

+ Durian output: 26.8 metric tons/ 284 metric tons of the plan, achieving 9.44% of the plan according to the Board of Directors' Resolution; average selling price: 12,938 VND/kg / 50,000 VND/kg, achieving 25.8% of the plan.

- Fruit revenue in 2025 reached 19.58 Billion VND/ 33.5 Billion VND (achieving 58% of the 2025 plan).

2. Business and import-export activities:

- Sales in 2025: 8,465.30 metric tons/ 7,648.4 metric tons of the plan, achieving 111% of the plan, equivalent to 107% compared to 2024. In which, exports: 3,895.44 metric tons, accounting for 46%; domestic sales: 4,569.86 metric tons, accounting for 54% of total sales.

- Rubber product revenue: 409.83 Billion VND/ 320.39 Billion VND, achieving 127.9% of the annual plan

(according to the 2025 audited financial statements)

- Average price of finished rubber products (excluding waste latex): 48.25 Million VND/metric ton, achieving 114.88% of the plan (Board of Directors' Resolution: 42 Million VND/metric ton), an increase of 7.64% compared to the

same period in 2024 (2024 price: 44.822 Million VND/metric ton).

- Average export price: 1,947 USD/metric ton, an increase of 4.27% compared to 2024.

- Export turnover: 7.58 Million USD.

- In 2025, the Company continued to purchase raw latex from external sources, reaching 2,630.9 metric tons/ 2,000 metric tons, achieving 131.5% of the 2025 annual plan. The Company's purchase price for raw rubber latex was adjusted in line with the market at each point in time.

3. Finance and accounting:

- The Company's financial situation as of December 31, 2025:

- Liabilities as of December 31, 2025: 719.46 Billion VND. In which:

+ Short-term liabilities: 279.96 Billion VND

+ Long-term liabilities: 439.50 Billion VND

- Total revenue in 2025 was 709.75 Billion VND/ 697.54 Billion VND of the annual plan, achieving 101.75% of the annual plan; an increase of 10.7% compared to 2024 (equivalent to 68.63 Billion VND) according to the Board of Directors' Resolution.

- Profit before tax: 89.01 Billion VND/ 80.22 Billion VND of the annual plan, achieving 110.95% of the annual plan; an increase of 76.97% compared to 2024 (equivalent to 38.71 Billion VND) according to the Board of Directors' Resolution.

- In 2025, the Company continued to implement the divestment of DRI and successfully sold over 11.59 million shares, with an average selling price of 15,447 VND/share, and proceeds after deducting divestment costs of 178.8 Billion VND. The Company also divested all 360,000 shares in Thai Duong Rubber Joint Stock Company, with a selling price of 24,725 VND/share, and proceeds after deducting divestment costs of 8.77 Billion VND.

- Payments to the state budget:

+ State budget debt at the beginning of the period (January 01, 2025): 69.30 Billion VND;

+ Arising payables in 2025: 95.78 Billion VND;

+ Amount paid in 2025: 166.42 Billion VND, in which: Land rent: 64.21 Billion VND; VAT: 8.10 Billion VND; Corporate Income Tax: 2.60 Billion VND; Dividends (state capital portion): 51.33 Billion VND; Late payment interest, other taxes and fees: 15.18 Billion VND; Equitization payment (phase 1): 25.00 Billion VND.

+ Total tax debt as of December 31, 2025, is 23.67 Billion VND, in which: Corporate Income Tax: 9.82 Billion VND; Land rent (2025 period debt): 13.83

Billion VND; Other taxes and fees: 0.02 Billion VND;

Reasons for the debt: (i) Land rent debt: During the year, Dakruco requested the Dak Lak Tax Department to consider a 100% exemption or reduction of land rent (agricultural land) because the unit employs 50% or more ethnic minority workers (in 2024, the proportion of ethnic minority workers accounted for 54.39% of the total workforce) according to Decree No. 230/2025/ND-CP dated August 19, 2025, with the requested exemption amount of 30.51 Billion VND, but by the end of the fiscal year, the Tax Authority had not yet issued a decision on the exemption/reduction. Therefore, Dakruco has not yet paid the land rent corresponding to the amount for which it is seeking an exemption; (ii) Corporate Income Tax debt: Dakruco will make the payment after the annual financial statements are prepared (the annual financial statements are prepared immediately after the end of the fiscal year).

- Payments of employee benefits to the Social Insurance agency as of December 31, 2025, totaled 43.14 Billion VND (in which 2.25 Billion VND was carried over from 2024). As of December 31, 2025, the Company has no outstanding debt to the Social Insurance agency.

4. Technical management:

4.1. Rubber latex productivity and quality:

- Average productivity of plantations in domestic branches was 1,616.8 kg/ha, an increase of 65 kg/ha compared to the same period; DRC content decreased by 0.02% compared to 2024;

- In 2025, 401.43 ha were newly opened, including 149.04 ha at Phu Xuan Farm, 214.29 ha at Cu Kpo Farm, and 38.10 ha at Cu M'gar Farm;

- The quality of Grade 1 raw latex accounted for 95.65% / 98.0% of the plan, achieving 97.6%.

4.2. Planting, care of immature (KTCB) and mature rubber plantations:

+ Newly planted rubber plantations:

Newly planted area in 2025: 763.79 ha; In which:

- Grade A plantations: 227.90 ha, rate 29.85%;

- Grade B plantations: 130.90 ha, rate 17.15%;

- Grade C plantations: None;

- Grade D plantations: 405 ha, rate 53%. In which the entire area of bare-root stumps: 399.77 ha planted with Grade D bare-root stump varieties.

Reasons: Partners were slow to hand over land for new planting, leading to a delay in planting time from June to the end of September, missing the appropriate time for post-planting care, which affected the growth and development of

seedlings, especially the bare-root stump plantations which accounted for over 50% of the area, affecting the quality of the plantations at the end of the year. Furthermore, the weather in 2025 had many heavy rains and a prolonged rainy season, so the care of newly planted plantations faced many difficulties in supplying materials and performing care tasks.

+ Immature (KTCB) rubber plantations:

Total area of immature rubber is 3,236.22 ha (excluding the project area in Cambodia and some areas planned for recovery by the Provincial People's Committee).

- Grade A plantations: 1,026.46 ha, rate 31.72%;
- Grade B plantations: 1,186.30 ha, rate 36.66%;
- Grade C plantations: 528.61 ha, rate 16.33%;
- Grade D plantations: 494.85 ha, rate 15.29%;

- Care for immature plantations was implemented synchronously and on schedule in all stages such as weeding, pruning, shaping..., and violations of technical procedures were handled promptly; The fertilizer investment plan was improved compared to the previous year. Besides, favorable weather conditions, with the rainy season arriving early and lasting until the final months of the year, created conditions for good tree growth, combined with serious and correct implementation of technical care procedures. Therefore, the quality of the plantations had positive changes compared to the same period in 2024. Specifically, the rate of Grade A plantations increased by 2.95%, Grade B increased by 7.04%, while Grade C decreased by 5.67% and Grade D decreased by 4.32%.

+ Mature rubber plantations (state-owned sector):

Total area of mature rubber is 3,434.86 ha (excluding the project area in Cambodia and some areas planned for recovery by the Provincial People's Committee).

- Grade A plantations: 1,122.24 ha, rate 32.67%;
- Grade B plantations: 632.83 ha, rate 18.42%;
- Grade C plantations: 1,149.47 ha, rate 33.46%
- Grade D plantations: 530.32 ha, rate 15.44%

Compared to 2024, the quality of Grade A plantations decreased by 12.35%, Grade B decreased by 1.83%, Grade C increased by 12.14%, and Grade D increased by 2.04%.

Grade A and B plantations account for: 51.09% compared to 2024 (65.27%), a decrease of 14.18%. Reasons: In 2025, a full inventory of the entire mature rubber area was conducted to accurately assess plantation capacity (according to the

plantation procedure, 1st and 2nd-year tapping plantations are inventoried annually; from the 3rd year onwards, they are inventoried every 4 years; in 2024, only broken/fallen trees were updated); According to the assessment criteria, 3rd-year tapping plantations must have a tapping rate of 95% or more to be classified as Grade A. However, for plantations put into latex exploitation from the 4th quarter of 2023, in the first year of tapping, only about 50% of the trees met the standards for tapping. Therefore, by the 3rd year of tapping, some plantations still did not reach the 95% tapping rate, affecting the classification results; Besides, some plantations experienced diseases such as pink disease, rainy season leaf fall, and Botryodiplodia, causing dry tapping panels on rubber trees. This situation reduced the tapping rate and increased the number of ineffective trees, thereby directly affecting the overall quality of the plantations.

4.3. Quality management of latex tapping workers:

In 2025, there was no rate of poor skill. The rate of fair-good skill: 97.77%, an increase of 0.77% compared to 2024. The rate of average skill: 2.23%, a decrease of 0.77% compared to 2024. Workers mainly committed errors such as deep tapping, shallow tapping, off-center tapping, slight damage, non-square panels, and thick shavings... The Company conducts periodic quarterly inspections to promptly remind units to correct the above violations.

5. Quality and environmental management:

- In 2025, there were 13 instances of discrepancies in the volume of liquid latex and secondary dry latex exceeding the regulations according to Procedure QT/KT06, concentrated in some units due to reasons related to differences in weighing methods, TSC processing, and unprocessed coagulated latex in tanks.

- Proactively strengthened coordination with the rubber latex processing factory to improve the quality of SVR products to limit product degradation affecting the Company's products. Product inspection reached: 26,372 samples, in which 9,236.609 metric tons met standards; Downgraded products: 26.46 metric tons, accounting for 0.28%.

- Continued to maintain stable ISO 9001, 14001, and ISO/IEC 17025 systems, ensuring no serious errors. The unit coordinated well with BoA to control latex quality, while maintaining the effectiveness of applied certifications and brands such as standard conformity announcements, the "Vietnam Rubber" brand, VietGAP, other related certifications, and completed internal management procedures.

- Environmental management was implemented according to regulations, monitoring activities and reports were fully carried out, and basic environmental parameters were within permitted limits. Proactively coordinated with units to

control the operation of the waste treatment system; However, the progress of implementing some legal documents on the environment and water resources was still slow, specifically: integrated dossiers, additional adjustments for boreholes at the rubber latex processing factory, and the EIA dossier for the new rubber planting project intercropped with coffee in Cu M'gar.

6. Labor, salary, policy, legal, and security work:

- Implemented the arrangement to dissolve Cuor Dang Farm to merge into Phu Xuan Farm; dissolved the Investment Promotion and Organization Department and rearranged the functions and tasks of the Technical, Quality Management, and Finance-Accounting departments of the Company to streamline the apparatus. Implemented personnel planning, advised the Board of Directors on appointing leaders and managers of the Company, and perfected the team of leaders and managers of the Company's departments and branches; ensuring correct processes and regulations.

- The total number of employees in the entire Company as of December 31, 2025, is 2,520 people (including the number of employees of Dakmoruco). In which, Male: 1,084 people; Female: 1,436 people; indirect labor: 288 people (accounting for 11.42% - excluding security); Security: 96 people; direct labor: 2,136 people; ethnic minority employees: 1,073 people (accounting for 42.6%), which is the basis for the Company to request exemption or reduction of agricultural land rent according to Decree No. 230/2025/ND-CP.

- Average income of employees in the entire Company reached: 9.41 Million VND/ 8.41 Million VND/person/working month of the plan, achieving 111.8% of the plan. Salaries were paid fully and on time. Continued to perfect the salary mechanism linked to productivity, work efficiency, and the specifics of each position;

- Completed the full payment of all debts to the Social Insurance agency. Developed a plan to adjust the Social Insurance contribution rate for 2025. Guided the preparation of lists for additional payment of sickness and maternity benefits to employees. Ensured policies for employees regarding sickness and maternity insurance according to regulations. Compiled a list of ethnic minority employees in 2024 to complete the dossier for requesting land rent exemption or reduction for 2025. Organized periodic health check-ups and occupational safety and health training for all employees. Conducted periodic dialogues at the branch and company-level employee conferences according to regulations.

- Focused on resolving disputes related to plantations, violations of association contracts, and violations of intercropping contracts; to ensure the legal rights and

interests of the Company; many legal dossiers on land have been reviewed, completed, and handled thoroughly according to legal procedures; gradually resolving fundamental disputes and long-standing encroachments.

- Developed and implemented plans to ensure security and order, and fire prevention and fighting; inspected and maintained fire fighting vehicles and equipment according to procedures and regulations, preventing fire and explosion incidents. Advised the Company's leadership to direct units to sign coordination regulations with local authorities and the police force of the communes and wards where the units are located.

7. Capital construction investment:

- In 2025, the Company implemented investment items for key projects serving the Cu Mgar Project; performed repairs and renovations of items at branches and the Company Office. Most items at Cu Kpo, Cu Bao, Phu Xuan Farms, and the 600-hill project (Cu M'gar) have been accepted and put into use. Especially, key projects such as the power system, coffee irrigation system, internal traffic roads, and water reservoirs have been completed, contributing to stabilizing production.

- Some projects are still being implemented such as: Anti-erosion embankment (30%), Quality Management department renovation (40%). Specifically, the item of expanding the finished product warehouse at the rubber latex factory is in the stage of contractor selection.

- Continued to urge units to accelerate construction progress and complete legal procedures to thoroughly resolve finalization work according to the plan.

8. Implementation of the sustainable rubber development program:

In 2025, continued to maintain the FSC-FM/CoC sustainable forest management certificate with 1,121.76 ha and completed procedures for certification to expand by an additional 1,687.44 ha at the Farms; maintained the FSC-CoC chain of custody certificate at the rubber latex processing factory. Forest restoration measures were implemented appropriately, effectively, and in line with FSC orientation as well as implementing the Sustainable Forest Management Plan for the 2023-2027; 2025-2030 period. The forest restoration plan basically met the requirements for maintaining and enhancing forest value in the long term. Completed the update of the legality of the identification area according to EUDR requirements and exported some shipments according to EUDR requirements, all meeting the set requirements.

9. Administrative management and digital transformation:

- Implemented the reception and circulation of the incoming and outgoing document system according to regulations. In 2025, maintained the stability of the

document management and administration software in management, contributing to shortening the time for document circulation and processing, saving significant time and costs; Maintained the stability of the information system and management software from the Company to the units.

- In 2025, implemented the establishment of the Company's Fanpage and posted information and images of activities on the digital platform in a timely manner, creating a good spreading effect, contributing to enhancing reputation and building the Company's brand image.

- Implemented the Company's digital transformation program according to the plan, besides that, continued to perfect and upgrade the operating management software functions, continued to coordinate with consultants and departments, branches to perfect and operate the plantation management software, human resources and salary management software according to the set progress.

- Monitored the use of passenger cars for work through the GPS positioning system, thereby promptly reminding departments and units to use cars effectively and for the right purpose. Total gasoline and oil used for work throughout the Company in 2025 (via GPS system): 30,940 liters of gasoline and oil, an increase of 8.76% compared to the same period in 2024. Reception, protocol, and service work were carried out based on the plan, ensuring effectiveness and practicing thrift.

10. Management of intercropping activities in rubber plantations:

- The total area for intercropping contracts on rubber plantations is: 3,896.63 ha. Departments and units promoted their responsibility in managing intercropping activities on rubber plantations, proactively inspected, controlled, and promptly detected and prevented violations that affect the development of rubber trees as well as damage to rubber trees. Besides, intercropping subjects and partners also received support, coordination, and favorable conditions from the Company and units, the cooperative relationship between the two sides was consolidated and maintained well, the intercropping activities of partners achieved high efficiency, and the security and order situation in the area was stable. However, some partners still violated the intercropping distance (15m strip); used drone technology to spray pesticides on the intercropping area (Cu M'gar Farm).

11. Business activities at subsidiaries and specialized branches:

11.1. Dakmoruco Company:

- In 2025, the total harvested rubber latex output reached 3,338 metric tons/ 3,000 metric tons of dry rubber equivalent of the plan, achieving 111.2% of the plan, an increase of 9.2% compared to 2024. Average productivity: 2.054 metric tons/ha, an increase of 5.7% compared to 2024; total revenue: 21.09 Billion Riel, achieving

106.5% of the plan; profit before tax: 4.24 Billion Riel, achieving 106.8% of the plan.

- Rubber plantations were invested in and cared for according to the plan, exploitation processes were controlled according to technical standards, maintaining the stable development of the plantations.

- Transferred 2024 profit to the parent company in the amount of 1.928 Million USD. Signed a loan agreement with Sacombank (Cambodia) Plc; value: 3,000,000.00 USD (Three million US dollars) completed for transfer to the parent company Dakruco.

11.2. Elastic Thread Processing Factory:

- In 2025, the branch's business situation faced many difficulties in production orders and product consumption. Besides, incidents of the processing line and the quality of elastic thread products affected the Factory's business situation. Processing output: 1,682 metric tons, achieving 67.28% of the plan; sales: 1,665 metric tons, achieving 66.6% of the plan. Revenue: 121 Billion VND, achieving 76.44% of the plan. Business result: loss of -10.1 Billion VND.

- Debt collection from customers was carried out according to signed contracts. Through sales and customer demand, prioritizing slow payment for some partners was also one of the measures to maintain and develop the branch's customers.

11.3. Cu Bao Farm Branch:

- Green banana harvest and sales output: 1,464.36 metric tons/ 1,433.44 metric tons of the plan, achieving 102.16% of the annual plan (the plan was reduced); MD2 pineapple output: 241.763 metric tons/ 168.810 metric tons of the plan, achieving 143.22%; durian output reached 26.811 metric tons/ 284.15 metric tons, achieving 9.44%.

- Mature durian plantations reached 90% of trees put into business to bear fruit for the 2026 crop, and at present, the entire plantation has flowered from 90 to 92% of the trees expected to bear fruit.

- Performed weeding, fertilizing, watering, spraying to prevent pests, and wind protection for each tree to ensure good growth and development for immature durian plantations for the 50.05 ha of newly planted durian in 2025 and the 11.73 ha of durian planted in 2024.

- Coffee plantations planted in 2025 intercropped in 11.73 ha of durian grew and developed well.

11.4. DAKRUCO Hotel:

In 2025, the Hotel continued to implement its business plan, develop

customers, and improve service quality. Business results in the year with revenue of 21.36 Billion VND/ 23.7 Billion VND of the plan, achieving 90% of the plan, revenue decreased by 6.1% compared to 2024; average room occupancy reached 43.3%. Business result: loss of -2.84 Billion VND; loss reduction of 1.6 Billion VND. Implemented 100% of customer debt collection.

II. GENERAL ASSESSMENT

1. The Company's business operation results in 2025 achieved many positive results compared to the Annual General Meeting of Shareholders' Resolution:

1.1. Rubber latex output: 8,571.88 metric tons, achieving 112.4% of the plan.

1.2. Rubber product revenue: 409.83 Billion VND, achieving 127.9% of the plan.

1.3. Total revenue: 709.75 Billion VND/ 697.54 Billion VND of the annual plan, achieving 101.75% of the annual plan; an increase of 10.7% compared to 2024 (equivalent to 68.63 Billion VND).

1.4. Profit before tax: 89.01 Billion VND/ 80.22 Billion VND of the annual plan, achieving 110.95% of the annual plan; an increase of 76.97% compared to 2024 (equivalent to 38.71 Billion VND).

1.5. Fruit revenue: 19.48 Billion VND, achieving 58% of the plan.

1.6. Average income: 9.4 Million VND, achieving 118% of the plan.

1.7. Implemented and completed new planting for the rubber project intercropped with coffee at Cu M'gar Farm.

1.8. Successfully divested DRI shares; disbursed loans for rubber replanting, making the Company's financial situation healthy again.

2. Besides the achieved results, there are still difficulties and shortcomings affecting the Company's goals and tasks:

2.1. Targets for elastic thread output and durian output did not meet the plan. Business efficiency at the Hotel and Elastic Thread Processing Factory did not meet expectations.

2.2. Procedures for changing the Land Use Rights Certificate are still slow, affecting the issuance of the Environmental License at the rubber latex processing factory and the disbursement of loans for the Cu M'gar Project.

2.3. The extension of the groundwater exploitation license at the elastic thread processing factory has not been implemented, affecting production work at the Factory.

2.4. Procedures for issuing the EIA certificate for the Cu M'gar Project have not yet been implemented.

2.5. Some contents to overcome Inspection Conclusion 7337-KL/UBND of the Provincial People's Committee face many difficulties and obstacles.

PART TWO
DIRECTIONS AND TASKS FOR 2026

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I. BUSINESS PRODUCTION TARGETS AND TASKS:

1. Key business production targets:

1.1. Total rubber latex output: 8,772.87 metric tons. In which:

- Self-exploited rubber: 6,600.64 metric tons;
- Rubber purchased from households + investment debt collection: 172.23 metric tons;
- Externally purchased rubber: 2,000.00 metric tons.

1.2. Total processed rubber latex output: 9,772.87 metric tons (including rubber output received for processing: 1,000.00 metric tons).

1.3. Production and sales of rubber elastic thread: 2,500.00 metric tons

1.4. Production and sales of fruit types: 751 metric tons. In which:

- Durian output: 700 metric tons;
- Betel nut output: 51 metric tons.

1.5. Dakmoruco rubber latex output: 3,200 metric tons of dry rubber equivalent.

1.6. Total revenue: 814.22 Billion VND. In which:

- Rubber latex sales revenue: 414.8 Billion VND;
- Elastic thread rubber sales revenue: 179.61 Billion VND;
- Hotel service revenue: 26.47 Billion VND;
- Fruit product revenue: 36 Billion VND.
- Remaining revenue from intercropping contracts, financial activities, and other income.

1.7. Profit before tax: 91.22 Billion VND.

1.8. Average income of employees: 9.8 Million VND/person/working month.

2. Investment and development targets:

2.1. Implement intercropping of 283.35 ha of coffee at Cu M'Gar Farm.

2.2. Implement planting of 23.47 ha of durian and 73.52 ha of coffee intercropped in durian plantations at the High-Tech Agriculture Project.

2.3. Continue to complete dossiers to obtain investment certification for the High-Tech Agriculture Project at Cu Bao Farm.

2.4. Continue to coordinate with Departments and sectors to obtain approval for land lease dossiers after equitization, register land fluctuations, adjust areas...

for the entire area at branches.

2.5. Perform procedures to liquidate 616.44 ha of rubber area according to the roadmap to convert to planting durian, coffee, and other crops.

2.6. Complete investment procedures; prepare capital sources to establish DakRo Coffee Processing Co., Ltd.

2.7. Dakmoruco continues to implement capital construction investment according to the plan and proceeds to make procedures and dossiers for building the latex processing factory phase I; Coordinate with the parent company to survey planting land and proceed to negotiate with related parties on land lease procedures for the coffee planting project.

2.8. Continue to maintain and perform well the Quality Management System, Environmental management according to ISO standards; Vietnam Rubber brand certification; FSC-FM/CoC sustainable forest management certification; FSC-CoC chain of custody certification; complete dossiers to meet the European Union's anti-deforestation regulations (EUDR); approach the carbon credit market.

2.9. Continue to overcome shortcomings and weaknesses according to Inspection Conclusion No. 7337/KL-UBND of the Provincial People's Committee.

II. ORGANIZATION OF IMPLEMENTATION:

1. Technical and production organization solutions:

- Strengthen inspection and supervision of plant protection work on plantations combined with applying science and technology to improve the efficiency of preventing and treating pests and diseases on plantations. Apply IPM processes in pest and disease management. Prioritize disease prevention over treatment, avoid widespread disease spread becoming an epidemic, and develop increased disease levels. Strictly implement the 4-rights in using plant protection drugs and fertilizers.

- Strictly manage each plantation; organize and operate business production adapting to climate change, to increase exploitation output, aiming to increase profits. Ensure plantation quality, providing effective exploitation output for the year and for subsequent years.

- Control the volume and quality of raw materials right from the plantation to the factory; limit the use of chemicals in anti-coagulation, coagulation, and additives during production to the maximum; use firewood to provide hot air for the latex drying process, limit the use of DO oil fuel to the maximum; use production electricity during off-peak hours to save costs to the maximum. Invest in solar power to reduce grid electricity usage; survey, evaluate, and invest in renovating the rubber latex processing line towards automation combined with using AI technology.

- Implement exploitation according to the recommendations of the Vietnam

Rubber Research Institute, aiming to optimize latex output at each tree age.

- Research changing farming and rubber latex exploitation processes towards emission reduction and circularity; approach the carbon market to sell credits to the market.

- Maintain and improve product quality, enhance the reputation of the Dakruco brand in domestic and international markets. Strengthen control of plantation capacity to maintain and expand the scope of FSC-FM/CoC and FSC-CoC certification for latex and rubber wood products to meet the green growth and sustainable development trends of the market.

- Control quality with strong products such as SVR10, SVR3L; promote production and maintain stable quality for SVR CV60; research to develop more new products according to customer tastes such as SVR CV50.

- For coffee, implement low-emission coffee farming techniques, meeting 4C coffee standards (Common Code for the Coffee Community).

- For durian, implement procedures to grant planting area codes and packaging facility codes; cooperate to invest in a Center for testing and appraising the quality of exported agricultural products...

2. Market solutions:

- Strengthen market research activities, grasp customer needs and tastes in a timely manner, create initiative in international trade; focus on trade promotion, trade exchange programs, connection, and commercial cooperation regarding the Company's products; apply technology, software, and AI to market research activities, improve operational efficiency, and build sustainable competitive advantages.

- Strengthen product promotion, brand building, and customer expansion in potential markets, especially focusing on FSC-FM/CoC latex products, fruit products, coffee products, elastic thread products; low-carbon emission products...; Strengthen market exploitation work so that customers use the Company's products more and more, ensuring that sales work is more proactive and selling prices are better.

- Strive to do well in foreign market work (finding customers) so that exported rubber latex products reach over 45% of sales output; gradually increase the output of FSC-FM/CoC rubber products, coffee products, durian, and elastic thread in the International market, affirming the quality of products and the Dakruco brand in the International arena.

3. Cost management solutions:

- Strictly control costs to reduce product costs, increasing competitiveness in the market.

- Regularly control and monitor costs: Monitor periodic costs

(weekly/monthly); Compare actuals with the plan to detect overspending; Clearly regulate the authority for cost approval.

- Procurement and supplier management: Compare prices from many suppliers; Negotiate long-term contracts for better prices; Avoid excess purchases, control inventory.

- Focus on financial risk control to promptly have measures to prevent, overcome, and adjust business production plans appropriately.

- Make better use of fixed assets, invest in more modern technology, and use maximum capacity to improve business efficiency, assets that are not needed should be liquidated to avoid dead capital.

- Have reasonable incentive policies for employees to increase labor productivity, maximize profits, and ensure the lives of employees are getting better.

4. Investment activity solutions:

- Continue to mobilize capital for investment from many different sources such as green capital, from credit institutions, from joint venture partners... ensuring that investment capital is not lacking and loan interest costs are at the best level; Increase the ratio of medium and long-term loans in the debt structure, combined with financial leasing methods, to reduce the pressure of the Company's own investment capital.

- Evaluate investment projects cautiously, strictly, and according to procedures before implementing investment, minimizing risks in investment activities.

- Plan investment by phase: Allocate investment resources according to specific progress, prioritizing parts that directly affect product quality and production efficiency. Delay the progress of investment in projects or work items that are not urgent to ensure the balance of Dakruco's capital sources, focusing on implementing key, essential projects and work items serving business production on the basis of saving costs to the maximum.

- Manage and use loan capital and the company's own capital effectively to invest in key projects, ensuring investment costs are from the right capital source (minimizing the use of short-term capital for long-term investment).

- Balance currency during the investment process, in case there is no source of investment from bank loans, the Company will delay the investment progress.

5. Financial management solutions:

- Continue to manage, use, and promote the effectiveness of State capital and assets invested in the enterprise. Use capital and assets for the right purposes, invest effectively in projects. Innovate, strictly manage investment work, accelerate the progress of projects according to the plan, and ensure the order prescribed by law on capital construction investment.

- Implement public and transparent financial situation, business production results of the Company to all employees and disclose information according to current regulations on information disclosure.

- Perfect the financial management system, ensure transparency, effectiveness, implement correctly according to the Company's Charter and financial management regulations. Perfect the system of financial management regulations, debt management regulations, and internal management regulations, build appropriate cost norms; strengthen management, inspection, and supervision to prevent loss of state capital and assets.

- Focus on financial risk control to timely implement preventive and remedial measures, and adjust business plans accordingly.

- Strengthen the management of contracting at branches based on economic and technical quotas approved by the Company, aiming to deepen management, promote technical innovation, and continuously improve quality. Implement policies and benefits for employees reasonably, linked to labor productivity and business efficiency.

- Utilize property, plant and equipment more effectively, invest in modern technology, and maximize capacity to enhance business efficiency; assets that are no longer needed should be liquidated to avoid idle capital.

6. Solutions for human resources and legal affairs:

- Focus on consolidating and streamlining the organizational and personnel structure; review and amend internal governance regulations to ensure compliance with the law and compatibility with the new operating model. Simultaneously, promote the training of a talent pool to be ready to meet the Company's long-term development strategy.

- Issue policies to attract and retain employees to support branches with sufficient direct labor for production and latex harvesting.

- Implement policies and benefits for employees in accordance with current regulations. Organize periodic and ad-hoc inspections of branches to ensure that policies and benefits are provided to employees.

- Proactively prevent and combat, and resolutely handle negative behaviors to enhance the sense of responsibility and maintain strict discipline throughout the Company.

- Strengthen legal work and conduct periodic dialogues effectively; timely resolve arising complaints and denunciations to avoid prolonged issues or escalation that could complicate the situation.

- Maintain and promote coordination with local authorities and functional agencies, especially the Police force, in protecting political security and social order and safety. Ensure patrolling and guarding in all areas of operation, especially in

the management and protection of products.

- Coordinate with functional agencies of relevant districts to resolve files related to disputes, land encroachment, destruction of rubber plantations, and security and order in the Company's area...

- Continue to address shortcomings and deficiencies according to Conclusion 7337/KL-UBND of the Provincial People's Committee and the plan to overcome and thoroughly handle the business cooperation contract with Nhat Thong Company.

7. Solutions for applying scientific and technological topics in production and management:

- Apply scientific solutions, research topics, and useful applications in techniques for caring for, harvesting, and processing rubber; in caring for and processing high-tech agricultural products to improve productivity, product quality, and business efficiency. Especially research solutions for applying technology in rubber latex harvesting to solve the problem of labor shortages.

- Effectively implement the digital transformation plan and synchronize management systems such as: Plantation management; Digital mapping (GIS) and Human resources - payroll management. Create a solid digital data foundation in all production areas, helping management become transparent, accurate, and aligned with the approved roadmap.

- Continuously improve and optimize current management tools and complete the electronic office system. Maintain and ensure the stability of the information infrastructure, focusing on data security and cybersecurity, creating a reliable foundation for all business operations.

8. Coordination with mass organizations:

Continue to coordinate with mass organizations based on the functions and charters of each organization to implement the guidelines, policies, and laws of the Party and the State to employees. Well implement Labor Regulations, Collective Labor Agreements, and Grassroots Democracy Regulations, and periodic dialogues to create a stable, democratic, and harmonious labor relationship within the enterprise. Regularly coordinate with the Company's Trade Union in launching production emulation movements; creative labor; and timely rewarding employees to strive to complete the Company's business targets. Provide financial support for mass organizations to have conditions to better care for the lives of employees.

The above is the report on the business operation results in 2025, the business plan for 2026; the targets for voting, and the implementation solutions of the submitted to the General Meeting of Shareholders for consideration and comments so that the Board of Management can organize implementation./.

Recipient:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administration Department (posted on Website);
- Archived at Office.

GENERAL DIRECTOR

Nguyen Minh

DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)

No.:

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June , 2026

REPORT
Audited 2025 Financial results of Dakruco

Based on the 2025 (Separate) Financial statements of Dak Lak Rubber Joint Stock Company, prepared on March 25, 2026, and audited by the Da Nang Branch of Vietnam Auditing and Consulting Company Limited.

The Board of Directors of Dak Lak Rubber Joint Stock Company hereby reports to the 2026 Annual General Meeting of Shareholders regarding the audited (Separate) Financial statements of the parent company for 2025 with the following contents:

1. 2025 Financial statements

1.1. Report of the Board of Directors;

1.2. Independent Auditor's Report;

1.3. Balance sheet as of December 31, 2025;

1.4. Income statement for the 2025 fiscal year;

1.5. Cash flow statement for the 2025 fiscal year;

1.6. Notes to the financial statements for the 2025 fiscal year;

1.7. Indicators in the 2025 financial statements of Dakruco audited by the Da Nang Branch of Vietnam Auditing and Consulting Company Limited under certificate No. 20/2026/BCKT/AUD-DNVVALUES dated March 25, 2026, including the following basic indicators:

a) Total assets and capital as of December 31, 2025

Content	Year-end balance (December 31, 2025)	Beginning balance (January 01, 2025)
Total assets	**2,407,279,975,102**	**2,368,153,133,230**
I. Current assets	271,216,651,240	188,392,991,717
II. Non-current assets	2,136,063,323,862	2,179,760,141,513
Total Capital	**2,407,279,975,102**	**2,368,153,133,230**
I. Liabilities	719,462,608,658	683,122,352,715
1. Current liabilities	279,960,054,489	459,838,546,816
2. Non-current liabilities	439,502,554,169	223,283,805,899
II. Owner's equity	1,687,817,366,444	1,685,030,780,515
1. Contributed capital	1,558,000,000,000	1,558,000,000,000
2. Development investment fund	53,247,622,491	38,093,910,491
3. Undistributed post-tax profit	76,569,743,953	88,936,870,024

Content	Year-end balance (December 31, 2025)	Beginning balance (January 01, 2025)
- Accumulated undistributed post-tax profit from previous periods	110,813,425	38,424,496,542
- Undistributed post-tax profit for this period	76,458,930,528	50,512,373,482

b) 2025 Operating results

Code	Content	This year (2025)	Previous year (2024)
01	Revenue from sales and service provision	607,107,608,166	559,070,728,553
02	Revenue deductions	93,333,450	47,312,499
10	Net revenue from sales and service provision	607,014,274,716	559,023,416,054
11	Cost of goods sold	538,599,435,689	485,567,050,953
20	Gross profit from sales and service provision	68,414,839,027	73,456,365,101
21	Financial income	88,846,256,004	68,582,937,479
22	Financial expenses	21,966,168,465	31,074,816,481
23	*- In which: Interest expenses*	*21,315,519,446*	*26,449,574,182*
25	Selling expenses	11,260,143,148	10,125,832,932
26	General and administrative expenses	48,043,276,178	30,679,328,120
30	Net operating profit	75,991,507,240	70,159,325,047
31	Other income	13,888,540,274	13,517,027,790
32	Other expenses	869,712,833	33,380,286,222
40	Other profit	13,018,827,441	(19,863,258,432)
50	Total accounting profit before tax	89,010,334,681	50,296,066,615
51	Current corporate income tax expense	12,417,628,456	
52	Deferred corporate income tax expense	133,775,697	(216,306,867)
60	Profit after corporate income tax	76,458,930,528	50,512,373,482

(The above indicators are explained in the 2025 (Separate) Financial statements of Dak Lak Rubber Joint Stock Company, which are attached to this official dispatch and have been posted on the Company's Website: https://www.dakruco.com).

2. Independent Auditor's Report

2.1. Auditor's Opinion

In the Auditor's opinion: "The (separate) financial statements present fairly and reasonably, in all material respects, the (separate) financial situation of Dak Lak Rubber Joint Stock Company as of December 31, 2025, as well as its (separate) operating results and (separate) cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements.".

2.2. Other matters

The auditor notes: "Readers of the Independent Auditor's Report should be aware that the scope of these (separate) financial statements only reflects the (separate) financial situation and investments at cost of the Company as of December 31, 2025, as well as the (separate) Operating results and (separate) Cash flows for the fiscal year then ended. The consolidation of the Company's (separate) financial statements with those of its subsidiaries is not within the scope of this report."

The above is the content of the audited 2025 (Separate) Financial results report of Dak Lak Rubber Joint Stock Company. Respectfully submitted to the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company for approval.

Sincerely!

Recipient:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administrative Department (for website posting);
- Archives, VT.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Viet Tuong

DAK LAK RUBBER
JOINT STOCK COMPANY
No.: /BC-BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June , 2026

REPORT
On supervisory work in 2025
(Submitted to the 2026 Annual General Meeting of Shareholders)

****

- Pursuant to the functions, duties, and authorities of the Board of Supervisors (Member of the Board of Supervisors) of the Company as stipulated in the Charter of Dak Lak Rubber Joint Stock Company (abbreviated as DAKRUCO) and the current Law on Enterprises;

- Pursuant to the Internal Corporate Governance Regulations of the Company and the Operational Regulations of the Member of the Board of Supervisors of the Company;

- Pursuant to the results of the supervision of the Company's operations in 2025.

The Board of Supervisors would like to report to the 2026 Annual General Meeting of Shareholders (AGM) the following contents:

I/ Operations of the Member of the Board of Supervisors in 2025:

1. Operations of the Member of the Board of Supervisors in 2025:

Regarding personnel, the Member of the Board of Supervisors consists of 03 members elected by the General Meeting of Shareholders for a term, including 02 full-time members and 01 part-time member. Due to organizational requirements, the part-time member was nominated by the major shareholders, the Provincial People's Committee, and was approved by the General Meeting of Shareholders through voting for replacement and appointment on June 26, 2025.

The Member of the Board of Supervisors conducted supervision of all operations of the Company in accordance with the provisions of law, the Charter, and regulations.

The operations of the Member of the Board of Supervisors basically cover the following areas:

- Supervising the coordination and compliance of management bodies within the Company in accordance with the Charter; Supervising the implementation of the indicators of the 2025 Annual General Meeting of Shareholders' Resolution and the Board of Directors' Resolutions. Supervising the implementation of measures to overcome difficulties and stabilize the financial situation to serve production-business and ongoing investment project implementations. Supervising the progress of resolving unresolved legal difficulties and recommendations regarding land lease, approval of high-tech investment project implementations, adjustment of offshore investment licenses, tax exemption and reduction policies, etc.

- Supervising the transformation of the production model in accordance with the Resolution of the Board of Directors; the implementation of investment cooperation in several new fields such as agricultural product processing and fruit testing, following the development trends of the regional economy and deep processing for export. Capital construction investment and major repair works.

- Supervising the rotation, arrangement, and utilization of personnel, and the recruitment of human resources to meet production demands, especially tapping workers and workers for the rubber-coffee intercropping replanting project implementation. Supervising labor policies to ensure fairness, transparency, and compliance with legal regulations.

- Supervising the execution of and compliance with the conclusions of State inspection and audit bodies regarding the Company. Utilizing resource advantages and technological know-how; detecting and preventing conflicts of interest, mitigating risks, and ensuring information transparency.

- Monitoring the production-business situation and the management and use of assets at subsidiaries and branches; recording and reporting obstacles, difficulties, and inadequacies in the process of executive management and the execution of political tasks at the units.

- Exchanging, sharing, and guiding matters related to financial accounting practices with branch departments when necessary.

- Participating in regular supervision at the Company's Office, and periodic supervision at branches and subsidiaries according to the registered schedule. Fully attending Board of Directors' meetings, briefing meetings with executive management, and other thematic meetings. During its operations, the Member of the Board of Supervisors has always strictly complied with the Company's regulations and has been provided with all favorable conditions by the Management to perform its duties.

2. Remuneration and operating expenses of the Member of the Board of Supervisors and each of its members:

- Total salary and remuneration fund for the Board of Directors and Supervisors: 2,008.800 million VND, of which:

+ Salaries of full-time members of the Board of Directors and Supervisors: 1,560 million VND.

+ Remuneration fund for part-time members of the Board of Directors and Supervisors: 448.800 million VND.

- The remuneration of each member of the Member of the Board of Supervisors in 2025 is recorded in the 2025 Audited Financial Statements and has been published on the Company's website.

3. Meetings of the Member of the Board of Supervisors:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Nguyen Thac Hoanh	4	100%	100%	
2	Phan Thanh Tan	4	100%	100%	
3	Nguyen Thi Mai Quyen	1	100%	100%	*Dismissed from June 26, 2025*
4	Au Quy Vinh	3	100%	100%	*Appointed from June 26, 2025*

Contents of the meetings:

Implementing quarterly supervision of operations; assigning tasks to members after personnel changes; conducting periodic supervision at the parent company and subsidiaries; collecting members' opinions on the Supervisory report to be submitted to the General Meeting of Shareholders; implementing supervision of key contents according to quarterly targets.

II/ ASSESSMENT OF THE ENTERPRISE'S OPERATIONS IN 2025:

1/ General assessment: External factors causing difficulties for the Company included trade wars, local conflicts, and changes from the administrative streamlining and provincial merger revolution. Many procedural issues of the Company remained unresolved due to the restructuring and merging of State agencies, which have not yet stabilized. However, internally, 2025 was a completely prosperous year for the Company since its equitization. The long-standing financial imbalance and liquidity difficulties over many years were resolved through the successful divestment of DRI shares at the best price in the last 5 years. As a result, capital funding sources for project implementations were resumed, and the Company was approached by banks for investment capital recovery loans and loans for new project implementations. The Company has overcome the low point of production, which is now steadily increasing. The plantation area transferred from basic construction investment to business operations is growing. Rubber prices (the main product) have begun to cover production costs and generate profits. The quality of plantation investment has improved because the Company balanced its finances and increased investment compared to previous years. Employees' income and benefits received proper attention, ensuring their living standards when business conditions permitted. The Company fulfilled its obligations to the State well, including paying off all social insurance debts, tax debts, and equitization debts that had remained unpaid for many years.

The Company boldly rotated and appointed personnel, and changed its management model to maximize capabilities and strengths, while training a successor team. It also boldly changed crop varieties when they were no longer effective to focus on deep monoculture and long-term orientation.

Conducting study tours and research to find new production models (intercropping coffee); seeking partners for a joint venture to test and pack fruit; visiting and learning about deep coffee processing models in a circular economy direction. Implementing sustainable development programs, renewable energy, emission reduction, and researching to implement a consulting program for rubber forest carbon certification.

Overall, after one year, the Company's situation has completely changed, with a more spacious appearance, enhanced reputation, and improved living standards for employees. The Company is entering a new posture and a new position.

I/ Regarding the operations of the Board of Directors:

The Board of Directors maintained effective supervision and directed the Board of Management to properly implement production, business, and investment orientations. It maintained regular quarterly Board meetings and collected opinions for voting in accordance with regulations. The total number of Resolutions issued during the year was 28 Resolutions, averaging 7 Resolutions per quarter, reflecting a very large volume of work handled by the Board of Directors.

Regular Board of Directors' meetings were held with agendas and documents sent to members in advance for study and discussion. The Board of Management reported on the progress of implementing Resolutions issued during the quarter and prepared proposals to seek the Board of Directors' opinions within its authority. Matters were discussed democratically and qualitatively, and Resolutions were issued in a timely manner.

Key focus areas:

- Regarding personnel work: During the year, the Board of Directors appointed 02 Deputy General Directors and 01 Chief Accountant, and selected 02 management personnel to be introduced as directors at DRI and Daklaoruco. It approved the plan for rotating department staff and unit leaders right at the beginning of the year, and issued a Resolution on personnel rotation and appointment at the Rubber Thread Factory, the HR Department, and the merged branches at Phu Xuan, Cu Bao, and Cu Mgar plantations.

- Regarding the management model: Decided to merge the Cuor Dang plantation branch into the Phu Xuan plantation.

- Regarding the investment model: Changed the high-tech agricultural investment orientation at Cu Bao plantation. Liquidated banana, pineapple, and jackfruit gardens to switch to durian planting, turning it into a specialized durian plantation, and applied coffee intercropping under a new model to increase efficiency.

- Regarding long-term investment orientation: Seeking partners to establish a fruit testing and export packaging company, given the huge local potential and demand in this field; surveying and seeking partners for deep coffee processing for export, with the future coffee area projected at around 1,000 hectares; implementing solar energy investment solutions for 02 factories; and conducting awareness training on Carbon certificates to stay ahead of trends, in line with social development requirements.

- Regarding financial work: Focusing on balancing capital sources, working specifically with banks on funding for project implementations, and preventing any misuse of funds or imbalances from recurring as in the past.

Results of implementing indicators under the General Meeting of Shareholders' Resolution:

- Regarding production output: The key indicator was rubber latex output, which reached 8,571.89 metric tons / 7,648.43 metric tons, achieving 112.07% of the annual plan. Of this, the state-owned sector reached 102.8% of the annual plan. Fruit and rubber thread production accounted for a small proportion, with durian and rubber thread failing to meet the set plans.

- Revenue indicator: Total revenue in 2025 was 715.48 billion / 697.54 billion VND, reaching 102.6% of the plan.

- Profit after tax: 89.01 billion VND / annual plan of 80.22 billion VND, reaching 110.95%.

- Replanting work: Completed the rubber replanting plan of 763.79 hectares; coffee intercropped in rubber: newly planted area of 242.23 hectares.

- Fulfillment of obligations to the state budget: Total paid amount was 166 billion VND / newly incurred amount of 95.8 billion VND, reaching 173%. This included dividend transfers of 51.3 billion VND, equitization payments of 25 billion VND, and non-exempt agricultural land tax of 64.2 billion VND; Social insurance contributions: 43.1 billion VND, reaching 100% of the plan.

- Employee income: 9.1 million VND / plan of 8.41 million VND/person/working month, reaching 108.3% of the plan.

General assessment: The Board of Directors closely directed the Board of Management to successfully complete the basic indicators set by the 2025 General Meeting of Shareholders.

2/ Regarding the operations of the Company's Board of Management.

The executive apparatus underwent many changes during the year: dismissing 01 Deputy General Director, and newly appointing 02 Deputy General Directors and the Chief Accountant. However, the management apparatus quickly adapted to the work, with clear division of duties, solidarity, and efforts in executing tasks. Specifically:

- Regarding the organization of the advisory apparatus: The Board of Management evaluated the capabilities and strengths of personnel and submitted a plan to the Board of Directors for approval to rotate and rearrange department staff and unit leaders across the entire industry right at the beginning of the year. During implementation, it continued to advise and propose rotations, changes, and appointments of personnel at branch units including Phu Xuan 19/8, Cu Bao, and Cu Mgar plantations, the Rubber Thread Processing Factory, and Dakmoruco Company. These personnel changes have partly demonstrated effectiveness in directing and managing the units, most clearly at the Phu Xuan 19/8 Plantation Branch, which ranked first in production output in 2025 after many years of poor performance.

- Regarding production implementation: Timely monitoring production progress, labor force fluctuations, and disease and weather situations to direct and analyze causes affecting the progress of units. Quarterly briefing meetings resolved production recommendations while assessing subjective shortcomings in executive management. Quarterly production emulation campaigns were organized, linking output to the income of employees and management staff, culminating in the sprint emulation campaign in the fourth quarter and the whole year.

- Regarding replanting work: Preparing for early implementation according to the seasonal schedule, while establishing a steering committee to promptly handle arising issues and ensure progress monitoring. Preparing materials, fertilizers, and seedlings according to the plan. Directing the resolute clearance of land occupied by violating households through compensation or enforcement. As a result, 781.6 hectares of rubber and 244 hectares of coffee were successfully replanted.

- Regarding capital construction investment: Capital construction works serving the coffee project implementation at the Cu Mgar plantation branch, such as the power grid, lake pump systems, pipeline systems, drip irrigation systems, and internal roads, were implemented with extremely urgent volume and timing to meet the production schedule. Due to the large area and steep slope of the project implementation, drip irrigation initially did not achieve the desired efficiency.

- Directing the rectification of shortcomings: The Board of Management monitored and directed departments, including hiring consultants, to complete key tasks, namely: completing the application to adjust the offshore investment license; applying for the re-issuance of land use right certificates; applying for environmental permits and groundwater extraction licenses at 02 factories and the coffee planting project implementation at Team 1 and Team 5 of Cu Mgar Plantation; and applying for the environmental impact assessment report for the Cu Mgar rubber replanting project implementation. It continued to work with departments regarding the licensing of the high-tech investment project implementation.

- Regarding land management: Focusing on the recovery and handover of 60 hectares of rubber land to the Ministry of Public Security's prison. The Company, together with the District Land Fund Development Center, persistently negotiated with local residents three times to find an optimal solution that balanced interests and complied with state compensation regulations. Under pressure regarding the handover schedule from the Police side (the project implementation owner) and through mobilization and communication by the compensation board, the residents finally accepted the compensation and handed over the land to the project implementation owner. In addition to the above, the Board of Management issued and implemented measures to rectify land-related issues in accordance with Conclusion No. 7337-KL/UBND.

- Regarding the development of project implementations in accordance with the Board of Directors' guidelines:

The Board of Management researched and sought capable and experienced partners to implement schemes to establish a limited liability company for fruit testing and packaging; a fresh coffee processing company combined with fertilizer

production from coffee waste, as the intercropped coffee model is projected to exceed 1,000 hectares; and implemented renewable energy investments to save production costs at the Latex Processing Factory and the Rubber Thread Processing Factory.

Under the direct guidance of the Party Committee and the Board of Directors, the Board of Management took the initiative and performed its roles and responsibilities well. It regularly monitored and effectively handled situations in executive management, maintaining internal solidarity, coordination, and compliance. It successfully completed the indicators set by the Annual General Meeting of Shareholders as well as the Resolutions of the Board of Directors. These indicators are clearly shown in the report presented by the Board of Management to the General Meeting of Shareholders. This was a successful year for the Company, with significant contributions from the Board of Management and the Company's departments.

3/ Report on the assessment of transactions with internal/related parties:

Transactions with related parties were executed within authorized power, controlled, and monitored in accordance with the provisions of law, the Charter, and the internal regulations of the Company.

Currently, the Company has a debt obligation to its subsidiary DRI through a loan agreement from the previous year amounting to 80 billion VND. This is a medium-term contract; the Company will monitor the repayment schedule according to committed obligations, or may make prepayments when business cash flow improves.

Through supervision, the Board of Supervisors has not recorded any transactions showing signs of material conflicts of interest or exceeding the approved scope as regulated. Detailed contents of the transactions have been disclosed and statistically detailed in the 2025 Corporate Governance Report and the 2025 Audited Financial Statements, which have been published on the Company's website.

4/ Financial situation of the Company:

- The Company's 2025 Financial Statements were audited and issued by Chuan Viet Auditing and Consulting Co., Ltd. This document has been sent to shareholders and publicly disclosed through mass media in accordance with regulations.
- Basically, the financial situation has been restructured, with debts shifted from short-term to long-term liabilities to match the value of the plantation assets under investment. Short-term debt was 279.9 billion VND compared to 459.8 billion VND at the beginning of the period, a decrease of 179.8 billion VND, equivalent to a 39.2% reduction. Long-term debt was 439.5 / 223.3 billion VND, an increase of 216.2 billion VND, equivalent to a 96.8% increase. Total outstanding debt was 683.1 billion VND at the beginning of the year and 719.5 billion VND at the end of the year, an absolute increase of 36.4 billion VND.
- Cash and cash equivalents at the end of the year: 99.12 billion VND. The Company successfully divested by selling DRI and Thai Duong Rubber shares,

recovering 188 billion VND. Consequently, the Company prioritized settling short-term debt and successfully restructured its debt with banks, restoring the financial situation to a healthy state.

+ Current ratio: 0.97 times (beginning of the period: 0.41). This shows that the Company's solvency has significantly improved compared to the beginning of the year.

+ Quick ratio: 0.48 times (beginning of the period: 0.21). Although this ratio remains low (<1), it has significantly improved compared to the beginning of the year.

- Capital preservation status: The Company's profit after tax in 2025 was 76.46 billion VND. As of December 31, 2025, Dakruco's capital preservation ratio (Equity / Charter Capital = 1.08) was greater than 1, indicating that Dakruco successfully preserved its equity. In 2025, dividends were distributed to shareholders from 2024 profits at a rate of 0.3% of Charter Capital.

Regarding the audited consolidated financial situation as of December 31, 2025, it also reflects that the production and business activities of the Company and its subsidiaries were effective, with profit growth, capital preservation, and development. Specific figures have been distributed to shareholders and posted on the Company's website.

III/ SUPERVISORY PROGRAM AND PLAN FOR 2026:

The operations of the Board of Supervisors closely follow the objectives and tasks prescribed by regulations and rules. Specifically, some concrete programs are as follows:

1/ Supervising compliance with legal regulations and the Charter.

2/ Controlling financial and accounting work, capital contribution and capital preservation operations, and controlling and advising on tax matters.

3/ Supervising the implementation of ongoing long-term target programs; operations to implement new project implementations based on the Company's capital and resource capabilities; and operations related to land compensation and recovery in accordance with the decisions of the owner, the Provincial People's Committee.

4/ Continuing to supervise operations to rectify violations identified through inspections and audits by State bodies and the State Audit Office.

5/ Conducting exchanges, consultations, and recommendations between the Member of the Board of Supervisors and management bodies as well as departments regarding the formulation and implementation of plans, investment programs, and cooperation or joint venture plans scheduled for implementation in the financial year.

6/ Promptly detecting risks in executive management, conflicts of interest, and risks arising from mechanisms and policies; and identifying behaviors that could lead to violations in the production-business operations environment, which may affect the Company's reputation.

7/ Performing supervision at the request or recommendation of shareholders or groups of shareholders regarding matters related to the Company's operations and other arising issues.

The above is the report on supervisory work in 2025 and the program and plan for 2026, which the Member of the Board of Supervisors respectfully submits for comments at the Annual General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF SUPERVISORS
Head of the Board

Nguyen Thac Hoanh

DAK LAK RUBBER
JOINT STOCK COMPANY
DAKRUCO

No.: 12/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 5, 2026

PROPOSAL

Regarding the orientation policy for the 2026-2030 Business and Investment Plan of Dak Lak Rubber Joint Stock Company

To: Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14, dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

- Pursuant to the Company Charter amended and supplemented at the Extraordinary General Meeting of Shareholders - Term II (2023-2028), approved on November 24, 2023;

The Board of Directors of Dakruco hereby submits to the 2026 Annual General Meeting of Shareholders the Business and Investment Plan for the 2026-2030 period (plan attached), with the following major orientation indicators:

1. Production output indicators for the 2026-2030 period:

- Rubber latex (self-extracted): 47,490.99 tonnes;
- Rubber thread (produced): 14,300.00 tonnes;
- Durian fruit: 5,815.70 tonnes;
- Areca nut: 379.52 tonnes;
- Coffee: 4,647.72 tonnes.

2. Revenue and profit for the 2026-2030 period:

- Total revenue and other income: 5,560.06 Billion VND;
- Total cost for the entire period: 4,996.40 Billion VND;
- Profit after tax: 477.89 Billion VND.

3. Investment plan for the 2026-2030 period: The total investment cost is 1,183.60 Billion VND, including:

- Investment in rubber plantation maintenance: 369.99 Billion VND;
- Investment in durian and coffee plantation maintenance at Cu Bao Farm (High-tech Agriculture): 49.71 Billion VND;

- Investment in planting and maintaining intercropped coffee plantations at Cu M'gar and Phu Xuan Farms: 203.77 Billion VND;

- Investment in afforestation (FSC): 4.84 Billion VND;

- Non-agricultural investment, including periodic repairs, maintenance, and capital construction investment for other work items (including capital contributions): 421.29 Billion VND. In which:

+ Solar power installation: 40 Billion VND;

+ Construction of road, electrical, and irrigation systems, etc., at Cu M'gar Farm: 72.18 Billion VND;

+ Investment in machinery at the rubber latex and rubber thread processing plants: 87.51 Billion VND;

+ Investment in the refurbishment of Dakruco Hotel: 70 Billion VND;

+ Construction of an agricultural supermarket complex (at the former 30/4 Farm): 30 Billion VND;

+ Capital contribution to establish a coffee processing plant: 31 Billion VND;

+ Construction of a fruit processing and organic fertilizer plant: 40 Billion VND;

+ The remainder is for periodic repairs, maintenance, and other capital construction investments.

4. Annually, the Board of Directors shall base its actions on the aforementioned plan to develop plans and submit them to the Annual General Meeting of Shareholders for approval, serving as the basis for the Executive Board to implement.

In the event that the Provincial People's Committee expresses an opinion different from the above contents, the Board of Directors will adjust accordingly to the opinion of the Provincial People's Committee and submit it to the General Meeting of Shareholders for consideration and decision.

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

ON BEHALF OF THE
BOARD OF DIRECTORS

Signed

Nguyen Viet Tuong

Recipients:
- Shareholders; CHAIRMAN
- GMS meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (posted on Website);
- Archives.

DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)

No.: 11/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL
"Regarding the main production, business, and investment indicators for 2026"

To: Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

- Pursuant to the Company Charter amended and supplemented at the Extraordinary General Meeting of Shareholders - Term II (2023-2028), approved on November 24, 2023.

The Board of Directors of Dak Lak Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following production, business, and investment indicators for 2026:

1. Indicators for area and output:

1.1. Total rubber area: 7,434.87 ha, in which:

a) Company's commercial rubber area: 4,221.55 ha, in which:

- *Area of rubber already in exploitation:* *3,434.86 ha;*
- *Area of newly opened rubber:* *786.69 ha.*

b) Company's capital construction (KTCB) rubber area: 3,213.32 ha.

d) Associated rubber area: 190.20 ha.

1.2. Area of coffee intercropped in rubber plantations: 525.55 ha, in which:

- Newly planted area in 2026 intercropped in rubber plantations: 283.35 ha;
- Area of coffee intercropped in rubber in 2025: 242.2 ha.

1.3. Fruit tree area in the High-Tech Agricultural project zone:

- Durian area planted in 2019: 74.70 ha;
- Durian area planted in 2024: 11.73 ha;
- Durian area planted in 2025: 50.05 ha;
- Durian area planted in 2026: 23.47 ha
- Coffee area intercropped in durian orchards in 2025: 11.73 ha;

- Coffee area intercropped in durian orchards in 2026: 73.52 ha.

1.4. Total output for the year:

a) Rubber latex output: 8,772.87 tonnes, in which:

- Self-exploited rubber: 6,600.64 tonnes;

- Rubber purchased from households + investment debt collection: 172.23 tonnes;

- Rubber purchased from external sources: 2,000.00 tonnes.

b) Rubber output received for processing: 1,000.00 tonnes.

c) Output of rubber elastic threads of all kinds: 2,500.00 tonnes.

d) Fresh fruit output: 751.00 tonnes, in which:

- Durian output: 700.00 tonnes;

- Betel nut output: 51.00 tonnes.

1.5. Sales output for the year:

a) Rubber latex: 8,772.87 tonnes.

b) Elastic threads of all kinds: 2,500 tonnes.

c) Domestic durian sales output: 700.00 tonnes; domestic betel nut sales output: 51.00 tonnes.

2. Value indicators:

2.1. Average selling price: Finished rubber latex: 47,283,234 VND/tonne of product; selling price of elastic threads of all kinds: 71,680,353 VND/tonne; selling price of durian: 50,000,000 VND/tonne; selling price of betel nut: 20,000,000 VND/tonne.

2.2. Total revenue: 814,225.56 million VND.

2.3. Total expenses: 723,006.35 million VND.

2.4. Profit before tax: 91,219.20 million VND.

3. Investment indicators: 254,414.63 million VND, in which:

3.1. Investment in capital construction (KTCB) rubber plantations: 105,103.57 million VND, including investment in the care of 3,471.45 ha of capital construction (KTCB) rubber, with an average investment cost of 30.27 million VND/ha. This investment cost includes direct costs for the plantations and allocated costs such as: General production costs, management costs, and loan interest costs.

3.2. Investment in fruit tree plantations at the High-Tech Application Agricultural Project in Cu Bao: 15,425.1 million VND, in which:

- Implementation of new planting of 23.47 ha of durian, with an investment value of 2,336.06 million VND (average investment cost is 99.53 million VND/ha;

this investment cost includes direct costs for the plantations and allocated costs such as: General production costs).

- Investment in the care of 11.73 ha of durian orchards planted in 2024, with an investment cost of 872.61 million VND (average investment cost is 74.39 million VND/ha; this investment cost includes direct costs for the plantations and allocated costs such as: General production costs, management costs, and loan interest costs).

- Investment in the care of 50.05 ha of durian orchards planted in 2025, with an investment cost of 3,808.75 million VND (average investment cost is 76.09 million VND/ha; this investment cost includes direct costs for the plantations and allocated costs such as: General production costs, management costs, and loan interest costs).

- Investment in the care of 11.73 ha of coffee intercropped in durian orchards in 2025, with an investment cost of 1,144.3 million VND (average investment cost is 97.56 million VND/ha; this investment cost includes direct costs for the plantations and allocated costs such as: General production costs, management costs, and loan interest costs).

- Investment in planting and caring for 73.52 ha of coffee intercropped in durian orchards in 2026, with an investment cost of 7,263.28 million VND (average investment cost is 98.79 million VND/ha; this investment cost includes direct costs for the plantations and allocated costs such as: General production costs).

3.3. Investment in coffee plantations at Cu Mgar Farm Branch: 41,352.74 million VND, in which:

- Investment in new planting of 283.35 ha of coffee intercropped with rubber, with a new planting investment cost of 22,900.3 million VND, equivalent to 80.81 million VND/ha.

- Investment in the care of 242.2 ha of KTCB 1 coffee plantations (coffee intercropped with rubber in 2025), with an investment cost of 18,452.43 million VND, equivalent to 76.18 million VND/ha.

3.4. Investment in forest plantations (FSC): 815.6 million VND, in which:

Continued care of the already invested area is 605.36 million VND; new planting at Phu Xuan Farm Branch of 20.1 ha with a cost of 210.2 million VND.

3.5. Other investments in plantations: 83,150.9 million VND, in which:

- Repair and maintenance is 10,155.12 million VND, mainly for the repair of transport vehicles; maintenance of machinery and equipment for latex processing lines and other repairs at Branches... In which, investment at the Elastic Thread Branch is 3,313.47 million VND, at the Latex Processing Branch is 5,475.03 million VND, and the remaining investment is for the repair of internal field roads, asset repairs, etc., which are urgent for production activities at the Branches and the Company Office.

- Basic construction is 72,995.78 million VND, in which at the Latex Processing Factory Branch is 13,268.19 million VND, at the Hotel Branch is 20,000 million VND; at the elastic thread processing factory is 2,038.74 million VND; construction of internal roads at branches and the Company Office is 9,403.32 million VND, at the Coffee planting project (Cu Mgar Farm) is 25,163.02 million VND, and at the Cu Bao Farm Branch is 3,122.5 million VND.

3.6. Capital contribution to establish a fruit inspection company: 8,000 million VND, in which capital contribution is 7,000 million VND, and establishment costs (other related costs) are 1,000 million VND.

4. Assign the Board of Directors to approve the production, business, and investment plan for 2026 based on the main indicators mentioned above, for the Board of Management to implement. In case of other arising investments outside the investment list in the plan, assign the Board of Directors to decide based on adjusting the plan within the total planned investment cost.

In case the Provincial People's Committee provides opinions different from the above contents, the Board of Directors will submit to the General Meeting of Shareholders for consideration and adjustment.

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

Recipient:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administration Department (posted on the Website);
- Archives, Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

DAK LAK RUBBER
JOINT STOCK COMPANY
DAKRUCO

No.: 10/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL
Regarding the distribution of 2025 profit after tax

To: Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Company Charter as amended and supplemented at the Extraordinary General Meeting of Shareholders - Term II (2023-2028), approved on November 24, 2023;

Pursuant to the Separate Financial Statements of the Parent Company for 2025, audited by the Branch of Chuan Viet Auditing and Consulting Co., Ltd.;

The Board of Directors hereby requests the 2026 Annual General Meeting of Shareholders to consider the distribution of 2025 profit after tax as follows:

1. Undistributed profit after tax as of December 31, 2025: **76,569,743,953 VND**. In which:

- Appropriation of funds from the 2025 profit after tax: 50,123,040,933 VND, specifically:
  + Appropriation to the investment and development fund: 22,937,679,000 VND;
  + Appropriation to the bonus and welfare fund: 26,957,913,600 VND;
  + Appropriation to the management bonus fund: 227,448,333 VND.
- Remaining profit after fund appropriation: 26,446,703,020 VND.

2. Dividend payment to shareholders in 2026:

- Payment rate: 169 VND per share (equivalent to a percentage of 1.69%/share);
- Total dividend amount to be paid: 26,330,200,000 VND;
- Form of payment: In cash.
- Payment schedule: Delegated to the Board of Directors to decide the specific timing.

Respectfully submitted to the shareholders for consideration and approval./.

Recipients:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administrative Department (for website posting);
- Archives.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

DAK LAK RUBBER
JOINT STOCK COMPANY
DAKRUCO

No.: 09/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05 , 2026

PROPOSAL
"Regarding the approval of the salary, remuneration, and bonus fund realized in 2025 and the salary and remuneration fund plan of the Company for 2026"

To: Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

- Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15;

- Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, regulating the salary and bonus regime for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises;

- Pursuant to Circular No. 003/2025/TT-BNV dated April 28, 2025, guiding the management of labor, salary, remuneration, and bonuses in state-owned enterprises;

The Board of Directors of Dak Lak Rubber Joint Stock Company submits to the General Meeting of Shareholders for approval the salary, remuneration, and bonus fund realized in 2025 and the salary and remuneration fund plan of the Company for 2026 as follows:

A. Salary, remuneration, and bonus fund realized in 2025 for employees and company management:

I. Salary and remuneration fund for employees and the Executive Board in 2025

1. Planned salary fund for employees and the Executive Board in 2025: 215.924 million VND.

a) Salary fund for employees and the Executive Board: 184.322 million VND. In which:

- Salary fund for employees: 182.130 million VND.

- Salary fund for the Executive Board: 1.872 million VND

b) Salary fund for the block of newly planted rubber and rubber care during

the capital construction period: 31.602 million VND.

2. Salary fund realized in 2025 for employees and the Executive Board: 243.240,45 million VND.

a) Salary fund for employees and the Executive Board:

Based on the production and business performance in 2025. The Company achieved a realized profit of 89.010,33 million VND compared to the plan of 80.227,18 million VND, and the labor productivity rate realized in 2025 increased by 127% compared to the plan (193,17 million VND/person/152,09 million VND/person);

Pursuant to the provisions of Clause 1 Article 7, Article 8, and Clause 3 Article 9, Section 2 of Circular No. 003/2025/TT-BNV dated April 28, 2025;

The salary fund for employees and the Executive Board in 2025 is finalized at: **212.189,45 million VND.**

In which:

- Salary fund for employees: 209.567,147 million VND.
- Salary fund for the Executive Board: 2.215,857 million VND.

b) Salary fund for the block of newly planted rubber and rubber care during the capital construction period: **31.051 million VND.**

II. Salary, remuneration, and operating cost fund for members of the Board of Directors and Supervisors in 2025.

1. Planned salary and remuneration fund for members of the Board of Directors and Dakruco supervisors in 2025: 2.008,800 million VND. In which:

a) Salary for the Chairman of the Board of Directors and full-time supervisors: 1.560 million VND (03 persons).

b) Planned remuneration fund in 2025 for part-time members of the Board of Directors and supervisors: 448,800 million VND.

2. Salary and remuneration fund realized in 2025:

Based on the business results as stated in point a, clause 2, section I, part A of this Proposal;

Pursuant to the provisions of Clause 2 Article 22 of the Government's Decree No. 44/2025/ND-CP dated February 28, 2025;

Total salary and remuneration fund realized for members of the Board of Directors and Supervisors in 2025: 2.081,697 million VND. In which:

a) Salary for full-time members of the Board of Directors and supervisors: 1.637,628 million VND.

b) Remuneration fund realized in 2025 for part-time members of the Board of Directors and supervisors: 444,069 million VND.

3. Bonus fund for management from the profit after tax in 2024 is 320,86 million VND

4. Operating costs of the Board of Directors and the Board of Supervisors realized:

a) Planned operating costs: 200 million VND.

b) Operating costs realized: 71,987 million VND.

B. Planned salary and remuneration fund for 2026 for Employees, Board Members, Supervisors, and the Executive Board.

- Pursuant to Article 24 of the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 regarding salary, remuneration, and bonuses;

- Pursuant to the provisions of Clause 1 and Clause 2 Article 3 and Article 4, Clause 1, Article 5 of Decree No. 248/2025/ND-CP dated September 15, 2025;

- Based on the production and business performance in 2025 and the production plan for 2026;

- Pursuant to point a, clause 3, article 7 of Circular No. 003/2025/TT-BNV dated April 28, 2025;

I. Planned salary and remuneration fund for Employees, Board Members, Supervisors, and the Executive Board in 2026:

1. Planned salary fund for Employees, Board Members, Supervisors, and the Executive Board.

- The planned average salary level for Employees, Board Members, Supervisors, and the Executive Board of Dakruco in 2026 is: **9,981,308 VND/person/working month.**

- Planned salary fund for 2026 for Employees, Board Members, Supervisors, and the Executive Board: **9.981 million VND x 2,040 people x 12 months + 179.404 million VND = 244.521,82 million VND.**

In which:

+ Salary fund for Board Members and Supervisors (03 people) in 2026: 1.450,080 million VND.

+ Salary fund for the Executive Board (04 people) in 2026: 1.984,32 million VND.

+ Salary fund for employees in 2026: 240.908,014 million VND (equivalent to 2,033 employees, average salary level: 9,874,898 VND/person/working month).

- Salary difference for full-time union officials (01 person): 179.404

million VND.

2. Remuneration fund for part-time Board Members and Supervisors (including 01 independent Board Member): **549,792 million VND.**

3. Planned salary fund for the block of newly planted rubber and rubber and coffee care during the capital construction period: **37.328 million VND** (523 people).

4. Total planned salary and remuneration fund for Employees, Board Members, Supervisors, and the Executive Board in 2026: **282.399,621 million VND.**

II. Operating costs of the Board of Directors and the Board of Supervisors:

Implemented according to the Company's annual financial plan: **200 million VND.**

The above is the report on the status of the salary, remuneration, and bonus fund realized for Employees and Company Management in 2025; and the salary and remuneration plan for Employees and Company Management in 2026. The Board of Directors submits to the 2026 Annual General Meeting of Shareholders for approval.

Sincerely!

Recipients:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administrative Department (for website posting);
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

DAK LAK RUBBER
JOINT STOCK COMPANY
BOARD OF SUPERVISORS

No.: 08/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL
Regarding the selection of an auditing firm for the Parent Company's financial statements and the consolidated financial statements for 2026

To: The Shareholders

- Pursuant to the Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 and relevant guiding documents;
- Pursuant to the list of 28 auditing firms approved by the State Securities Commission to audit public interest entities in the securities sector for 2026 (Attached to Decision No. 902/QĐ-UBCK dated November 19, 2025, of the Chairman of the State Securities Commission);

The Dakruco Board of Supervisors hereby submits to the General Meeting of Shareholders for approval the selection of an auditing firm for the Parent Company's financial statements and the consolidated financial statements for 2026 as follows:

1. Criteria for selecting an auditing firm:

The firm selected to provide auditing services for Dakruco must meet the following conditions:

Must be a reputable independent auditing firm approved by the State Securities Commission to audit issuers, listed companies, and securities trading organizations;

Must have experts and a team of auditors with high qualifications and extensive experience in auditing financial statements in accordance with the provisions of Vietnamese Accounting Standards (VAS), the Vietnamese Corporate Accounting System, and International Financial Reporting Standards (IFRS); must have no conflict of interest when auditing the financial statements for Dakruco; and must offer appropriate and competitive service fees.

2. Proposed list of auditing firms

The list of auditing firms/entities to audit the 2026 financial statements of the Parent Company and the 2026 consolidated financial statements of the Company is as follows:

- AAC Auditing and Accounting Co., Ltd. (AAC);
- MOORE AISC Auditing and Informatics Services Co., Ltd. (Moore AISC) – Da Nang Branch.
- Vietvalues Auditing and Consulting Co., Ltd. (VIETVALUES) – Da Nang Branch.

3. The Board of Supervisors's recommendation to the General Meeting of Shareholders

The Board of Supervisors recommends that the General Meeting of Shareholders authorize the Board of Directors, based on the recommendation of the Company's Audit Committee, to select one of the three auditing firms listed in Section 2 of this Proposal and direct the Board of Management to carry out the procedures to sign an audit contract with the selected auditing firm in accordance with regulations.

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

Recipients:
- Shareholders;
- General Meeting of Shareholders;
- Board of Directors;
- Person in charge of Corporate Governance;
- Administration Department (for website posting);
- Archives: Office

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

Signed

Nguyen Viet Tuong

DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)

No.: 13/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL
Regarding the change of the Company's management organizational model

To: Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and guiding documents;

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

Pursuant to Resolution No. /NQ-HĐQT dated [Month] [Day], 2026 of the Board of Directors.

To enhance management practices in line with modern trends, the Board of Directors hereby submits to the General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company for consideration and approval the change of the Company's management organizational model from the model with a Board of Supervisors to the model with an Audit Committee under the Board of Directors, with specific details as follows:

1. Change of the Company's management organizational model:

Current management organizational model (Pursuant to Point a, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14)	**Management organizational model after amendment** (Pursuant to Point b, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14)
1. General Meeting of Shareholders 2. Board of Directors 3. Board of Supervisors 4. General Director	1. General Meeting of Shareholders 2. Board of Directors 3. Audit Committee under the Board of Directors 4. General Director

2. Implementation organization

- The Board of Directors is responsible for establishing the Audit Committee, issuing the Operating Regulations of the Audit Committee, and relevant internal regulations in accordance with current laws. The legal representative shall sign and issue the amended and supplemented Company Charter and disclose information as prescribed.

- The Board of Supervisors shall continue to perform its duties until the Resolution of the 2026 Annual General Meeting of Shareholders takes effect and the Audit Committee is established, ensuring no gap in supervision; simultaneously, the

Board of Supervisors shall hand over files and work to the Audit Committee in accordance with regulations.

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

Recipients:
- Shareholders;
- GMS meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (posted on Website);
- Archives, Office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

DAK LAK RUBBER JOINT STOCK COMPANY
BAKRUCO

No.: 14/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL

Regarding the approval of amendments to the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Directors.

To: Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and relevant guiding documents;

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

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

- Pursuant to Resolution No. /NQ-HĐQT dated / /2026 of the Board of Directors of Dak Lak Rubber Joint Stock Company.

The Board of Directors of the Company submits to the 2026 Annual General Meeting of Shareholders for consideration of the following issues:

I. Consideration for the approval of amendments to the Company Charter:

1.1. Amendment to Clause 3, Article 2 – Registered office of the Company; Amendment to Clause 4, Article 2 – Branches, dependent units, subsidiaries

- Reason: Change of address for Branches due to the merger of provincial-level administrative units, removal of district-level units, and implementation of a two-tier local government system; simultaneously dissolving the Dak Lak Rubber Joint Stock Company Branch – Cuor Dang Farm.

1.2. Amendment to Clause 5, Article 2 – Term of Operations

Reason: Current enterprise law does not stipulate a general term for all enterprises; the Company shall only be dissolved when the General Meeting of Shareholders decides so in accordance with Point i, Clause 2, Article 138 of the 2020 Law on Enterprises. Therefore, the term of operations of the Company is indefinite, and there is no need to refer to the current Article 62 and Article 63.

1.3. Amendment to Clause 1, Article 10 – Transfer of Shares

Reason: The Company has completed equitization for over 06 years; the phrase regarding the 03-year term for preferred shares upon the equitization of

Daklak Rubber One Member Limited Liability Company is no longer necessary to be kept in the Charter.

1.4. Repeal of Article 11 – Share Redemption

Reason: The Company has been equitized for over 07 years; the content stipulated in Article 11 is no longer suitable for the actual situation of the Company.

1.5. Amendment to Clause 1, Article 12 – Organizational structure of management, administration, and control

Reason: Applying the governance model under Point b, Clause 1, Article 137 of the 2020 Law on Enterprises (General Meeting of Shareholders – Board of Directors – General Director, with independent Board members and an Audit Committee under the Board of Directors). This model is consistent with modern governance trends in public and listed companies; enhances the effectiveness of operational supervision, internal control systems, and risk management under the direct guidance of the Board of Directors; ensures the objectivity and independence of independent and non-executive Board members; complies with the Law on Securities for public companies; and streamlines the apparatus, reducing management costs.

1.6. Amendment and supplementation to Clause 2, Article 31 – Meetings of the Board of Directors

- Reason: To ensure the General Principles and scope of application for the form of written consultation, consistent with the current operational situation of the Company; and to clearly stipulate that written consultation only applies to extraordinary meetings, avoiding the misunderstanding that written consultation is a substitute for regular meetings of the Board of Directors.

1.7. Amendment to the name of Chapter VIII – from "Board of Supervisors" to "Audit Committee"

- Reason: To synchronize with the change in the organizational structure of management and the operational model of the Company as presented in item 1.5 above.

1.8. Repeal of Article 37 – Company Secretary

- Reason: The rights and obligations of the Company Secretary have already been stipulated in Article 33 of the Charter; it is unnecessary to repeat them in Article 37.

1.9. Amendment to Point e, Clause 3, Article 49 – Relationship with subsidiaries

- Reason: Amendment and supplementation to comply with the provisions of Clause 1, Article 18 of the Government's Decree No. 366/2025/ND-CP dated December 31, 2025, on the management of state capital in enterprises where the State holds over 50% to less than 100% of charter capital.

1.10. Amendment to Point b, Clause 1, Article 54 – Profit distribution and appropriation of funds

- Reason: Amendment and supplementation to comply with the provisions of Point e, Clause 2, Article 27 of the 2025 Law on Management and Investment of State Capital in Enterprises.

1.11. Addition of Clause 4, Article 61 – Enterprise Seal

- Reason: Consistent with the actual operational situation at the Company; ensuring the legal basis for the use of the seal by the Representative of State Capital in transactions with the owner's representative agency and relevant state management agencies.

1.12. Amendment to Clause 1, Article 62 – Dissolution of the Company

- Reason: The term of operations of the Company is indefinite (as amended in Clause 5, Article 2 – item 3 above); therefore, the case of "Expiration of the term of operations stated in the Company Charter without a decision for extension" is not necessary to be stipulated in the Charter.

1.13. Repeal of Article 63 – Extension of operations

- Reason: Synchronized with item 1.2 and item 1.13 above: the term of operations of the Company is indefinite, so there is no occurrence of extending operations.

Attached document: Amended Company Charter.

2. Consideration for the approval of amendments to the Internal Regulations on Corporate Governance:

2.1. Content of amendment: Specifically, the provisions for "Board of Supervisors" and "Member of the Board of Supervisors" are repealed;

Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with Article 137 and Article 161 of the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

2.2. Amendment to Article 49 regarding standards and conditions for members of the Board of Directors;

Reason: To be consistent with the 2020 Law on Enterprises and the Government's Decree No. 155/2020/ND-CP.

2.3. Amendment to Chapter IV including 06 Articles (from Article 71 to Article 76) regulating the Audit Committee.

- Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

Attached document: Amended Internal Regulations on Corporate Governance.

3. Consideration for the approval of amendments to the Operational Regulations of the Board of Directors:

3.1. Content of amendment: Specifically, the provisions for "Board of Supervisors" and "Member of the Board of Supervisors" are repealed.

Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with Article 137 and Article 161 of the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

3.2. Amendment to Article 6 regarding standards and conditions for members of the Board of Directors.

- Reason: To be consistent with the 2020 Law on Enterprises and the Government's Decree No. 155/2020/ND-CP.

3.3. Amendment to Article 14 regarding sub-committees assisting the Board of Directors and the Secretary of the Board of Directors;

Reason: To be consistent with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

3.4. Article 22 regarding the relationship with the Audit Committee.

Reason: To be consistent with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

Attached document: Amended Operational Regulations of the Board of Directors.

4. Implementation

The Chairman of the Board of Directors is authorized to sign, on behalf of the General Meeting of Shareholders, the decisions to issue the aforementioned Charter and regulations for implementation.

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

Thank you very much!

Recipient:
- Shareholders;
- GMS Meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (posted on Website);
- Archive: VT.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

DAK LAK RUBBER JOINT STOCK COMPANY
DAKRUCO

No.: 14/TB-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

NOTICE
Re: Additional Nomination and Self-Nomination of Member(s) of the Board of Directors for the Second Term (2023–2028)

To: Shareholders of Dak Lak Rubber Joint Stock Company

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company, which was amended and supplemented at the Extraordinary General Meeting of Shareholders - Term II (2023-2028), approved on November 24, 2023;

Pursuant to the resignation letter from the position of Board of Directors' member submitted by Mr. Nguyen Viet Tuong on April 29, 2026. As of now, the Board of Directors has received the resignation letter from Mr. Nguyen Viet Tuong, resulting in a vacancy of 01 member. To ensure the required number of 07 Board of Directors' members in accordance with the Company's Charter and the operations of the Board of Directors for the remainder of the 2023-2028 term as stipulated by the 2020 Law on Enterprises.

Therefore, at the 2026 Annual General Meeting of Shareholders, it is necessary to carry out procedures to elect an additional Board of Directors' member who meets the criteria to serve as an independent Board of Directors' member of the Company. To prepare for the aforementioned election of an additional Board of Directors' member, Dak Lak Rubber Joint Stock Company hereby notifies shareholders regarding the nomination and self-nomination for an independent Board of Directors' member as follows:

1. Standards and conditions for an independent Board of Directors' member (pursuant to Clauses 1 and 2, Article 155 and Point b, Clause 1, Article 137 of the 2020 Law on Enterprises):

1.1. A Board of Directors' member must meet the following standards and conditions:

a) Not fall under the categories specified in Clause 2, Article 17 of the 2020 Law on Enterprises;

b) Possess professional qualifications and experience in business administration or in the Company's business lines and fields, and is not necessarily a shareholder of the Company, unless otherwise provided by the Company's Charter;

c) A Board of Directors' member may concurrently serve as a Board of Directors' member of another company (but may only concurrently serve as a

member of the Board of Directors or Board of Members at a maximum of 05 other companies);

d) For state-owned enterprises as defined in Point b, Clause 1, Article 88 of the 2020 Law on Enterprises and subsidiaries of state-owned enterprises as defined in Clause 1, Article 88 of the 2020 Law on Enterprises, a Board of Directors' member must not be a person with family relationships with the Director, General Director, and other managers of the company; or with the manager or person authorized to appoint managers of the Parent Company.

e) Additionally, an independent Board of Directors' member must meet the following standards:

- Is not a person currently working for the Company, its Parent Company, or its Subsidiaries; is not a person who has worked for the Company, its Parent Company, or its Subsidiaries for at least the 03 consecutive years prior;

- Is not a person currently receiving salary or remuneration from the Company, except for allowances that a Board of Directors' member is entitled to receive according to regulations;

- Is not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company; or is a manager of the Company or its Subsidiaries.

- Is not a person directly or indirectly owning at least 01% of the total voting shares of the Company;

- Is not a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least the 05 consecutive years prior, except in cases of being appointed for 02 consecutive terms.

2. Number of additional Board of Directors' members to be elected:

2.1. Number of Board of Directors' members: 01 person as an independent Board of Directors' member.

2.2. Term: For the remaining time of Term II (2023 – 2028).

2.3. Election method: Cumulative voting.

3. Conditions for nomination and self-nomination for Board of Directors' members: In accordance with Article 26 of the Charter of Dak Lak Rubber Joint Stock Company.

4. Shareholders/groups of shareholders are requested to complete the nomination and self-nomination dossiers for Board of Directors' members in accordance with the Regulations on nomination, self-nomination, and election of

additional Board of Directors' members approved by the Board of Directors in Resolution No. 11/NQ-HĐQT dated May 19, 2026, which is expected to be submitted to the 2026 Annual General Meeting of Shareholders. Shareholders may view the Election Regulations and download the forms on the Company's website at www.dakruco.com under the section 'Shareholder Relations/Annual General Meeting of Shareholders'.

5. Nomination and self-nomination dossiers for Board of Directors' members should be sent to the Secretary of the Board of Directors at least 10 days before the opening of the meeting (no later than June 20, 2026) for the Board of Directors to review and include in the list prepared for the election at the General Meeting of Shareholders and to perform information disclosure in accordance with regulations.

Dossiers must be sealed and sent to the following address:

Secretary of the Board of Directors, Dak Lak Rubber Joint Stock Company, 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province. Phone: 0262 3865015 – Fax: 0262 3865041.

6. In case shareholders/groups of shareholders do not nominate or apply for the necessary number of members, the Board of Directors will nominate candidates in accordance with regulations.

Shareholders/groups of shareholders are requested to exercise their right to nominate and apply for Board of Directors' member positions in accordance with regulations.

Sincerely!

Recipients:
- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (for website posting);
- Archives, Office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Nguyen Viet Tuong

(DRAFT)

CHARTER OF ORGANIZATION AND OPERATION OF DAK LAK RUBBER JOINT STOCK COMPANY

(Attached to Proposal No. /TTr-NĐDV dated / /2026 of Dak Lak Rubber JSC)

This Charter was adopted by the Resolution of the Annual General Meeting of Shareholders held on

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall be understood as follows:

a. Charter capital is the total par value of shares sold or registered for purchase upon the establishment of the joint stock company and in accordance with Article 7 of this Charter;

b. Voting capital is share capital, whereby the shareholder has the right to vote on matters falling under the decision-making authority of the General Meeting of Shareholders;

c. Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; and Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly on amending and supplementing a number of articles of the Law on Enterprises;

d. Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; and Law No. 56/2024/QH15 – Law on amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations.

e. Vietnam is the Socialist Republic of Vietnam;

f. Date of establishment is the date the Company was first granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents);

g. Business executives are the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors;

h. Business managers are company managers, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management titles appointed by the General Meeting of Shareholders or the Board of Directors;

i. Related persons are individuals or organizations as specified in Clause 46, Article 4 of the Law on Securities;

k. Shareholder is an individual or organization owning at least one share of the joint stock company;

l. Founding shareholder is a shareholder owning at least one common share and signing the list of founding shareholders of the joint stock company;

m. Major shareholder is a shareholder as specified in Clause 18, Article 4 of the Law on Securities;

n. Duration of operation is the operating period of the Company as specified in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders;

o. Stock Exchange is the Vietnam Stock Exchange and its subsidiaries;

ô. Company is the abbreviation for Dak Lak Rubber Joint Stock Company;

ơ. Dependent units are Branches (Farms, Factories, Centers, etc.) that perform accounting via reporting and carry out all or part of the Company's production and business functions according to tasks assigned or authorized by the Company;

p. Subsidiary is a company with independent accounting in which the Company holds 100% of the charter capital or holds controlling shares or capital contributions.

q. Associate company is a company in which the Company holds shares or capital contributions below the controlling level;

r. Controlling shares or controlling capital contributions of the Company are shares or capital contributions of the Company accounting for over 50% of the charter capital of that enterprise or another ratio as prescribed by law or the Charter of that enterprise.

s. Controlling right is the Company's right over another enterprise, including at least one of the following rights: Right of the sole owner of the enterprise; Right of a shareholder or capital-contributing member holding controlling shares or capital contributions of the enterprise; Right to directly or indirectly appoint the majority or all members of the Board of Directors or Board of Members, or the General Director

(Director) of the enterprise; Right to directly or indirectly decide on the approval, amendment, or supplementation of the enterprise's Charter; Right to directly or indirectly decide on the strategy and business plan of the enterprise; Other cases of control as agreed upon between the Company and the controlled enterprise and recorded in the Charter of the controlled enterprise.

t. Representative of the Company's capital portion is an individual authorized in writing by the Company's Board of Directors to exercise the Company's rights and responsibilities regarding the Company's capital invested in another enterprise;

u. Trade secret is any business information that has not been widely disclosed, has economic value due to its confidentiality, and for which the owner has taken reasonable measures to protect. It may include formulas, designs, methods, technical processes, financial information, or other commercial information that gives the enterprise a competitive advantage.

ư. Business secret is information obtained from financial or intellectual investment activities that has not been disclosed and is capable of being used in business...

2. In this Charter, references to one or more regulations or other documents include any amendments, supplements, or replacement documents;

3. Headings (Sections, Articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Company

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK
- Company name in foreign language: DAK LAK RUBBER JOINT STOCK COMPANY
- Abbreviated name: DAKRUCO

2. Type of enterprise: The Company is a joint stock company with legal personality in accordance with the current laws of Vietnam.

3. Registered headquarters of the Company:

- Headquarters address: No. 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province
- Phone: (0262) 3865015
- Fax: (0262) 3865041
- E-mail: caosu@dng.vnn.vn; caosu@dakruco.com
- Website: www.dakruco.com

4. The Company may establish branches and representative offices in business areas to carry out the Company's operational objectives in accordance with the Board of Directors' decisions and within the scope permitted by law. Currently, the Company has 08 dependent units and 01 subsidiary with 100% Dakruco capital, including:

a) Dak Lak Rubber Joint Stock Company Branch - 19/8 Farm, address: Km13+500 National Highway 27 - Buon Mta A - Ea Ktur Commune - Dak Lak;

b) Dak Lak Rubber Joint Stock Company Branch - Cu Bao Farm, address: Village 8 – Cu Bao Ward - Dak Lak;

c) Dak Lak Rubber Joint Stock Company Branch - Cu Kpo Farm, address: Thong Nhat Village - Krong Puk Commune - Dak Lak;

d) Dak Lak Rubber Joint Stock Company Branch - Cu Mgar Farm, address: Km20 Provincial Road 8 - Cu M'gar Commune - Dak Lak;

e) Dak Lak Rubber Joint Stock Company Branch - Phu Xuan Farm, address: Km20 National Highway 14 - Cuor Dang Commune - Dak Lak;

f) Dak Lak Rubber Joint Stock Company Branch - Rubber Latex Processing Factory, address: Doan Ket Village - Cuor Dang Commune - Dak Lak;

g) Dak Lak Rubber Joint Stock Company Branch - Rubber Thread Processing Factory, address: Lot B35-B36 Hoa Phu Industrial Zone - Hoa Phu Commune - Dak Lak;

h) Dak Lak Rubber Joint Stock Company Branch - Dakruco Hotel, address: 30 Nguyen Chi Thanh – Tan An Ward - Dak Lak;

i) Dak Lak Rubber Development Company - Mondulkiri (DakMoruco), address: Monorum Commune - Senmonorum District - Mondulkiri Province - Cambodia.

5. Duration of operation: Unless the Company is dissolved in accordance with Clause 2, Article 60, the Company's duration of operation shall be indefinite from the date of

establishment.

Article 3. Legal representative of the Company

The Company has 02 legal representatives, including:

1. Chairman of the Board of Directors;
2. General Director.

The legal representative of the company is an individual representing the company in exercising rights and obligations arising from the company's transactions, representing the company as a plaintiff, defendant, or person with related interests and obligations before Arbitrators and Courts. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.

The Company's legal representative must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Company when leaving Vietnam.

In case the authorization expires and the Company's legal representative has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the Company's legal representative within the authorized scope until the Company's legal representative returns to work, or until the Board of Directors decides to appoint a replacement.

In case of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the Company's legal representative, the Board of Directors shall appoint a replacement.

Powers and obligations of the legal representative: In addition to being responsible in accordance with the Law, the legal representative has the following powers and obligations:

1. For the Chairman of the Board of Directors, implement in accordance with Clause 3, Article 29 of this Charter;

2. For the General Director, implement in accordance with Clause 4, Article 35 of this Charter.

III. OBJECTIVES, BUSINESS SCOPE, AND OPERATION OF THE COMPANY

Article 4. Operational objectives of the Company

1. The Company's main business lines are: Planting, exploiting, processing, and trading rubber latex and products from rubber latex; planting, harvesting, processing,

and trading products of fruit trees, coffee; short-term agricultural crops, and other business lines specified in Article 5 of this Charter.

2. Operational objectives of the Company:

a) The Company is established to carry out production and business activities aimed at maximizing profits for shareholders, creating stable employment for workers, contributing to the State Budget, and developing the Company on the basis of self-accumulation and reinvestment to make the Company increasingly strong.

b) Through its activities, the Company contributes to bringing high economic efficiency to society, improving working conditions, and raising the income and living standards of workers in the Company;

c) Combining production and business development, investment in economic development with the tasks of maintaining security, politics, national defense, and supporting social security;

d) Financial investment in other enterprises, profitable business; preserving and developing capital, creating profits for shareholders.

Article 5. Business scope and operation of the Company

The Company is permitted to conduct business activities in accordance with the business lines specified in this Charter that have been registered, notified of changes to the business registration authority, and announced on the National Business Registration Portal.

No.	Industry name	Industry code
1	Rubber tree cultivation	0125 (Main)
2	Cultivation of corn and other cereal crops	0112
3	Cultivation of starchy root crops	0113
4	Cultivation of oil-bearing seed crops	0117
5	Cultivation of vegetables, various beans, and flowers	0118
6	Cultivation of other annual crops	0119
7	Fruit tree cultivation	0121
8	Cultivation of oil-bearing fruit trees	0122
9	Cashew cultivation	0123
10	Pepper cultivation	0124
11	Coffee cultivation	0126
12	Tea cultivation	0127
13	Cultivation of perennial spices, medicinal plants, and aromatic plants	0128

14	Propagation and care of annual seedlings	0131
15	Propagation and care of perennial seedlings	0132
16	Buffalo and cattle farming and buffalo and cattle breeding	0141
17	Goat, sheep farming and goat, sheep, deer, and stag breeding	0144
18	Mixed farming and livestock	0150
19	Cultivation service activities	0161
20	Livestock service activities	0162
21	Post-harvest service activities	0163
22	Seed processing for propagation	0164
23	Afforestation, forest care, and forestry seedling nursery	0210
24	Processing and preservation of vegetables and fruits	1030
25	Production of animal, poultry, and aquatic feed	1080
26	Sawing, planing, and wood preservation	1610
27	Production of plywood, veneer, and other thin boards	1621
28	Production of wooden construction products	1622
29	Production of wooden packaging	1623
30	Manufacture of other products of wood; manufacture of products of straw, plaiting materials and other plaiting materials	1629
31	Manufacture of fertilizers and nitrogen compounds	2012
32	Manufacture of other rubber products	2219
33	Manufacture of other ceramic products	2393
34	Repair of machinery and equipment	3312
35	Repair of electrical equipment	3314
36	Water collection, treatment and supply	3600
37	Construction of road projects	4212
38	Maintenance and repair of motor vehicles and other motor vehicles	4520
39	Wholesale of agricultural and forestry raw materials (except wood, bamboo, rattan) and live animals	4620
40	Wholesale of rice, wheat, other cereal grains, and flour	4631
41	Wholesale of food	4632
42	Wholesale of agricultural machinery, equipment and spare parts	4653
43	Other specialized wholesale not elsewhere classified	4669
44	Urban bus passenger transport	4921
45	Suburban and inter-provincial bus passenger transport	4922
46	Other bus passenger transport	4929

47	Urban and suburban road passenger transport (except bus transport)	4931
48	Other road passenger transport	4932
49	Road freight transport	4933
50	Warehousing and storage of goods	5210
51	Cargo handling	5224
52	Service activities incidental to land transportation	5225
53	Short-term accommodation services	5510
54	Restaurants and mobile food service activities	5610
55	Event catering activities	5621
56	Other food service activities	5629
57	Beverage serving activities	5630
58	Real estate activities with own or leased property	6810
59	Travel agency activities	7911
60	Tour operator activities	7912
61	Reservation service and related activities	7990
62	Creative, arts and entertainment activities	9000
63	Sports activities	9311
64	Sauna, massage and similar health enhancement services (excluding sports activities)	9610
65	Wedding service activities	9633

Article 6. Organization of the Communist Party of Vietnam and socio-political organizations in the Company

1. The organization of the Communist Party of Vietnam in the Company is formed and operates in accordance with the Constitution, the law, and the Charter of the Communist Party of Vietnam.

2. Other socio-political organizations in the Company are formed and operate in accordance with the Constitution, the law, and the Charters of such socio-political organizations in compliance with the provisions of the law.

3. The Company creates favorable conditions regarding facilities, time, and other necessary conditions for members of Party organizations and socio-political organizations to carry out their activities fully in accordance with the provisions of the law, the Charter, and the internal rules of those organizations.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 7. Charter capital, shares, founding shareholders

1. The Company's charter capital is 1,558,000,000,000 VND (One thousand five hundred fifty-eight billion VND);

1.1 The total charter capital of the Company is divided into 155,800,000 shares with a par value of 10,000 VND/share. The State shareholder holds a share ratio of over 75%.

1.2 The ownership ratio of foreign investors in the Company is a maximum of 0% of the charter capital.

2. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of the law.

3. The Company's shares as of the date of adoption of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are specified in Article 12 and Article 13 of this Charter.

4. The Company may issue other types of preferred shares after obtaining approval from the General Meeting of Shareholders and in accordance with the provisions of the law.

5. Shareholder: The Company's shareholders are common shareholders, there are no founding shareholders (Because the Company was equitized from Dak Lak Rubber One Member Limited Liability Company).

Common shares must be prioritized for offering to existing shareholders in proportion to their ownership ratio of common shares in the Company, unless the General Meeting of Shareholders decides otherwise; the number of shares that shareholders do not register to buy will be decided by the Company's Board of Directors. The Board of Directors may distribute those shares to shareholders and others on conditions no less favorable than those offered to existing shareholders, unless the General Meeting of Shareholders decides otherwise or the securities law provides otherwise.

6. The Company may purchase shares issued by the Company itself in the manners specified in this Charter and current law.

7. The Company may issue other types of securities in accordance with the provisions of the law.

Article 8. Share certificates

1. The Company's shareholders are issued share certificates corresponding to the number and type of shares owned.

2. A share certificate is a type of security certifying the legal rights and interests of the owner to a portion of the issuing organization's share capital. The share certificate must contain all the contents as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submitting the full dossier requesting the transfer of share ownership in accordance with the Company's regulations or within 30 days from the date of full payment for the purchase of shares in accordance with the Company's share issuance plan (or other time limit as specified in the issuance terms), the share owner shall be issued a share certificate. The share owner is not required to pay the Company for the cost of printing the share certificate.

4. In case a share certificate is lost, damaged, or destroyed in other forms, the shareholder shall be re-issued a share certificate by the Company upon the shareholder's request. The shareholder's request must include the following contents:

a) Information about the share certificate that has been lost, damaged, or destroyed in other forms;

b) Commitment to take responsibility for disputes arising from the re-issuance of the new share certificate.

Article 9. Other securities certificates

Bond certificates or other securities certificates of the Company issued shall bear the signature of the legal representative and the Company's seal.

Article 10. Share transfer

1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares registered for trading on the Stock Exchange are transferred in accordance with the provisions of the law on securities and the securities market.

2. Shares that have not been fully paid for shall not be transferred or enjoy related benefits such as the right to receive dividends, the right to receive additional shares issued from the increase of share capital from equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

V. ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 11. Organizational, management, and control structure

1. The Company's organizational, management, and control structure includes:

a) General Meeting of Shareholders;

b) Board of Directors;

c) Audit Committee (Under the Board of Directors);

d) General Director, Deputy General Directors, and Chief Accountant.

2. The assisting apparatus includes professional departments, divisions, and sections.

3. During the operation, the organizational, management, control structure, and assisting apparatus of the Company may be changed to suit the requirements of production and business activities.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Common shareholders have the following rights:

a. To attend and speak at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Company's Charter and the law. Each common share has one vote;

b. To receive dividends at the level decided by the General Meeting of Shareholders;

c. To be prioritized to purchase new shares in proportion to the ownership ratio of common shares of each shareholder in the Company;

d. To freely transfer their shares to others, except in cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and relevant provisions of the law, as well as Clause 1, Article 10 of this Charter;

e. To review, search, and extract information about names and contact addresses in the list of voting shareholders; to request correction of their inaccurate information;

f. To review, search, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;

g. Upon the Company's dissolution or bankruptcy, to receive a portion of the remaining assets corresponding to the share ownership ratio in the Company, after the Company has paid its debts (including debt obligations to the state, taxes, fees) and paid

to shareholders holding other types of shares of the Company in accordance with the law;

h. To request the Company to repurchase shares in cases specified in Article 132 of the Law on Enterprises;

m. To be treated equally. Each share of the same type gives the shareholder equal rights, obligations, and benefits. In case the Company has types of preferred shares, the rights and obligations attached to the preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

n. To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

l. To have their legal rights and interests protected; to request the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

o. Other rights as prescribed by law and this Charter.

2. Shareholders or groups of shareholders owning from five (05)% of the total common shares or more have the following rights:

a. To request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b. To review, search, and extract the minutes book and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Audit Committee, contracts, and transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets or business secrets;

c. To request the Board of Directors to direct the Audit Committee to inspect specific issues related to the management and operation of the Company's activities when deemed necessary. The request must be in writing and include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, contact address for institutional shareholders; number of shares and ownership ratio in the total shares of each shareholder, total number of shares of the entire group of shareholders as well as the ownership ratio in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;

d. To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than 03 working days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of share owned by the shareholder, and the issue proposed to be included in the meeting agenda;

e. Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders owning from ten (10)% of the total common shares or more have the right to nominate candidates for the Board of Directors. The nomination of candidates for the Board of Directors is carried out as follows:

a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the shareholders attending the meeting before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this Clause has the right to nominate one or more people as decided by the General Meeting of Shareholders as candidates for the Board of Directors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

Article 13. Obligations of shareholders

Common shareholders have the following obligations:

1. To pay for the committed number of shares in full and on time.

2. Not to withdraw capital contributed by common shares from the Company in any form, except in cases where shares are repurchased by the Company or others. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this Clause, that shareholder and related persons in the Company shall be jointly and severally liable for the Company's debts and other asset obligations within the value of the withdrawn shares and damages incurred.

3. To comply with the Company's Charter and Internal Management Regulations.

4. To abide by the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. To keep confidential information provided by the Company in accordance with the Company's Charter and the law; to use provided information only to exercise and

protect their legal rights and interests; it is strictly forbidden to disseminate, copy, or send information provided by the Company to other organizations or individuals.

6. To attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:

a. Attending and voting/electing directly at the meeting;

b. Authorizing other individuals or organizations to attend and vote/elect at the meeting;

c. Attending and voting/electing through online conferences, electronic voting, or other electronic forms;

d. Sending voting/election ballots to the meeting via mail, fax, or email; electronic voting or other electronic forms;

7. To take personal responsibility when acting in the name of the Company in any form to commit one of the following acts:

a) Violating the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Paying debts that are not yet due in the face of financial risks to the Company.

8. To fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders meets annually once a year and within four (04) months from the end of the fiscal year. Unless the Company's Charter provides otherwise, the Board of Directors decides to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam. The General Meeting of Shareholders may meet online in case of force majeure events such as widespread natural disasters or epidemics.

2. The Board of Directors convenes the annual General Meeting of Shareholders and selects a suitable venue. The annual General Meeting of Shareholders decides on issues in accordance with the law and the Company's Charter, especially approving the

audited annual financial statements. In case the Company's annual financial statement audit report contains material exceptions, adverse opinions, or disclaimers, the Company must invite representatives of the approved auditing organization that audited the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representatives of the approved auditing organization are responsible for attending the Company's annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a. The Board of Directors deems it necessary for the Company's interests;

b. The number of remaining members of the Board of Directors is less than the minimum number of members as prescribed by law;

c. At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises and Point a, Clause 2, Article 12 of this Charter; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, and have sufficient signatures of the related shareholders or the request document must be made in multiple copies and collect sufficient signatures of the related shareholders;

d. Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a. The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of remaining members of the Board of Directors is as specified in Point b, Clause 3 of this Article or upon receiving the request specified in the point of Clause 3 of this Article.

b. The Board of Directors must notify in case of no longer meeting the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors;

c. In case the Board of Directors does not convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the shareholder or group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises has the right to represent the company to convene the General Meeting of Shareholders in accordance with this Law. Reasonable expenses for

convening and conducting the General Meeting of Shareholders shall be reimbursed by the company.

d. Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

Article 15. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

a. To approve the Company's development orientation;

b. To decide on the type of shares and the total number of shares of each type authorized to be offered; to decide on the annual dividend level for each type of share;

c. To elect, dismiss, or remove members of the Board of Directors;

d. To decide on investment or sale of assets valued at thirty-five (35)% or more of the total asset value recorded in the Company's most recent financial statement;

e. To decide on amendments and supplements to the Company's Charter;

f. To approve annual financial statements;

g. To decide on the repurchase of over ten (10)% of the total sold shares of each type;

h. To review and handle violations by members of the Board of Directors that cause damage to the Company and the Company's shareholders;

i. To decide on the reorganization or dissolution of the Company;

j. To decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Audit Committee;

k. To approve/amend/supplement the Company's Internal Governance Regulations; Board of Directors Operation Regulations; Audit Committee Operation Regulations;

l. To approve the list of approved auditing companies; to decide on the approved auditing company to inspect the Company's operations;

m. Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discusses and approves the following issues:

a. The Company's annual business plan;

b. Audited annual financial statements;

c. Report of the Board of Directors on governance and the performance results of the Board of Directors and each member of the Board of Directors;

d. Report of the General Director on production and business results;

e. Report of the Audit Committee on the Company's business results and the performance results of the Board of Directors and the General Director;

f. Self-assessment report on the performance results of the Audit Committee and members of the Audit Committee;

g. Dividend level for each share of each type;

h. Number of members of the Board of Directors;

i. Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Audit Committee;

j. Approval of the list of approved auditing companies; decision on the approved auditing company to inspect the company's operations when deemed necessary;

k. Supplementation and amendment of the Company's Charter;

l. Type of shares and the number of shares of each type to be issued for each type of share and the transfer of shares of founding members within the first 03 years from the date of establishment;

m. Division, separation, consolidation, merger, or conversion of the Company;

n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

o. Decide on investment or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent Financial Statements;

p. Decide on the repurchase of over ten percent (10%) of the total sold shares of each type;

q. Decide on the Company's execution of contracts and transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the Company's total assets recorded in the most recent financial statements;

r. Approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

t. Approve the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors;

s. Other matters in accordance with the provisions of the law and this Charter.

3. All resolutions and matters included in the meeting agenda shall be discussed and voted upon at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. A shareholder shall be considered to attend and vote at the General Meeting of Shareholders in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another individual or organization to attend and vote at the meeting;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a ballot to the meeting via mail, fax, or email.

2. A shareholder or an authorized representative of an institutional shareholder may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend via one of the following specific forms:

a) For individual shareholders, they may only authorize one other individual or organization to attend the meeting;

b) For institutional shareholders holding less than ten percent (10%) of the total voting shares, they may authorize a maximum of three (3) other individuals or organizations; for those holding from ten percent (10%) to less than fifty percent (50%) of the total voting shares, they may authorize a maximum of three (3) other individuals or organizations to attend the meeting; for organizations holding fifty percent (50%) or more of the total voting shares, they may authorize a maximum of five (5) other individuals or organizations to attend the meeting.

3. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as specified in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney upon registration for the meeting. In case of re-authorization, the meeting attendee must also present the original power of attorney from

the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

4. The ballot/vote of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following cases occurs:

a) The authorizer has died, has limited civil act capacity, or has lost civil act capacity;

b) The authorizer has revoked the appointment of authorization;

c) The authorizer has revoked the authority of the person performing the authorization.

This provision shall not apply if the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Changes to rights

1. The change or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders of the same class of preference shares attending the meeting who own 75% or more of the total preference shares of that class, or if approved by shareholders of the same class of preference shares who own 75% or more of the total preference shares of that class in the case of passing a resolution in the form of written opinion collection.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the change of rights mentioned above shall only be valid when there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class. If there is an insufficient number of delegates as mentioned above, the meeting shall be reconvened within the next thirty (30) days, and those holding shares of that class (regardless of the number of owners and the number of shares) present in person or via authorized representative shall be considered to constitute the required number of voting delegates. At the meetings of shareholders holding the aforementioned preference shares, those holding shares of that

class present in person or via representative may request a secret ballot. Each share of the same class shall have equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 18, 19, and 20 of this Charter.

4. Unless the terms of share issuance provide otherwise, the special rights attached to classes of preference shares regarding some or all matters related to the distribution of the Company's profits or assets shall not be changed when the Company issues additional shares of the same class.

Article 18. Convening meetings, meeting agenda, and notice of invitation to the General Meeting of Shareholders

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the record date;

b. Prepare the agenda and content of the General Meeting of Shareholders;

c. Prepare documents for the General Meeting of Shareholders;

d. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e. Determine the time and location for holding the General Meeting of Shareholders;

f. Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend;

g. Other tasks serving the General Meeting of Shareholders.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously disclosed on the Company's website and the State Securities

Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all shareholders on the List of shareholders entitled to attend at least twenty-one (21) days before the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not attached to the notice of the General Meeting of Shareholders, the notice of invitation must clearly state the link to the entire meeting documents so that shareholders can access them, including:

a) Meeting agenda and documents used in the meeting;

b) List and detailed information of candidates in case of electing members of the Board of Directors;

c) Ballot/vote;

d) Draft resolution for each matter on the meeting agenda.

4. A shareholder or group of shareholders as specified in Clause 2, Article 12 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least three (03) working days before the opening date of the meeting. The proposal must clearly state the shareholder's name, the quantity of each type of share held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card, Passport, or other legal personal identification for individual shareholders; name, enterprise code or establishment decision number, and head office address for institutional shareholders; the quantity and type of shares held by that shareholder, and the matter proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse the proposal specified in Clause 4 of this Article if it falls into one of the following cases:

a) The proposal is sent incorrectly according to the provisions of Clause 4 of this Article;

b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% (five percent) of common shares as specified in Clause 2, Article 12 of this Charter;

c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;

d) Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the expected agenda and content of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents more than fifty percent (50%) of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as specified in Clause 1 of this Article, the notice of invitation for the second meeting must be sent within thirty (30) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents thirty-three percent (33%) or more of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as specified in Clause 2 of this Article, the notice of invitation for the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the number of shareholders attending and the percentage of voting shares represented by the total shareholders attending.

Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before opening the meeting, the Company must conduct shareholder registration procedures and must perform registration until all shareholders entitled to attend the meeting have registered, following the sequence below:

a) When conducting shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot/election card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares/election votes of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote

on each matter in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. At the Meeting, the number of cards in favor of the resolution shall be collected first, the number of cards against the resolution shall be collected later, and finally, the total number of votes in favor or against shall be counted to make a decision. The vote counting results shall be announced by the Chairperson immediately before closing the meeting. The Meeting shall elect those responsible for counting votes or supervising vote counting as proposed by the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Meeting Chairperson;

b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened have the right to register immediately and then have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting for late-arriving shareholders to register, and the validity of the contents already voted/elected before that shall not change.

2. The election of the Chairperson, secretary, Committee for checking shareholder/delegate status, and Vote counting committee shall be prescribed as follows:

a) The Chairperson of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the meeting chairperson by majority rule. In case no chairperson can be elected, the Chairperson of the Audit Committee shall preside so that the General Meeting of Shareholders can elect a meeting chairperson from among those present, and the person with the highest number of votes shall act as the meeting chairperson;

b) Except for the case specified in Point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside so that the General Meeting of Shareholders can elect a meeting chairperson, and the person with the highest number of votes shall act as the meeting chairperson;

c) The Chairperson shall appoint one or more people to act as meeting secretary; the Committee for checking shareholder/delegate status shall serve the meeting;

d) The General Meeting of Shareholders shall elect one or more people to the vote counting committee as proposed by the meeting chairperson.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders in the opening session. The agenda must clearly and specifically define the time for each matter in the meeting agenda.

4. The meeting chairperson has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of those present.

a) Arrange seating at the location of the General Meeting of Shareholders;

b) Ensure safety for everyone present at the meeting locations;

c) Create conditions for shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The measures applied may be issuing entry passes or using other selection forms.

5. Shareholders or authorized persons attending after the meeting has opened may still register and have the right to participate in voting immediately after registration; in this case, the validity of the contents already voted on before that shall not change.

6. The person convening the meeting or the chairperson of the General Meeting of Shareholders has the following rights:

a) Require all attendees to undergo inspection or other legal and reasonable security measures;

b) Require competent authorities to maintain order at the meeting; expel those who do not comply with the chairperson's right to preside, intend to disrupt order, prevent the normal progress of the meeting, or do not comply with security inspection requirements from the General Meeting of Shareholders.

7. The Chairperson has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for a maximum of three (03) working days from the intended opening date, and may only postpone the meeting or change the meeting location in the following cases:

a) The meeting location does not have enough convenient seating for all attendees;

b) Communication facilities at the meeting location do not ensure that attending shareholders can participate, discuss, and vote;

c) There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and legally.

8. In case the chairperson postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the chairperson and preside over the meeting until it ends; all resolutions passed at that meeting shall be effective for implementation.

9. In case the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms in accordance with current legal provisions.

Article 21. Conditions for passing resolutions of the General Meeting of Shareholders

1. A resolution on the following content shall be passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

a. Class of shares and total number of shares of each class;

b. Change of business lines and sectors;

c. Change of the Company's management organizational structure;

d. Investment project or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent financial statements;

e. Reorganization, dissolution of the Company;

f. Extension of the Company's operation;

2. Resolutions shall be passed when approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares shall be legal and effective even if the order and procedures for convening the meeting and passing that resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 22. Authority and procedures for collecting shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to collect shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders on the following matters:

a. Amendment and supplementation of the Company's Charter;

b. Approval/amendment/supplementation of the Internal Regulations on Corporate Governance; Operating Regulations of the Board of Directors;

c. Company development orientation;

d. Class of shares and total number of shares of each class;

e. Election, dismissal, removal of members of the Board of Directors;

f. Investment project or sale of assets valued at equal to or greater than thirty-five percent (35%) of the total asset value recorded in the Company's most recent financial statements;

g. Approval of annual financial statements;

h. Reorganization, dissolution of the Company;

i. Change of business lines and sectors;

j. Change of the Company's management organizational structure;

k. Other matters when deemed necessary for the Company's interest.

2. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution, and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the opinion collection ballot. The requirements and methods for sending the opinion collection ballot and attached documents shall be implemented according to the provisions in Clause 3, Article 18 of this Charter.

3. The opinion collection ballot must contain the following main contents:

a. Name, head office address, enterprise code;

b. Purpose of opinion collection;

c. Full name, contact address, nationality, legal identification document number of the individual for individual shareholders; name, enterprise code or legal identification document number of the organization, head office address for institutional

shareholders, or full name, contact address, nationality, legal identification document number of the individual for the representative of the institutional shareholder; quantity of shares of each type and number of voting shares of the shareholder;

d. Matter requiring opinion collection to pass a decision;

e. Voting options including in favor, against, and abstaining for each matter requiring opinion collection;

f. Deadline for sending the answered opinion collection ballot back to the Company;

g. Full name and signature of the Chairperson of the Board of Directors.

4. Shareholders may send the answered opinion collection ballot to the Company by mail, fax, or email according to the following provisions:

a) In case of sending by mail, the answered opinion collection ballot must have the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection ballot sent to the Company must be placed in a sealed envelope and no one has the right to open it before vote counting;

b) In case of sending by fax or email, the opinion collection ballot sent to the Company must be kept confidential until the time of vote counting;

c) Opinion collection ballots sent to the Company after the deadline specified in the content of the opinion collection ballot, or those that have been opened in case of sending by mail, or disclosed in case of sending by fax or email, shall be invalid. Opinion collection ballots not sent back shall be considered as not participating in voting.

5. The Board of Directors shall count the votes and prepare a vote counting report under the witness of the Audit Committee or a shareholder not holding a management position in the Company. The vote counting report must contain the following main contents:

a. Name, head office address, enterprise code;

b. Purpose and matters requiring opinion collection to pass a resolution;

c. Number of shareholders with the total number of voting/election shares that participated in voting/electing, in which valid voting/election ballots and invalid voting/election ballots are distinguished, and the method of sending voting/election ballots, accompanied by an appendix of the list of shareholders participating in voting/electing;

d. Total number of votes in favor, against, and abstaining for each matter, total number of election votes for each candidate (if any);

e. Matter passed and the corresponding passing voting percentage;

f. Full name and signature of the Chairperson of the Board of Directors, vote counter, and vote counting supervisor.

Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting report; jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote counting report and resolution must be sent to shareholders within fifteen (15) days from the date of finishing vote counting. Sending the vote counting report and resolution may be replaced by posting them on the Company's website within twenty-four (24) hours from the time of finishing vote counting.

7. Answered opinion collection ballots, vote counting reports, passed resolutions, and related documents sent with the opinion collection ballot must all be kept at the Company's head office.

8. A resolution passed in the form of collecting shareholders' opinions in writing shall be valid if approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders with voting rights, and shall have the same value as a resolution passed at the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded by audio or video and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents:

a. Name, head office address, enterprise code;

b. Time and location of the General Meeting of Shareholders;

c. Meeting agenda and meeting content;

d. Full name of the chairperson and secretary;

e. Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders on each matter in the meeting agenda;

f. Number of shareholders and total voting shares of shareholders attending the meeting, appendix of the list of registered shareholders, representatives of shareholders attending the meeting with corresponding number of shares and number of votes;

g. Total number of voting shares for each voting matter, in which the voting method, total number of valid and invalid votes, votes in favor, against, and abstaining are clearly stated; corresponding percentage of the total voting shares of shareholders attending the meeting;

h. Summary of election votes for each candidate (if any);

i. Matters passed and the corresponding passing voting percentage;

j. Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign the meeting minutes.

2. The minutes of the General Meeting of Shareholders must be completed and passed before the end of the meeting. The chairperson and secretary of the meeting or other persons signing the meeting minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and a foreign language shall have equal legal validity. In case there is a difference in content between the minutes in Vietnamese and the minutes in a foreign language, the content in the Vietnamese minutes shall be applied.

4. The resolution, minutes of the General Meeting of Shareholders, appendix of the list of shareholders registered to attend the meeting, power of attorney to attend the meeting, all documents attached to the minutes (if any), and related documents attached to the notice of invitation must be kept at the Company's head office.

The resolution, minutes of the General Meeting of Shareholders, and documents attached to the minutes and resolution must be disclosed in accordance with the law on information disclosure in the securities market.

Article 24. Request to cancel a resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of collecting opinions of the General Meeting of Shareholders, a shareholder or group of shareholders as specified

in Clause 2, Article 115 of the Law on Enterprises has the right to request a Court or Arbitration to consider and cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case a candidate for the Board of Directors has been identified, the Company must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. A candidate for the Board of Directors must have a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing duties honestly and carefully for the highest interest of the Company if elected as a member of the Board of Directors. Information related to the candidate for the Board of Directors to be disclosed includes:

a. Full name, date, month, and year of birth;

b. Professional qualifications;

c. Work history;

d. Other management titles (including Board of Directors titles of other companies);

e. Interests related to the Company and related parties of the Company;

f. Other information (if any) as prescribed in the Company's Charter;

The Company is responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management titles, and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders owning 10% or more of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders

holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from ten percent (10%) to less than twenty percent (20%) of the total voting shares may nominate one (01) candidate; from twenty percent (20%) to less than thirty percent (30%) may nominate a maximum of two (02) candidates; from thirty percent (30%) to less than forty percent (40%) may nominate a maximum of three (03) candidates; from forty percent (40%) to less than fifty percent (50%) may nominate a maximum of four (04) candidates; from fifty percent (50%) to less than sixty-five percent (65%) may nominate a maximum of five (05) candidates; from sixty-five percent (65%) or more may nominate a maximum of seven (07) candidates.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions as prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Company's Charter.

Article 26. Composition and term of members of the Board of Directors

1. The number of members of the Board of Directors is from seven (07) to nine (09) people.

2. The term of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The composition of the Board of Directors is as follows:

The composition of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of members of the Board of Directors are non-

executive members. The Company shall limit the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case of being dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market.

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

Article 27. Powers and obligations of the Board of Directors

1. The Board of Directors is the Company's management body, having full authority in the name of the Company to decide and perform the rights and obligations of the company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a. Decide on the strategy, medium-term development plan, and annual business plan of the Company;

b. Recommend the class of shares and total number of shares of each class authorized to be offered;

c. Decide on the sale of unsold shares within the scope of shares authorized to be offered for each class; decide on raising additional capital in other forms;

d. Decide on the selling price of the Company's shares and bonds;

e. Decide on the repurchase of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

f. Decide on investment plans and investment projects within the authority and limits prescribed by law;

g. Decide on solutions for market development, marketing, and technology;

h. Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at less than thirty-five percent (35%) of the total asset value recorded in the Company's most recent financial statements, except for contracts and

transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i. Elect, dismiss, remove the Chairperson of the Board of Directors; appoint, dismiss, sign contracts, terminate contracts for the General Director, Deputy General Director, Chief Accountant; Chairperson/Vice Chairperson of the Audit Committee and members of the Audit Committee, Person in charge of corporate governance, and other key managers; decide on salaries, remuneration, bonuses, and other benefits for those managers; appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, decide on the remuneration level and other benefits of those people. Appoint, dismiss, remove the Chairperson, General Director (Director), Controller of subsidiaries 100% owned by Dakruco.

j. Approve for the General Director to decide on planning, appointment, reappointment, resignation, dismissal, removal, transfer, rotation, commendation, and discipline for Heads/Deputy Heads of Company departments; Directors, Deputy Directors, and Chief Accountants of the Company's dependent units;

k. Organize internal audit activities and decide on the establishment of the Company's internal audit unit (if any);

l. Supervise and direct the General Director and other managers in the daily business operations of the Company;

m. Decide on the organizational structure, internal management regulations of the Company, decide on the establishment of subsidiaries, branches, representative offices, and capital contribution, purchase of shares of other enterprises;

n. Approve the agenda and content of documents serving the General Meeting of Shareholders, convene the General Meeting of Shareholders, or collect opinions for the General Meeting of Shareholders to pass resolutions;

o. Submit audited annual financial statements to the General Meeting of Shareholders;

p. Recommend the dividend level to be paid; decide on the time and procedures for paying dividends or handling losses arising during business operations;

q. Recommend the reorganization, dissolution of the Company; request bankruptcy of the Company;

r. Decide on the issuance of the Operating Regulations of the Board of Directors, Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders; decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors (if any), Regulations on information disclosure of the company;

s. Require the General Director, Deputy General Director, and other managers in the company to provide information and documents on the financial situation and business operations of the company and units within the company;

t. The requested manager must provide information and documents promptly, fully, and accurately as requested by members of the Board of Directors. The sequence and procedures for requesting and providing information are specifically prescribed in the Operating Regulations of the Board of Directors;

u. Other rights and obligations as prescribed by the Law on Enterprises, Law on Securities, other provisions of the law, and the Company's Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities in accordance with current legal provisions.

Article 28. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration level. The Board of Directors estimates the remuneration level for each member based on the principle of consensus. The total remuneration and bonus level of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. Remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in sub-committees of the Board of Directors or

performing other tasks outside the scope of normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profit, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while performing their duties as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, the Audit Committee, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors shall have the following rights and obligations:

a. To prepare the work programs and plans of the Board of Directors;

b. To prepare the agenda, contents, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;

c. To organize the approval of resolutions and decisions of the Board of Directors;

d. To supervise the implementation of resolutions and decisions of the Board of Directors;

e. To chair meetings of the General Meeting of Shareholders;

f. Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. In case the Chairman of the Board of Directors submits a resignation or is dismissed or removed, the Board of Directors shall elect a replacement within ten (10) days from the date of receipt of the resignation or the date of dismissal or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she shall authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized

person, or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, absconds from his/her place of residence, has his/her civil act capacity limited or lost, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote of the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting ratio. In case there is more than one member with the same highest number of votes or voting ratio, the members shall elect one of them by majority vote to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once (01) per quarter and may hold extraordinary meetings (for extraordinary meetings, the Board of Directors may collect opinions in writing).

2.1. General principles: The Board of Directors (BOD) performs its functions, duties, and powers primarily through regular and extraordinary meetings as prescribed in Article 157 of the 2020 Law on Enterprises. A BOD meeting is a formal, mandatory activity format that ensures the collectivity, democracy, transparency, and accountability of BOD members.

2.2. Scope of application for written opinion collection: Collecting opinions of BOD members in writing shall only be applied in specific cases involving the direction and administration of the regular production and business activities of the Executive Board, which fall under the decision-making authority of the BOD; or for handling urgent issues arising between two BOD meetings that do not fall under the category of contents required to be submitted to the General Meeting of Shareholders.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) At the request of the Chairman of the Audit Committee or an independent member of the Board of Directors;

b) At the request of the General Director or at least five (05) other managers;

c) At the request of at least two (02) members of the Board of Directors;

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. In case the Chairman of the Board of Directors fails to convene the meeting as requested, he/she shall be liable for any damages caused to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors shall send a meeting invitation at least three (03) working days before the meeting date. The invitation must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The invitation must be accompanied by documents used at the meeting and the member's ballot. The invitation to the Board of Directors meeting may be sent by invitation letter, telephone, fax, or electronic means, ensuring it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the convener shall send the meeting invitation and accompanying documents to the members of the Audit Committee in the same manner as to the members of the Board of Directors.

Members of the Audit Committee have the right to attend meetings of the Board of Directors when invited or when there are relevant contents; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total members are present. In case the meeting convened according to this Clause does not have enough members present as prescribed, it shall be reconvened within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors are present.

9. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

a. Attending and voting directly at the meeting;

b. Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

c. Attending and voting via online conference, electronic voting, or other electronic forms;

d. Sending a ballot to the meeting via mail, fax, or email;

10. In case of sending a ballot to the meeting via mail, the ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening. The ballot shall only be opened in the presence of all attendees.

11. Voting

a. Except as provided in Point b, Clause 11 of this Article, each member of the Board of Directors or authorized person in accordance with Clause 9 of this Article directly present in person at the meeting of the Board of Directors shall have one (01) vote;

b. A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related persons have an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member is not entitled to vote;

c. Pursuant to Point d, Clause 11 of this Article, when an issue arises at the meeting related to the interest or voting right of a member of the Board of Directors and that member does not voluntarily relinquish their voting right, the decision of the chair shall be final, unless the nature or scope of the interest of the relevant member of the Board of Directors has not been fully disclosed;

d. A member of the Board of Directors who benefits from a contract as specified in Point a and Point b, Clause 6, Article 42 of this Charter shall be considered to have a significant interest in that contract;

e. Members of the Audit Committee have the right to attend meetings of the Board of Directors, have the right to discuss, but not to vote.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they have an interest therein shall be responsible for disclosing this interest at the first meeting of the Board of Directors discussing the signing of such contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after they become aware that they have or will have an interest in the aforementioned transaction or contract.

13. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.

14. A resolution or decision of the Board of Directors is passed if approved by a majority of the members present; in case of a tie, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

15. Meetings of the Board of Directors may be held in the form of an online conference between members of the Board of Directors when all or some members are in different locations, provided that each member participating in the meeting can:

a. Hear each other member of the Board of Directors participating in the meeting speak;

b. Speak to all other participating members simultaneously.

Communication between members may take place directly via telephone or other information communication means (including the use of such means at the time of adopting this Charter or later) or a combination of all these methods. A member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The location of the meeting held in accordance with this provision is the location where the largest group of members of the Board of Directors is gathered, or if there is no such group, the location where the chair of the meeting is present.

16. The Board of Directors has the right to collect opinions of members of the Board of Directors in writing to pass a Resolution of the Board of Directors when passing issues falling under the authority of the Board of Directors in Clause 2, Article 27 of this Charter.

A resolution in the form of written opinion collection is passed based on the approval of a majority of the members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.

17. Meetings of the Board of Directors must be recorded in minutes and may be recorded, filmed, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may be prepared in a foreign language (if necessary), containing the main contents prescribed in Article 158 of the Law on Enterprises. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall be authentic evidence of the work performed at those meetings unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting must be signed by the chair and the secretary of the meeting; the chair and the secretary of the meeting shall be responsible for the truthfulness and accuracy of the content of the minutes. The minutes of the Board of Directors meeting and the documents used in the meeting must be stored at the headquarters of the Corporation.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors, with a minimum of three (03) people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee according to the decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. A resolution of the subcommittee is only effective when approved by a majority of the members present and voting at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with current legal regulations and the provisions of the Company's Charter and the Internal Regulations on Corporate Governance.

Article 32. Person in charge of corporate governance

1. The Board of Directors of the Company shall appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate governance shall not concurrently work for an approved audit organization that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a. To advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related work between the Company and shareholders;

b. To prepare meetings of the Board of Directors, the Audit Committee, and the General Meeting of Shareholders at the request of the Board of Directors, the Audit Committee, or a group of shareholders.

c. To advise on meeting procedures;

d. To attend meetings;

e. To advise on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

f. To provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Audit Committee;

g. To supervise and report to the Board of Directors on the Company's information disclosure activities;

h. To act as a contact point with related parties;

i. To maintain confidentiality of information in accordance with legal regulations and the Company's Charter;

j. Other rights and obligations as prescribed by law and this Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Management organizational structure

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has

a General Director, from 02 to 03 Deputy General Directors, a Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by a resolution or decision of the Board of Directors.

Article 34. Business Executives

1. At the request of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with quantities and standards suitable to the Company's structure and management regulations as prescribed by the Board of Directors. Business executives shall be responsible for supporting the Company in achieving the objectives set out in its operations and organization.

2. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.

3. The salary of executives shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, rights, and obligations of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person as the General Director.

2. The General Director is the person who manages the daily business operations of the Company; manages the business plan according to objectives and plans consistent with the Charter and resolutions and decisions of the General Meeting of Shareholders or the Board of Directors; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and before the law for the performance of assigned rights and obligations.

3. The term of the General Director shall not exceed five (05) years, in accordance with the term of the BOD, and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the Company's Charter.

4. The General Director has the following rights and obligations:

a. To decide on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;

b. To organize the implementation of resolutions and decisions of the Board of Directors;

c. To organize the implementation of the Company's business plan and investment plan approved by the Board of Directors and the General Meeting of Shareholders;

d. To propose the organizational structure and internal management regulations of the Company;

e. To appoint, dismiss, and remove management positions in the Company, except for positions falling under the authority of the Board of Directors;

f. To decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;

g. To recruit employees;

h. To propose plans for dividend payment or handling of business losses;

i. Other rights and obligations as prescribed by law, the Company's Charter, Internal Regulations on Corporate Governance, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors with voting rights present at the meeting agree, and appoint a new General Director as a replacement.

IX. AUDIT COMMITTEE

Article 36. Composition of the Audit Committee

1. The Audit Committee shall have 02 or more members. The Chairman of the Audit Committee must be an independent member of the Board of Directors. Other members of the Audit Committee must be non-executive members of the Board of Directors; the Audit Committee may use full-time staff to assist in its work.

2. Members of the Audit Committee must have knowledge of accounting and auditing, have general understanding of the law and the Company's operations, and shall not fall into the following cases:

a) Working in the Company's accounting department;

b) Being a member or employee of an audit organization approved to audit the Company's annual financial statements in the 03 consecutive years prior to that.

3. The Chairman of the Audit Committee must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, etc.

4. The appointment of the Chairman of the Audit Committee and its members must be approved by the Board of Directors at a meeting of the Board of Directors.

Article 37. Operating principles of the Audit Committee

1. The Audit Committee reports directly to the Board of Directors and shall not be interfered with in the performance of its duties to ensure the Company complies with all legal regulations.

2. Members of the Audit Committee perform their work in compliance with legal regulations and relevant provisions; they shall not participate in activities that affect the Company's reputation.

3. Members of the Audit Committee must be honest and shall not be influenced or controlled by anyone in reaching their conclusions.

4. Members of the Audit Committee shall not disclose provided information unless required by law.

Article 38. Rights and obligations of the Audit Committee

1. To supervise the truthfulness of the Company's financial statements and official announcements related to the Company's financial results;

2. To review the internal control and risk management system;

3. To review transactions with related parties falling under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval from the Board of Directors or the General Meeting of Shareholders;

4. To supervise the Company's internal audit department;

5. To recommend an independent audit firm, remuneration levels, and related terms in the contract with the audit firm for the Board of Directors to approve before submitting to the annual General Meeting of Shareholders for approval;

6. To monitor and evaluate the independence and objectivity of the audit firm and the effectiveness of the audit process, especially in cases where the Company uses non-audit services from the audit firm;

7. To supervise to ensure the Company complies with legal regulations, requirements of regulatory agencies, and other internal regulations of the Company.

8. To have the right to access documents related to the Company's operations; to branches, workplaces, and business locations of the Company; to exchange with other

members of the Board of Directors, the General Director, and employees to collect information serving the activities of the Audit Committee.

9. To have the right to request representatives of the independent audit firm to attend and answer issues related to financial statements at meetings of the Audit Committee.

10. To be entitled to use legal consulting services and other consulting services when necessary.

11. To develop and submit to the Board of Directors risk management policies, and propose to the Board of Directors solutions to handle risks arising in the Company's operations.

12. To report in writing to the Board of Directors when discovering that members of the Board of Directors, the General Director, business executives, and other managers do not fully perform their responsibilities as prescribed by the Law on Enterprises, the Company's Charter, and the Company's internal regulations.

13. To develop the Operating Regulations of the Audit Committee and submit them to the Board of Directors for approval.

14. Members of the Audit Committee are entitled to attend meetings of the BOD.

15. Other rights and obligations as prescribed by law, the Company's Charter, and the Company's internal management regulations.

Article 39. Meetings of the Audit Committee

1. The Audit Committee must meet at least once every three (3) months and must meet with the Board of Directors at least once every six (6) months.

2. The Audit Committee passes decisions by voting at meetings, collecting written opinions, or other forms decided by the Chairman of the Audit Committee. Each member of the Audit Committee has one vote. Decisions of the Audit Committee are passed if approved by a majority of the members present. In case of a tie, the issue shall be submitted to the Board of Directors for consideration and decision.

3. Minutes of meetings and minutes of opinion collection of the Audit Committee must be prepared in detail, clearly, and must be fully stored.

4. The Audit Committee has the right to propose organizing meetings with the Board of Directors to resolve issues falling under the rights and obligations of the Audit Committee and other related issues according to the Operating Regulations of the Audit

Committee. The Board of Directors decides the content, time, and method of organizing meetings of the Board of Directors with the Audit Committee.

5. The Audit Committee has the right to organize meetings with the General Director and business executives to hear reports, explanations, or to discuss and exchange on contents requested by the Audit Committee within the scope of the rights and obligations of the Audit Committee.

Article 40. Coordination between the Audit Committee and the Board of Directors and General Director

1. The Audit Committee is responsible for developing and submitting to the Board of Directors the Internal Audit Regulations, internal audit processes, and annual internal audit plans.

2. The Audit Committee is responsible for responding within five (5) working days from the date of receiving requests from the Board of Directors related to the obligations and activities of the Audit Committee.

3. The Audit Committee is responsible for reporting five (5) days before the date scheduled for the meeting between the Audit Committee and the General Director and business executives.

4. The General Director directs and urges business executives and affiliated departments/divisions (including subsidiaries) to coordinate in providing information and responding to requests of the Audit Committee.

5. The General Director directs and urges the implementation of remedial activities and the completion of issues of the Company that have been concluded and recommended by the Audit Committee.

6. The Board of Directors is responsible for resolving contradictions and conflicts (if any) between the Audit Committee and the General Director and business executives of the Company.

Article 41. Operating budget of the Audit Committee

1. The annual operating budget of the Audit Committee is allocated by the Board of Directors and is included in the operating budget of the Board of Directors approved by the General Meeting of Shareholders. Remuneration and allowances for members of the Audit Committee are decided by the Board of Directors based on the Resolution of the GMS.

2. Operating expenses of the Audit Committee and remuneration of members of

the Audit Committee shall be reported to the Board of Directors and the General Meeting of Shareholders in accordance with the law.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE AUDIT COMMITTEE, GENERAL DIRECTOR, AND OTHER EXECUTIVES

Members of the Board of Directors, members of the Audit Committee, the General Director, and other executives are responsible for performing their duties, including duties as members of subcommittees of the Board of Directors, honestly and carefully for the interests of the Company.

Article 42. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Audit Committee, the General Director, and other managers must disclose related interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Audit Committee, the General Director, other managers, and their related persons shall only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Audit Committee, the General Director, and other managers are obligated to notify the Board of Directors and the Audit Committee in writing of transactions between the Company, its subsidiaries, and other companies controlled by the Company with over fifty percent (50%) of charter capital with themselves or their related persons as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with securities laws on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that bring benefits to that member or their related persons in accordance with the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Audit Committee, the General Director, other managers, and their related persons shall not use or disclose internal information to others to perform related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Audit Committee, the General Director, other executives, and

individuals or organizations related to these subjects shall not be void in the following cases:

a) For transactions with a value less than or equal to thirty-five percent (35%) of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of members of the Board of Directors, members of the Audit Committee, the General Director, and other executives have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of members of the Board of Directors who have no related interests;

b) For transactions with a value greater than thirty-five percent (35%) or transactions leading to a transaction value arising within twelve (12) months from the date of the first transaction of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of members of the Board of Directors, members of the Audit Committee, the General Director, and other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

c) Loan contracts, transactions, or asset sales with a value greater than ten percent (10%) of the total asset value recorded in the most recent financial statements between the company and a shareholder owning fifty-one percent (51%) or more of the total voting shares or a related person of that shareholder have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, members of the Audit Committee, the General Director, and other executives who violate their obligations, duties of honesty and care, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. The Company shall compensate persons who have been, are, or may become a related party in complaints, lawsuits, or prosecutions (including civil and administrative cases and not including lawsuits where the Company is the plaintiff) if that person has been or is a member of the Board of Directors, a member of the Audit Committee, the General Director, another executive, an employee, or an authorized representative of the

Company who has been or is performing duties under the Company's authorization, acting honestly and carefully for the interests of the Company on the basis of compliance with the law, and there is no evidence confirming that that person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and amounts actually paid (including attorney fees) or considered reasonable when resolving these cases within the framework permitted by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

XI. RIGHT TO INSPECT BOOKS AND COMPANY RECORDS

Article 44. Right to inspect books and records

1. Common shareholders have the right to inspect books and records, specifically as follows:

a) Common shareholders have the right to examine, look up, and extract information about names and contact addresses in the list of shareholders with voting rights; to request correction of their inaccurate information; to examine, look up, extract, or copy the Company's Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders owning five percent (5%) or more of the total common shares have the right to examine, look up, and extract the minute book and resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Audit Committee, contracts and transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In case an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach the power of attorney of the shareholder or group of shareholders that they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Audit Committee, the General Director, and other executives have the right to inspect the Company's share register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that this information must be kept confidential.

4. The Company must store this Charter and its amendments and supplements, the Business Registration Certificate, regulations, documents proving asset ownership,

resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Audit Committee, annual financial statements, accounting books, and other documents as prescribed by law at the headquarters or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND LABOR UNION

Article 45. Employees and mass organizations

1. The General Director must prepare plans for the Board of Directors to approve issues related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and business executives.

2. The General Director must prepare plans for the Board of Directors to approve issues related to the Company's relationship with mass organizations according to the best standards, practices, and management policies, the practices and policies prescribed in this Charter, the Company's regulations, and current legal regulations.

XIII. RELATIONSHIP BETWEEN THE COMPANY AND SUBSIDIARIES, ASSOCIATES, AND DEPENDENT UNITS

Article 46. Relationship between the Company and subsidiaries 100% owned by the Company.

1. Subsidiaries 100% owned by the Company include:

a) One-member limited liability companies 100% owned by the Company;

b) Overseas companies 100% owned by the Company.

2. The companies mentioned in Clause 1 of this Article shall be established, organized, and operated in accordance with the laws corresponding to the legal form of each type of company, the Charter of the subsidiary, and the decentralization or authorization of the Company's Board of Directors.

3. The Company is the owner of the companies mentioned in Clause 1 of this Article. The Company's Board of Directors exercises the rights and obligations of the owner towards these companies. The Board of Directors assigns the Company's General Director to exercise the rights and obligations of the owner, including:

a) Receiving, checking, and appraising documents reported by the subsidiary to the Company to submit to the Board of Directors for approval or decision;

b) Organizing the implementation of resolutions and decisions of the Board of Directors regarding the subsidiary;

c) Checking, urging, and supervising the implementation of investment, production, and business plans at the subsidiary.

4. The Company exercises the rights of the Owner towards the subsidiary in accordance with the law, the Company's Charter, and the following provisions:

a) Deciding on establishment, objectives, tasks, and business lines; reorganization, ownership conversion, dissolution, and bankruptcy requests;

b) Approving the Charter, amendments, and supplements to the Charter;

c) Deciding on charter capital upon establishment and adjusting charter capital during the operation of the subsidiary;

d) Deciding on appointing capital representatives; appointing, reappointing, dismissing, accepting resignations, rewarding, and disciplining the Chairman, General Director (Director), and Controllers/Auditors of the subsidiary;

e) Approving strategies, production and business plans, and five (05) year and annual development investment plans of the subsidiary;

f) Approving policies on borrowing, lending, buying, selling assets, and liquidating assets with a value equal to or greater than 10% of the parent company's equity;

g) Approving annual financial statements, profit distribution, handling of losses, and the establishment and use of the Company's funds;

h) Organizing supervision and evaluation of business activities and management activities of the Company according to the subsidiary's Charter;

i) Other rights and obligations of the owner towards the subsidiary as prescribed by law and the subsidiary's Charter that are not contrary to this Charter.

5. The subsidiary mentioned in Clause 1 of this Article has the right to sign contracts and perform production, business, organizational, and personnel activities in accordance with the law.

Article 47. Relationship with subsidiaries with controlling shares or capital contributions or companies under the Company's control

1. The Company is the owner of controlling shares or capital contributions in subsidiaries with controlling shares or capital contributions. The Company's Board of Directors exercises the rights and obligations of the owner towards the Company's

capital or shares in these subsidiaries through capital representatives at the companies according to the Company's Regulations on Capital Representatives.

2. The Company exercises rights and obligations towards the subsidiary mentioned in Clause 1 of this Article in accordance with the law, the Company's Charter, and the following provisions:

a) Deciding on capital contribution and capital transfer of the Company invested in the subsidiary; exercising the rights of shareholders and capital contributors in accordance with the law and the subsidiary's Charter; being responsible for the debts and other property obligations of the subsidiary within the scope of the capital that the Company has contributed to the subsidiary;

b) Designating representatives to exercise the rights of shareholders and capital contributors; dismissing, rewarding, and disciplining representatives; deciding on salaries, bonuses, allowances, and other benefits of representatives; evaluating representatives;

c) Requiring representatives to report periodically or extraordinarily on the investment, financial situation, efficiency of capital use, and production and business results of the subsidiary according to the Company's Regulations on Capital Representatives at other enterprises.

3. The Company assigns tasks to the Representative to decide on the following contents of the enterprise at meetings of the Board of Directors and the General Meeting of Shareholders after the Company's Board of Directors has reached an agreement:

a) Objectives, tasks, and business lines; reorganization, dissolution, and bankruptcy requests of the enterprise;

b) Charter, amendments, and supplements to the Charter of the enterprise;

c) Increasing or decreasing charter capital; timing and method of capital mobilization; types of shares and total number of shares of each type offered for sale; repurchasing over ten percent (10%) of the total shares sold of each type;

d) Nominating for election, proposing dismissal, removal, reward, and handling violations of members of the Board of Directors, Chairman of the Board of Directors, and members of the Audit Committee; Nominating for appointment, proposing dismissal, signing contracts, and terminating contracts with the General Director (Director) of the enterprise. Remuneration, salary, bonus, and other benefits of members of the Board of Directors, members of the Audit Committee, and the General Director

(Director) of the enterprise; number of members of the Board of Directors, members of the Audit Committee, and Deputy General Directors (Deputy Directors) of the enterprise;

e) Strategies, production and business plans, and five (5) year development investment plans;

f) Policies on capital contribution, holding ratio, and increasing or decreasing capital of the enterprise invested in other enterprises;

g) Policies on deciding each investment project, construction, purchase, or sale of assets, or deciding on plans for liquidation or transfer of assets with a value equal to or greater than fifty percent (50%) of the enterprise's charter capital recorded in the quarterly or annual financial statements of the enterprise at the most recent time or another ratio smaller than that prescribed in the enterprise's Charter;

h) Policies on investment, purchase, sale of assets, and loan, lending, mortgage, and pledge contracts with a value equal to or greater than fifty percent (50%) of the enterprise's charter capital recorded in the quarterly or annual financial statements of the enterprise at the most recent time or another ratio smaller than that prescribed in the enterprise's Charter;

i) Financial statements, profit distribution, establishment and use of funds, and annual dividend levels;

j) Recruitment regime; remuneration, salary, and bonus regime of the enterprise;

k) Request the Representative to report on the implementation of regular supervision, inspection, and examination of compliance with the Law; the management, use, preservation, and development of the Company's capital at the enterprise; the implementation of strategies and plans; and the evaluation of the implementation of assigned goals, tasks, operational results, and production and business efficiency;

5. The Board of Directors assigns the General Director of the Company to exercise the rights and obligations of the owner, including: Receiving, inspecting, and appraising dossiers reported by subsidiaries to the Company for submission to the Board of Directors for consideration, approval, or decision; organizing the implementation of resolutions and decisions of the Company's Board of Directors regarding subsidiaries; and inspecting, urging, and supervising the implementation of coordinated production and business plans at subsidiaries.

6. Economic relations between the Company and its subsidiaries shall be implemented through economic contracts.

Article 48. Relations between the Company and companies in which the Company holds no more than 50% of charter capital

1. Affiliated companies are companies in which the Company holds no more than fifty percent (50%) of the charter capital, established, organized, and operating in accordance with the provisions of law corresponding to the legal form of each type of such company.

2. The Company is the owner of the Company's capital portion in the enterprises mentioned in Clause 1 of this Article. The Company's Board of Directors exercises the rights and obligations of the owner of the contributed capital portion at these enterprises through the capital representative at the companies under the Regulations on the operation of the Company's capital representative at other enterprises. The Board of Directors assigns the Company's General Director to organize the appraisal of reports and proposals of the Capital Representative at the enterprise to submit to the Board of Directors for agreement, on the basis of which the Capital Representative at the enterprise exercises the rights of a shareholder or the rights of a member of the Board of Directors... in accordance with the provisions of the enterprise's Charter and the provisions of Law.

3. The rights and obligations of the Company towards Affiliated companies are specified in these Regulations and the provisions below:

a) Deciding on the contribution and transfer of the Company's capital invested in the enterprise; exercising the rights and obligations of a shareholder or contributing member in accordance with the provisions of Law and the Company's Charter; taking responsibility for the debts and other property obligations of the enterprise within the scope of the capital that the Company has contributed to the enterprise;

b) Appointing an authorized Representative to exercise the rights of a shareholder or contributing member; dismissing, rewarding, and disciplining the authorized Representative; deciding on the salary, bonus, allowance, and other benefits of the authorized Representative; and evaluating the authorized Representative;

c) Requesting the authorized Representative to perform the contents assigned as prescribed in Point a of this Clause, unless the enterprise's Charter provides otherwise;

and reporting periodically or unexpectedly on the investment and financial situation, efficiency of capital use, business results, and other contents of the enterprise;

d) The Company assigns the Representative to decide and take responsibility for the following contents of the enterprise at meetings of the Board of Directors and the General Meeting of Shareholders:

- Goals, tasks, and business lines;

- The Charter, and amendments and supplements to the enterprise's charter;

- Nomination for election, proposal for dismissal, removal, reward, and handling of violations of members of the Board of Directors and the Chairman of the Board of Directors; Nomination for appointment, dismissal, signing of contracts, and termination of contracts with the General Director (Director) of the enterprise. Remuneration, salary, bonus, and other benefits of members of the Board of Directors, members of the Audit Committee, and the General Director (Director) of the enterprise; and the number of members of the Board of Directors, members of the Audit Committee, and Deputy General Directors (Deputy Directors) of the enterprise;

- Investment policy, purchase and sale of assets, and loan and lending contracts; mortgage and pledge of assets or plans for liquidation and sale of assets with a value equal to or greater than fifty percent (50%) of the total asset value recorded in the most recent quarterly or annual financial statements of the enterprise or another lower ratio specified in the enterprise's Charter;

- Annual financial statements, profit distribution, appropriation and use of funds, and annual dividend rates of the enterprise.

e) Requesting the authorized Representative to report to perform regular supervision, inspection, and evaluation of the efficiency of the Company's capital use at the enterprise in accordance with the Regulations on the operation of the Company's capital representative at other enterprises;

f) Other rights and obligations as prescribed by Law.

Article 49. Relations between the Company and voluntarily affiliated companies

The Company relates to voluntarily affiliated companies through contracts or agreements on: Orientation and selection of technology; market research and development; development of planting areas, care, exploitation, and processing of rubber/other crops; investment and business cooperation in lines and trades not

prohibited by law; and cooperation in scientific and technological research and human resource development.

Article 50. Relations between the Company and Dependent Units

1. Branches are dependent units of the Company that do not have their own capital and assets. All capital and assets at dependent units are owned by the Company. The Company may decentralize and authorize dependent units to perform a number of tasks in financial management. Decentralization and authorization are implemented through regulations on organization and operation issued in writing by the Company's General Director and disseminated to each dependent unit.

2. The Company implements a centralized accounting system. The business results of dependent units are reflected in the Company's annual financial statements.

3. The rights and obligations of dependent units are implemented in accordance with the provisions of law, the Company's Charter, the Internal Regulations on Corporate Governance, and other relevant regulations.

Article 51. Rights, obligations, and responsibilities of the representative of the Company's investment capital portion at other enterprises

1. To be introduced by the Company's Board of Directors to participate in the election for management and executive positions at other enterprises in accordance with the provisions of law and the Charter of such enterprise.

2. The rights, obligations, and responsibilities of the Company's capital representative are implemented in accordance with the Regulations on the operation of the Company's capital representative at other enterprises.

XIV. PROFIT DISTRIBUTION

Article 52. Profit distribution

1. The General Meeting of Shareholders decides on the dividend payment rate and the form of annual dividend payment from the Company's retained earnings, based on the Proposal of the Company's Board of Directors, according to the following principles:

a) Annual profit after tax, after deducting reasonable expenses, shall be appropriated by the Company to a reserve fund to supplement the Company's charter capital and compensate for arising losses (if any) in accordance with the regulations. This appropriation shall not exceed five percent (5%) of the profit after tax until it equals ten percent (10%) of the Company's charter capital.

b) Other funds submitted by the Board of Directors to the General Meeting of Shareholders for annual decision based on production and business efficiency include:

- Appropriation of no more than 30% to the Development Investment Fund to be used for the purpose of expanding the enterprise's production and business, and supplementing charter capital.

- Appropriation of no more than 03 months of actual salary to establish the Reward and Welfare Fund based on the results of enterprise evaluation and classification.

- Appropriation of funds as prescribed by relevant laws;

- The remaining profit shall be distributed to shareholders in proportion to their contributed capital, except in cases where it is used to supplement charter capital or invest in projects as prescribed by the Government.

c) Depending on the Company's development investment needs in each period, the appropriation rate for the Production and Business Development Investment Fund and the reward and welfare fund to stabilize the workforce shall be proposed by the Board of Directors to the General Meeting of Shareholders for appropriate adjustment.

2. The Company shall not pay interest on dividend payments or payments related to a type of share.

3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body that implements this decision.

4. In case dividends or other payments related to a type of share are paid in cash, the Company must pay in VND. Payment may be made directly or through banks based on bank account details provided by the shareholder. In case the Company has transferred funds according to the bank details provided by the shareholder but that shareholder has not received the money, the Company shall not be responsible for the amount the Company has transferred to this shareholder. Dividend payments for shares listed/registered for trading on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

6. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.

XV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Article 53. Bank accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in case of necessity, the Company may open bank accounts abroad in accordance with the provisions of law.

3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company has opened accounts.

Article 54. Fiscal year

The Company's fiscal year begins on January 01 of each year and ends on December 31 of each year. The first fiscal year begins on the date of issuance of the Enterprise Registration Certificate and ends on December 31 immediately following the date of issuance of the Enterprise Registration Certificate.

Article 55. Accounting system

1. The accounting system used by the Company is the corporate accounting system or a specific accounting system issued and approved by the competent authority.

2. The Company shall prepare accounting books in Vietnamese and keep accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.

3. The Company uses VND as the accounting currency. In case the Company has economic operations arising mainly in a foreign currency, it may choose that foreign currency as the accounting currency, take responsibility for that choice before the law, and notify the direct tax management agency.

XVI. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND DISCLOSURE RESPONSIBILITIES

Article 56. Annual, semi-annual, and quarterly financial statements

1. The Company must prepare annual financial statements, and annual financial statements must be audited in accordance with the provisions of law. The Company shall

disclose audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state agency.

2. Annual financial statements must include full reports, appendices, and notes in accordance with the law on corporate accounting. Annual financial statements must reflect the Company's operational situation truthfully and objectively.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state agency.

Article 57. Annual report

The Company must prepare and disclose an Annual Report in accordance with the provisions of the law on securities and the securities market.

XVII. COMPANY AUDIT

Article 58. Audit

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to decide on the selection of one of these units to audit the Company's financial statements for the next fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.

3. The independent auditor performing the audit of the Company's financial statements is entitled to attend meetings of the General Meeting of Shareholders, to receive notices and other information related to the General Meeting of Shareholders, and to express opinions at the General Meeting of Shareholders on issues related to the audit of the Company's financial statements.

XVIII. ENTERPRISE SEAL

Article 59. Enterprise seal

1. The seal includes a seal made at a seal-making facility or a seal in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seal of the Company, its branches, and representative offices.

3. The Board of Directors and the General Director use and manage the seal in accordance with the provisions of current law.

4. The representative of the State capital portion at the Company is entitled to use the Company's seal to send documents to the owner, which is the People's Committee of Dak Lak province, and relevant departments and sectors.

XIX. DISSOLUTION OF THE COMPANY

Article 60. Dissolution of the company

1. The Company may be dissolved in the following cases:

a) Pursuant to a resolution or decision of the General Meeting of Shareholders;

b) Upon revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;

c) Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of the term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Article 61. Liquidation of the Company

1. At least six (06) months before the end of the Company's operational term or after a decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized by the Company for payment before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencement of operation. From that moment, the Liquidation Committee represents the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. Proceeds from liquidation shall be paid in the following order:

a. Liquidation expenses;

b. Debts for salaries, severance pay, social insurance, and other benefits of employees in accordance with the collective labor agreement and signed labor contracts;

c. Tax debts;

d. Other debts of the Company;

e. The remainder after paying all debts from items (a) to (d) above shall be distributed to shareholders. Preferred shares shall be given priority for payment.

XX. INTERNAL DISPUTE RESOLUTION

Article 62. Internal dispute resolution

1. In case of disputes or complaints related to the Company's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company's Charter, other legal provisions, or agreements between:

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, the Audit Committee, the General Director, or other executives;

The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within thirty (30) working days from the date the dispute arises. In case of disputes related to the Board of Directors or the Chairman of the Board of Directors, any party may request the Audit Committee to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within six (06) weeks from the start of the conciliation process or if the mediator's decision is not accepted by the parties, any party may refer the dispute to Arbitration or the Court.

3. The parties shall bear their own costs related to negotiation and conciliation procedures. Payment of Court costs shall be implemented according to the Court's judgment.

XXI. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 63. Company Charter

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law has provisions related to the Company's operations that have not been mentioned in this Charter, or in case there are new legal provisions different from the provisions in this Charter, those provisions shall apply to regulate the Company's

operations.

XXII. EFFECTIVE DATE

Article 64. Effective date

1. This Charter consists of 22 sections and 64 articles, unanimously approved by the 2026 General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company on [Month] [Day], 2026 at the Annual General Meeting of Shareholders - Term II (2023-2028). This Charter replaces the Charters dated October 02, 2018, approved by the first General Meeting of Shareholders on September 29, 2018, and the amended Charter approved by the 2020 Annual General Meeting of Shareholders on June 02, 2020; amended and supplemented at the 2021 Annual General Meeting of Shareholders approved on April 29, 2021; supplemented at the 2022 Annual General Meeting of Shareholders approved on June 27, 2022; amended at the 2023 Annual General Meeting of Shareholders approved on June 20, 2023; and supplemented and amended at the 2023 Extraordinary General Meeting of Shareholders approved on November 24, 2023, and the General Meeting of Shareholders together approves the full validity of this Charter.

2. The Charter is made in 05 copies, having equal validity, and must be kept at the Company's headquarters.

3. This Charter is the sole and official Charter of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

Full name and signature of the legal representative or of the founding shareholders or of the authorized representative of the founding shareholders of the Company.

Dak Lak, June , 2026

LEGAL REPRESENTATIVE OF THE COMPANY
CHAIRMAN OF THE BOARD OF DIRECTORS

DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DRAFT

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF DAK LAK RUBBER JOINT STOCK COMPANY

(Issued in conjunction with Resolution No. 01/NQ-ĐHĐCĐ, dated June , 2026)

Legal basis:

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

Pursuant to the Law on Enterprises 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

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

Pursuant to the GMS Resolution No.: 01/NQ-ĐHĐCĐ/2026 dated June 26, 2026;

The Board of Directors hereby issues the Internal Regulations on Corporate Governance of Dak Lak Rubber Joint Stock Company.

The Internal Regulations on Corporate Governance of Dak Lak Rubber Joint Stock Company include the following contents:

Chapter I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: These regulations are developed in accordance with Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, stipulating the roles, rights and obligations of the GMS, the Board of Directors, and the General Director; the order and procedures for GMS meetings; the nomination, self-nomination, election, dismissal, and removal of Members of the Board of Directors, the General Director, and other activities as prescribed in the Company Charter and other current legal regulations.

2. Subjects of application: These regulations apply to Members of the Board of Directors, the General Director, and related persons mentioned in these regulations.

Article 2. Interpretation of terms and abbreviations

1. Non-executive Member of the Board of Directors is a Member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other executives as prescribed by the Company Charter.

2. Independent Member of the Board of Directors (hereinafter referred to as independent member) is a member as prescribed in Clause 2, Article 151 of the Law on Enterprises.

3. Company: Dak Lak Rubber Joint Stock Company.

4. BOD: The Board of Directors.

5. Self-nomination: Nominating oneself.

6. VSD: Vietnam Securities Depository and Clearing Corporation.

7. Delegate: Shareholder, authorized representative (person authorized by a shareholder).

8. Person in charge of corporate governance: A person with the responsibilities and powers prescribed in Article 281 of Decree 155/2020/ND-CP.

Chapter II

GENERAL MEETING OF SHAREHOLDERS

I. PROVISIONS FOR THE GMS TO PASS RESOLUTIONS BY VOTING AT GMS MEETINGS

Section 1

Roles, rights and obligations of the GMS

The roles, rights and obligations of the GMS are prescribed in Article 138 of the Law on Enterprises No. 59/2020/QH14; and Articles 14 and 15 of the Company Charter.

Section 2

Provisions on the order and procedures for convening and voting at GMS meetings

General Meeting of Shareholders

Article 3. Authority to convene GMS meetings

1. Authority to convene the annual GMS meeting: The Board of Directors shall convene the annual GMS meeting once a year and within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual GMS meeting in necessary cases, but not exceeding six (06) months from the end of the fiscal year.

2. Authority to convene extraordinary GMS meetings:

The Board of Directors, shareholders, or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises shall convene an extraordinary GMS meeting in accordance with Clause 3, Article 15 of the Company Charter.

3. Procedures for organizing GMS meetings are as prescribed in Clause 5, Article 140 of the Law on Enterprises.

Article 4. Personnel at GMS meetings

1. Chairperson and Presidium:

a) The Chairperson of the Board of Directors shall act as the chairperson or authorize another Member of the Board of Directors to act as the chairperson of the GMS meeting convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining Members of the Board of Directors shall elect one of them to act as the chairperson of the meeting by majority principle. In case no one can be elected as the chairperson, the Audit Committee shall manage the GMS to elect a chairperson from among the attendees, and the person with the highest number of votes shall act as the chairperson of the meeting;

b) Except for the case prescribed in Point a of this Clause, the person who signed the meeting convocation shall manage the GMS to elect a chairperson of the meeting, and the person with the highest number of votes shall act as the chairperson of the meeting;

c) The Chairperson has the right to take necessary measures to conduct the meeting reasonably, orderly, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.

d) The Chairperson of the GMS meeting has the following rights:

• To require all attendees to undergo inspection or other lawful and reasonable security measures;

• To require competent authorities to maintain order at the meeting; to expel from the GMS meeting those who do not comply with the chairperson's

management rights, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security inspection requirements.

e) The Chairperson has the right to postpone a GMS meeting that has sufficient registered attendees for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:

• The meeting venue does not have enough comfortable seats for all attendees;

The communication facilities at the meeting venue do not ensure that shareholders can participate, discuss, and vote;

• There are attendees who obstruct or disrupt order, risking the meeting not being conducted fairly and lawfully.

f) Other rights and obligations of the Chairperson as prescribed by current law;

g) The Presidium consists of 03 people, including 01 Chairperson and 02 Members;

h) Duties of the Presidium:

• To manage the activities of the Company's GMS meeting according to the agenda expected by the Board of Directors and approved by the GMS;

• To guide shareholders/delegates and the meeting in discussing the contents included in the agenda;

• To present drafts and conclude necessary issues for the GMS to vote on;

• To answer questions requested by the GMS;

• To resolve issues arising throughout the meeting.

i) Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and majority decision-making.

2. Secretary of the GMS meeting:

a) The Chairperson shall appoint one or more people to act as the meeting secretary;

b) Duties of the meeting secretary:

• To record the meeting content fully and honestly;

• To receive speaking registration forms from shareholders/delegates;

• To prepare the meeting minutes and draft GMS resolutions;

• To assist the Chairperson in disclosing information related to the GMS meeting and notifying shareholders in accordance with the law and the Company Charter;

• Other duties as requested by the Chairperson.

3. Vote Counting Committee:

a) The GMS shall elect one or more people to the vote counting committee at the proposal of the meeting chairperson;

b) Duties of the vote counting committee:

• To disseminate principles, rules, and instructions on voting methods;

• To check and record votes, prepare vote counting minutes, and announce results; to transfer the minutes to the Chairperson for approval of the voting results;

• To promptly notify the secretary of the voting results;

• To consider and report to the GMS on cases of violation of voting rules or complaints regarding voting results.

4. Shareholder/Delegate Eligibility Verification Committee:

a) The Chairperson shall appoint one or more people to the shareholder/delegate eligibility verification committee to serve the meeting. The meeting's shareholder/delegate eligibility verification committee consists of 03 people, including 01 Head and 02 members.

b) Duties of the shareholder/delegate eligibility verification committee:

• To check the eligibility and status of shareholders and shareholder representatives attending the meeting;

• The Head of the shareholder/delegate eligibility verification committee shall report to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives eligible to attend as prescribed in Article 19 of the Company Charter, the Company's GMS meeting shall be conducted;

• To participate in counting votes on other issues before the establishment of the vote counting committee.

Article 5. Establishing the list of shareholders eligible to attend and notifying the closing of the list of shareholders eligible to attend the GMS meeting

The Company shall perform the procedures for establishing the list of shareholders and related procedures as prescribed in Clauses 1 and 2, Article 141 of the Law on Enterprises.

1. Before conducting the GMS meeting, the Board of Directors must hold a Board of Directors meeting to decide on issues related to the GMS meeting, such as assigning preparation and organizational tasks to the Company's professional departments. The Board of Directors must determine the record date for establishing the list of shareholders eligible to attend, the meeting date, and the meeting venue.

2. The person convening the GMS meeting must disclose information about establishing the list of shareholders eligible to attend at least 20 days before the

expected record date. The notice of GMS meeting convocation must be disclosed on the information media of the State Securities Commission, the Stock Exchange where the Company is listed or registered for trading, and on the Company's website.

Article 6. Notice of GMS meeting convocation

1. The person convening the GMS meeting must send a meeting invitation notice to all shareholders on the list of shareholders eligible to attend at least 21 days before the meeting opening date. The invitation notice must include the name, head office address, business registration number; the shareholder's name and contact address, the time and venue of the meeting, and other requirements for attendees.

2. The invitation notice shall be sent by a method ensuring it reaches the shareholder's contact address and posted on the Company's website, the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading.

3. The invitation notice must be accompanied by the following documents:

a) Meeting agenda, documents used in the meeting, and draft resolutions for each issue in the agenda;

b) Voting ballots/ballot papers.

4. In case the company has a website, sending meeting documents with the invitation notice as prescribed in Clause 3 of this Article may be replaced by posting them on the company's website. In this case, the invitation notice must clearly state the location and method for downloading the documents.

Article 7. Agenda and content of the GMS meeting

1. The GMS meeting is convened according to the cases prescribed in Clauses 1 and 2, Article 3 of these Regulations.

2. The person convening the GMS meeting must perform the tasks as prescribed in Clause 2, Article 18 of the Company Charter.

Article 8. Method of registration and authorization to attend the GMS meeting

1. Method of registration to attend the GMS meeting before the opening date:

a) The method of registration to attend the GMS meeting is clearly specified in the GMS meeting notice, including contacting the Company or sending the Meeting Registration Form (attached to the GMS meeting notice sent to shareholders) to the Company;

b) Shareholders choose the method of registration to attend the GMS meeting as stated in the notice, including:

• Attending and voting/electing directly at the meeting;

• Authorizing another representative to attend and vote/elect at the meeting and complying with the provisions of Clause 2 of this Article; (In case more than

one representative is appointed, the specific number of shares and votes authorized for each representative must be determined);

• Attending and voting/electing via online conference, electronic voting, or other electronic forms;

• Sending voting ballots/ballot papers to the meeting via mail, fax, or email; other forms of registration to attend the GMS meeting in accordance with the law;

• The Company must make maximum efforts to apply modern information technology so that shareholders can attend and express opinions at the GMS meeting in the best way, including guiding shareholders to vote via online GMS meetings, electronic voting, or other electronic forms as prescribed in Article 144 of the Law on Enterprises and the Company Charter.

2. Provisions on authorization to attend the meeting: Shareholders and authorized representatives of shareholders shall authorize in accordance with Article 16 of the Company Charter.

3. The method of registration to attend the GMS meeting and checking shareholder/delegate eligibility on the day of the GMS meeting shall be performed in accordance with Clause 1, Article 20 of the Company Charter.

Article 9. Conditions for conducting GMS meetings

Performed in accordance with Article 19 of the Company Charter.

Article 10. Forms of passing GMS resolutions

The GMS passes resolutions under its authority by voting at the meeting, collecting written opinions, and other forms as prescribed by current law.

Article 11. Contents passed at the GMS meeting

1. Contents according to Clause 2, Article 15 of the Company Charter;

2. Passing the Company's development orientation;

3. Considering and handling violations by Members of the Board of Directors that cause damage to the Company and its shareholders.

Article 12. Voting to pass issues at the GMS meeting

1. General principles

a) All issues in the agenda and content of the meeting must be discussed and voted on publicly by the GMS;

b) Voting cards, voting ballots, and ballot papers are printed by the Company, have barcodes for each shareholder code, or are stamped with the company seal and sent directly to delegates at the meeting (attached to the set of documents for attending the GMS meeting). Each delegate is issued a voting card, voting ballot, and ballot paper. The voting card, voting ballot, and ballot paper clearly state the delegate's code, full name, number of shares owned, and authorized voting shares.

2. Provisions on the validity of voting ballots and ballot papers

a) Voting ballots

• A valid voting ballot is a ballot according to the pre-printed form issued by the Organizing Committee, with three voting squares: "approve", "disapprove", "no opinion"; the ballot must not be erased, scraped, torn, etc., must not have any content written other than what is prescribed for this ballot, and must be signed, with the delegate's full name handwritten under the signature, and sent to the vote counting committee before the ballot box is unsealed.

On the voting ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.

• An invalid voting ballot: Content does not comply with the provisions of a valid voting ballot; or all contents are not marked in any voting square or marked in two or more voting squares.

• A voting ballot invalid for a specific content: In a voting ballot with multiple contents, invalid contents are those not marked in any voting square, or marked in two or more voting squares. Contents marked in one of the three voting squares are all valid.

b) Ballot papers

• A valid ballot paper: is a ballot according to the pre-printed form issued by the Organizing Committee, not erased, scraped, not having any content written other than what is prescribed for the ballot; must be signed, with the delegate's full name clearly written, and sent to the vote counting committee before the ballot box is unsealed.

• An invalid ballot paper:

- Content does not comply with the provisions of a valid ballot paper;

- The number of candidates the delegate votes for is greater than the number of candidates required;

- The ballot has a total number of votes for candidates of the shareholder or representative greater than the total number of allowed votes;

- Other provisions according to the GMS election regulations and the Company Charter.

Article 13. Method of voting

1. General principles

• The GMS discusses and votes on each issue in the agenda. Voting is conducted by raising cards, direct voting, electronic voting, or other electronic forms.

• Delegates vote to Approve, Disapprove, or No Opinion on an issue brought to a vote at the Meeting by raising the Voting Card or filling in the options on the Voting Ballot.

2. Forms of voting

a) Voting by voting card: When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Presidium. In case a delegate does not raise the Voting Card in all three times of voting Approve, Disapprove, or No Opinion on an issue, it is considered as approving that issue. In case a delegate raises the Voting Card more than one (01) time when voting Approve, Disapprove, or No Opinion on an issue, it is considered an invalid vote. In the form of voting by raising the Voting Card, a member of the shareholder/delegate eligibility verification committee or the vote counting committee marks the delegate code and the corresponding number of voting shares of each shareholder for Approve, Disapprove, No Opinion, and Invalid.

b) Voting by voting ballot: When voting by filling in the Voting Ballot, for each content, the delegate chooses one of the three options "Approve", "Disapprove", "No Opinion" pre-printed on the Voting Ballot by marking "X" or "V" in the chosen box. After completing all contents to be voted on at the meeting, the shareholder/delegate sends the Voting Ballot to the sealed ballot box at the meeting according to the instructions of the vote counting committee. The Voting Ballot must be signed and have the shareholder/delegate's full name clearly written.

Article 14. Method of voting for election

1. General principles

• Complying with the provisions of the law and the Company Charter;

• Members of the vote counting committee must not be named in the list of nominations or self-nominations to the Board of Directors.

2. Forms of voting for election

a) Election by cumulative voting

• Accordingly, each shareholder/delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;

• Attending shareholders/delegates have the right to accumulate all their total votes for one or more candidates;

• In case additional candidates arise on the day of the meeting, shareholders/delegates can contact the vote counting committee to request a new ballot paper and must submit the old one (before putting it into the ballot box);

• In case of a mistaken choice, the shareholder/delegate contacts the vote counting committee to be re-issued a new ballot paper and must submit the old one;

• How to fill in the ballot paper: Each delegate is issued ballot papers. The method of filling in the ballot paper is guided specifically as follows:

- Shareholders/delegates vote for a number of candidates at most equal to the number of candidates required;

- If accumulating all votes for one or more candidates, the shareholder/delegate marks the "Cumulative Voting" box of the corresponding candidates;

- If voting with an unequal number of votes for multiple candidates, the shareholder/delegate clearly writes the number of votes in the "Number of Votes" box of the corresponding candidates.

Note: In case the shareholder/delegate both marks the "Cumulative Voting" box and writes the quantity in the "Number of Votes" box, the result is taken according to the quantity of votes in the "Number of Votes" box.

• Principle of election:

- The elected person is determined according to the number of votes from high to low, starting from the candidate with the highest number of votes until the required number of members is reached.

- In case there are two (02) or more candidates with the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with the same number of votes.

- If the first election result does not reach the required number, the election will continue until the required number of members is reached.

b) Election by voting method: Performed in accordance with Point b, Clause 2, Article 13 of these Regulations.

Article 15. Method of vote counting

The method of vote counting is conducted by aggregating the voting cards/ballots for approve, disapprove, and no opinion.

For sensitive issues and if shareholders request, the Company must appoint an independent organization to perform the collection and counting of votes.

Article 16. Conditions for GMS resolutions to be passed

Performed in accordance with Article 21 of the Company Charter.

Article 17. Notification of vote counting results

The vote counting committee will check, aggregate, and report the vote counting results for each issue to the Chairperson. The vote counting results will be announced by the chairperson immediately before the meeting closes.

Article 18. Method of objecting to GMS decisions

1. Shareholders who have voted against a resolution on the reorganization of the Company or changes to the rights and obligations of shareholders as prescribed in the Company Charter have the right to request the Company to buy back their shares. The request must be in writing, clearly stating the shareholder's name, address, number of shares of each type, intended selling price, and reasons for requesting the Company to buy back. The request must be sent to the Company within 10 days from the date the GMS passes the resolution on the issues prescribed in this Clause.

2. The Company must buy back shares at the request of shareholders as prescribed in Clause 1 of this Article at the market price or a price calculated according to the principles prescribed in the Company Charter within 90 days from the date of receiving the request. In case the price cannot be agreed upon, the parties may request a valuation organization to determine the price. The Company shall introduce at least 03 valuation organizations for the shareholder to choose, and that choice shall be the final decision.

3. Within 90 days from the date of receiving the resolution or the GMS meeting minutes or the minutes of the GMS written opinion collection results, shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the GMS resolution in the following cases:

a) The order and procedures for convening and making decisions of the GMS violate the serious provisions of the Law on Enterprises and the Company Charter, except for the cases prescribed in Clause 2, Article 152 of the Law on Enterprises and Clause 3, Article 21 of the Company Charter;

b) The content of the resolution violates the law or the Company Charter.

Article 19. Preparing GMS meeting minutes

1. The GMS meeting must be recorded in minutes and may be recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following main contents:

a) Name, head office address, business registration number;

b) Time and venue of the GMS meeting;

c) Meeting agenda and content;

d) Full name of the chairperson and secretary;

e) Summary of the meeting proceedings and opinions expressed at the GMS meeting on each issue in the agenda;

f) Number of shareholders and total number of votes of shareholders attending the meeting, appendix of the list of registered shareholders and shareholder representatives attending with the corresponding number of shares and votes;

g) Total number of votes for each voting issue, clearly stating the voting method, total number of valid and invalid votes, approve, disapprove, and no opinion; corresponding percentage of the total votes of shareholders attending;

h) Summary of votes for each candidate (if any);

i) Issues passed and corresponding percentage of votes passed;

j) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, these minutes shall

be valid if signed by all other Members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign.

2. The GMS meeting minutes must be completed and passed before the meeting ends. The chairperson and secretary of the meeting or other persons signing the meeting minutes shall be jointly responsible for the honesty and accuracy of the minutes' content.

3. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case there is a difference in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall apply.

Article 20. Disclosure of GMS resolutions and meeting minutes

1. Resolutions, GMS meeting minutes, the appendix of the list of shareholders registered to attend, authorization documents to attend the meeting, all documents attached to the Minutes (if any), and related documents accompanying the invitation notice must be kept at the Company's head office.

2. Resolutions, GMS meeting minutes, and documents attached to the minutes and resolutions must be disclosed in accordance with the law on information disclosure in the securities market.

II. PROVISIONS FOR THE GMS TO PASS RESOLUTIONS BY COLLECTING WRITTEN OPINIONS

Article 21. Cases where written shareholder opinions may be collected

1. Contents that may be passed by collecting written shareholder opinions are performed in accordance with Clause 1, Article 22 of the Company Charter:

2. The Board of Directors organizes the collection of written shareholder opinions. The content, procedures, and methods of collecting written shareholder opinions are performed in accordance with Article 23 of these Regulations.

Article 22. Cases where written opinions may not be collected

The Board of Directors may not collect written shareholder opinions in cases not prescribed in Clause 1, Article 21 of these Regulations or when the Board of Directors deems it necessary for the GMS to discuss and pass directly.

Article 23. Order and procedures for the GMS to pass resolutions by collecting written opinions

1. The Company must disclose information about establishing the list of shareholders eligible to attend the GMS meeting at least 20 days before the record date.

2. The Board of Directors shall prepare ballot papers, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the ballot papers. Requirements and methods for sending ballot papers and accompanying documents shall be

implemented in accordance with Clause 3, Article 18 of the Company Charter.

3. Provisions regarding Ballot Papers shall be implemented in accordance with Clause 3, Article 22 of the Company Charter.

4. Shareholders may send their completed ballot papers to the Company by mail, fax, or email in accordance with Clause 4, Article 22 of the Company Charter.

5. Vote counting and preparation of the Vote Counting Minutes shall be in accordance with Clause 5, Article 22 of the Company Charter.

6. Resolutions and Vote Counting Minutes shall be in accordance with Clauses 6 and 8, Article 22 of the Company Charter.

7. Document retention shall be in accordance with Clause 7, Article 22 of the Company Charter.

8. Requests for cancellation of Decisions of the General Meeting of Shareholders passed via written opinion collection shall be in accordance with Article 24 of the Company Charter.

III. PROVISIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSED BY RESOLUTION VIA ONLINE CONFERENCE

Article 24. Notice of convening an online General Meeting of Shareholders

Implemented in accordance with Article 6 of this Regulation.

Note: Voting/ballot papers do not need to be sent with the meeting invitation notice.

Article 25. Method of registration for attending the online General Meeting of Shareholders

The method of registration for attending the online General Meeting of Shareholders before the opening date of the General Meeting of Shareholders is clearly specified in the Notice of the General Meeting of Shareholders, including:

1. Conditions for participation:

• Being named in the list of shareholders with the right to attend the General Meeting of Shareholders, prepared in accordance with the Company's notice of rights exercise;

• Being an authorized representative eligible to attend in accordance with the law and the Company Charter.

2. Technical requirements:

Shareholders/representatives must have an electronic device with an internet connection (e.g., computer, tablet, mobile phone, or other electronic device with internet access...).

3. Method of recording shareholders/representatives attending the online

General Meeting of Shareholders:

A representative is recorded by the electronic voting system as attending the online General Meeting of Shareholders when that representative accesses the system using the access information provided in accordance with Article 26 of this Regulation and has cast an electronic vote on any issue in the Agenda of the online General Meeting of Shareholders.

Article 26. Provision of login information and electronic voting

1. Information regarding the link to the electronic voting system, username, access password, and other identification factors (if any) for attending the online General Meeting of Shareholders shall be provided in the meeting invitation notice (or the method of notifying login information as prescribed by the Board of Directors). Shareholders/representatives are responsible for keeping the provided username, password, and other identification factors confidential to ensure that only the shareholder/representative has the right to vote on the electronic voting system and shall be fully responsible for this registered information.

2. When a shareholder/representative requests the re-issuance of login information, the Meeting Organizing Committee may notify them via: in person or by email/phone. The method of providing login information via email or phone shall only be performed based on shareholder information from the list of shareholders with voting rights prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notice of rights exercise.

3. Shareholders/representatives use the username, access password, or other identification factors (if any) to access the electronic voting system and cast electronic votes according to the Agenda of the online General Meeting of Shareholders.

Article 27. Authorization of representatives to attend the online General Meeting of Shareholders

1. Shareholders shall authorize in accordance with Clause 2, Article 8 of this Regulation.

2. Some regulations to note when performing online authorization:

• Shareholders need to comply by providing full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, access password, and other identification factors (if any) to the authorized party.

• Validity of online authorization: the authorization is only legally valid when the following conditions are met:

- When the shareholder fills in all information according to the online authorization form and completes the online authorization;

- The Power of Attorney is printed according to the online authorization form with full signatures, full names, and seals (if an organization) of both the authorizing party and the authorized party;

- The Company receives the original Power of Attorney sent before the official opening of the meeting.

• Cancellation of authorization for shareholders who have authorized online: the shareholder sends an official written request to cancel the online authorization to the Company before the official opening of the meeting. Note that the time for recording the cancellation of authorization is calculated based on the time the Company receives the official written request to cancel the online authorization.

• Cancellation of authorization will be void if the authorized representative has already cast a vote/ballot on any issue in the Agenda of the online General Meeting of Shareholders.

Article 28. Conditions for conducting the online General Meeting of Shareholders

Implemented in accordance with Article 9 of this Regulation.

Article 29. Discussion at the online General Meeting of Shareholders

a) Principles:

• Discussion shall only be conducted within the specified time and within the scope of issues presented in the Agenda of the General Meeting of Shareholders;

• Only shareholders/representatives may participate in the discussion;

• Shareholders/representatives wishing to speak shall register the discussion content in the form prescribed in the working regulations of the GMS meeting;

• The Secretariat shall arrange the discussion contents of shareholders/representatives in the order of registration and forward them to the Chairperson.

b) Answering questions from shareholders/representatives:

• Based on the discussion content of the shareholders/representatives, the Chairperson or a member designated by the Chairperson shall answer the questions of the representatives;

• In case of time constraints, questions not answered directly at the meeting will be answered by the Company later.

Article 30. Method of passing Resolutions of the online General Meeting of Shareholders

The General Meeting of Shareholders shall pass Resolutions under its authority via electronic voting.

Article 31. Method of online voting

1. Method of voting:

• Shareholders/representatives choose one of the three voting options:

Approve, Disapprove, or Abstain for each issue put to a vote at the meeting as set up in the electronic voting system;

• Afterward, the shareholder/representative proceeds to confirm the vote so that the electronic voting system records the result.

2. Method of ballot voting:

• Voting by cumulative voting method: Voting to elect members of the Board of Directors and the Board of Supervisors must be performed by the cumulative voting method (equal cumulative voting or numbered cumulative voting). Accordingly, shareholders/representatives perform the voting by marking the "Cumulative Voting" box or clearly writing the number of votes in the "Number of Votes" box for the corresponding candidates on the Ballot Paper set up in the electronic voting system. Afterward, the shareholder/representative proceeds to confirm the ballot to record the result in the electronic voting system.

• Voting by voting method (if any): Implemented in accordance with the voting regulations stated in Clause 1 of this Article.

3. Some other regulations when performing electronic voting:

• In case a shareholder/representative does not complete all voting and ballot issues according to the meeting agenda, the issues not voted or balloted are considered as the shareholder/representative not having cast a vote or ballot on those issues;

• In case issues arise outside the sent meeting agenda, shareholders/representatives may cast additional votes or ballots. If a shareholder/representative does not cast a vote or ballot on the arising issues, it is considered that the shareholder/representative has not cast a vote or ballot on those arising issues;

• Shareholders/representatives may change the voting or ballot result (but cannot cancel the voting or ballot result); including the results of voting or ballots on issues arising outside the meeting agenda. The online system only records the vote counting for the final voting or ballot result at the time of closing the electronic voting for each vote counting period as prescribed in the working regulations of the General Meeting of Shareholders.

• In case the shareholder/representative performs numbered cumulative voting: An invalid ballot is a ballot where the total number of votes for candidates differs from (is greater or less than) the total number of votes of the shareholder/representative calculated at the time of ballot counting.

• The electronic voting time is specifically prescribed in the working regulations at the meeting. Shareholders/representatives may access the electronic voting system and cast votes 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. Upon the end of the voting time, the system will not record any further electronic votes from shareholders/representatives.

Article 32. Method of online vote counting

When shareholders/representatives cast votes/ballots, the number of votes and ballots are recorded on the system according to the principle of the number of approval cards, disapproval cards, and abstention cards.

Article 33. Notification of vote counting results

Based on the vote counting minutes recorded as prescribed in Article 32 of this Regulation, the Vote Counting Committee shall check, summarize, and report to the Chairperson the vote counting results for each issue according to the meeting agenda. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.

Article 34. Preparation of minutes of the General Meeting of Shareholders

1. Meeting minutes shall be prepared in accordance with Article 19 of this Regulation.

2. The location of the meeting recorded in the minutes of the online General Meeting of Shareholders is the location where the Chairperson of the meeting is present to conduct the meeting. This location must be within the territory of Vietnam.

3. The method of passing the minutes of the General Meeting of Shareholders is specifically prescribed in the Working Regulations of the General Meeting of Shareholders.

Article 35. Announcement of Resolutions and Minutes of the General Meeting of Shareholders

Implemented in accordance with Article 20 of this Regulation.

IV. PROVISIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSED BY RESOLUTION VIA IN-PERSON CONFERENCE COMBINED WITH ONLINE CONFERENCE

Article 36. Notice of convening the General Meeting of Shareholders

Implemented in accordance with Article 6 of this Regulation.

Article 37. Method of registration for attending the General Meeting of Shareholders

Implemented in accordance with Clause 1, Article 8 and Article 25 of this Regulation.

Article 38. Authorization of representatives to attend the General Meeting of Shareholders

Implemented in accordance with Clause 2, Article 8 and Article 27 of this Regulation.

Article 39. Conditions for conducting

Implemented in accordance with Article 9 of this Regulation.

Article 40. Method of passing resolutions of the General Meeting of

Shareholders

Implemented in accordance with Article 10 and Article 30 of this Regulation.

Article 41. Voting method

Implemented in accordance with Article 13, Article 14, and Article 31 of this Regulation.

Article 42. Vote counting method

Implemented in accordance with Article 15 and Article 32 of this Regulation.

Article 43. Notification of vote counting results

Implemented in accordance with Article 17 and Article 33 of this Regulation.

Article 44. Preparation of minutes of the General Meeting of Shareholders

Implemented in accordance with Article 19 and Article 34 of this Regulation.

Article 45. Announcement of Resolutions and Minutes of the General Meeting of Shareholders

Implemented in accordance with Article 20 of this Regulation.

Chapter III

BOARD OF DIRECTORS

Section 1

General Provisions

Article 46. Roles, rights and obligations of the Board of Directors

The Board of Directors shall fully comply with the responsibilities and obligations in accordance with the Law on Enterprises and Article 27 of the Company Charter; in addition, the Board of Directors has the following responsibilities and obligations:

1. To be responsible to shareholders for the Company's operations;

2. To treat all shareholders equally and respect the interests of persons with interests related to the Company;

3. To ensure that the Company's operations comply with the provisions of the law, the Charter, and the Company's internal regulations;

4. To develop the Operating Regulations of the Board of Directors to submit to the General Meeting of Shareholders for approval and publish on the Company's website in accordance with the guidance in Circular 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies in Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities; Government Decree No.

245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, and legal documents amending and supplementing them from time to time;

5. To supervise and prevent conflicts of interest of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers, including the misuse of Company assets and abuse of transactions with related parties;

6. To develop Internal Regulations on corporate governance and submit them to the General Meeting of Shareholders for approval in accordance with Article 270 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities; Government Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, and legal documents amending and supplementing them from time to time;

7. To appoint a Person in charge of corporate governance;

8. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Company;

9. To report on the activities of the Board of Directors at the General Meeting of Shareholders in accordance with Article 18 of this Regulation.

10. To report on the corporate governance situation at the annual General Meeting of Shareholders and disclose information in the Company's Annual Report in accordance with securities laws on information disclosure.

11. Other rights and obligations in accordance with the Operating Regulations of the Company's Board of Directors.

Article 47. Rights, obligations, and responsibilities of members of the Board of Directors

1. Members of the Board of Directors have full rights in accordance with the Law on Securities, relevant laws, the Company Charter, the Company's Internal Governance Regulations, and the Operating Regulations of the Company's Board of Directors; including the right to be provided with information and documents regarding the financial situation and business operations of the company and of units within the Company.

2. Members of the Board of Directors have obligations in accordance with the Company Charter and the following obligations:

a) To perform their duties honestly and carefully for the best interests of the shareholders and the Company;

b) To attend all meetings of the Board of Directors and express opinions on issues discussed;

c) To report promptly and fully to the Board of Directors on remuneration received from subsidiaries, associates, and other organizations;

d) To report to the Board of Directors at the nearest meeting on transactions between the company, its subsidiaries, companies controlled by the public company with 50% or more of charter capital, and members of the Board of Directors and their related persons; transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 03 years prior to the transaction;

e) To disclose information when trading the Company's shares in accordance with the law.

Section 2

Regulations on Nomination, Candidacy, Election, Dismissal and Removal of members of the Board of Directors

Article 48. Number, term, and structure of members of the Board of Directors

Implemented in accordance with Article 26 of the Company Charter.

Article 49. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and the Company Charter.

2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director of the Company.

3. A member of the Board of Directors of the Company may only simultaneously be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

Article 50. Nomination and candidacy for members of the Board of Directors

Implemented in accordance with Article 25 of the Company Charter.

Article 51. Method of electing members of the Board of Directors

1. Voting to elect members of the Board of Directors must be performed by the cumulative voting method, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to accumulate all or part of their total votes for one or more candidates. The elected members of the Board of Directors are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors, a re-election will be held among

the candidates with the same number of votes or selected according to the criteria prescribed in the election regulations or the Company Charter.

2. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be performed by the cumulative voting method as above or by the voting method (approve, disapprove, abstain). The voting ratio for approval by the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

Article 52. Cases of dismissal, removal, replacement, and supplementation of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

a) Not meeting the standards and conditions prescribed in Article 155 of the Law on Enterprises;

b) Having a resignation letter that has been accepted;

c) Other cases prescribed in the Company Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

a) Not participating in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;

b) Other cases prescribed in the Company Charter.

3. When necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors; dismiss or remove a member of the Board of Directors in cases other than those prescribed in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) The number of independent members of the Board of Directors decreases, failing to ensure the ratio prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;

c) Except for the cases prescribed in Points a and b of this Clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed at the nearest meeting.

Article 53. Notice of election, dismissal, and removal of members of the Board of Directors

After a decision on the election, dismissal, or removal of a member of the Board of Directors is made, the Company is responsible for disclosing information internally and to relevant agencies, on mass media, and on the Company's website in accordance with the order and provisions of the law on information disclosure.

Article 54. Chairperson of the Board of Directors

Implemented in accordance with Article 29 of the Company Charter.

Section 3

Remuneration, salary, bonuses, and other benefits of members of the Board of Directors

Article 55. Remuneration, bonuses, and other benefits of members of the Board of Directors

Implemented in accordance with Article 28 of the Company Charter.

Section 4

Regulations on the sequence and procedures for organizing Board of Directors meetings

Article 56. Minimum number of meetings per month/quarter/year

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting ratio. In case there is more than one member with the highest and equal number of votes or voting ratio, the members shall elect by majority principle to choose 01 person among them to convene the Board of Directors meeting.

2. The Board of Directors shall meet at least once per quarter and may hold extraordinary meetings.

Article 57. Cases requiring the convening of extraordinary Board of Directors meetings

1. The Chairperson of the Board of Directors shall convene a Board of Directors meeting in the following cases:

a) At the request of an independent member of the Board of Directors;

b) At the request of the General Director or at least 05 other managers;

c) At the request of at least 02 members of the Board of Directors.

2. The request prescribed in Clause 1 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions under the authority of the Board of Directors.

3. The Chairperson of the Board of Directors must convene a Board of Directors meeting within 07 working days from the date of receiving the request prescribed in Clause 3 of this Article. In case of failure to convene a Board of Directors meeting as requested, the Chairperson of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.

Article 58. Notice of Board of Directors meeting and right to attend Board of Directors meetings

1. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation notice no later than three (03) working days before the meeting date. The meeting invitation notice must specifically determine the time and location of the meeting, the agenda, and issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the members' voting papers.

The Board of Directors meeting invitation notice may be sent by invitation letter, phone, fax, electronic means, or other methods prescribed by the Company Charter and ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

Article 59. Conditions for organizing Board of Directors meetings

A Board of Directors meeting shall be conducted when 3/4 of the total number of members or more are present. In case the meeting convened in accordance with this Clause does not have enough members present as prescribed, it shall be convened for the second time within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

Article 60. Voting method

1. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a voting paper to the meeting via mail, fax, or email.

2. In case of sending a voting paper to the meeting via mail, the voting paper must be in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than 01 hour before the opening. The voting paper shall only be opened in the presence of all attendees.

3. Voting:

a) Except as prescribed in Point b, Clause 3 of this Article, each member of the Board of Directors or authorized person in accordance with Clause 1 of this Article directly present in person at the Board of Directors meeting has one (01) vote;

b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related persons have an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum number of members present to organize a Board of Directors meeting regarding decisions on which that member does not have the right to vote;

c) In accordance with Point d, Clause 11, Article 30 of the Company Charter, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the Chairperson's ruling is final, unless the nature or scope of the relevant member's interest has not been fully disclosed;

d) A member of the Board of Directors benefiting from a contract prescribed in Point a and Point b, Clause 6, Article 42 of the Company Charter is considered to have a significant interest in that contract;

4. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they have an interest therein is responsible for disclosing this interest at the first meeting of the Board of Directors discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after this member knows that they have an interest or will have an interest in the aforementioned transaction or contract.

5. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass Board of Directors Resolutions when passing issues under the authority of the Board of Directors in Clause 2, Article 27 of the Company Charter.

6. Resolutions in the form of written opinion collection are passed based on the approval of the majority of members of the Board of Directors with voting rights. This Resolution has the same effect and value as a resolution passed at a meeting.

7. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and those minutes are authentic evidence of the work conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must be signed by the Chairperson and the minute-taker.

Article 61. Method of passing resolutions of the Board of Directors

Resolutions and decisions of the Board of Directors are passed if approved by the majority of members present; in case of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Board of Directors.

Members must attend all Board of Directors meetings. A member may authorize another person to attend and vote if approved by the majority of members of the Board of Directors.

Article 62. Preparation of minutes of the Board of Directors meeting

1. Board of Directors meetings must be recorded in minutes and may be recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may be prepared in a foreign language, including the following main contents:

a) Name, address of the head office, enterprise code;

b) Time and location of the meeting;

c) Purpose, agenda, and content of the meeting;

d) Full names of each member attending or authorized to attend and the method of attendance; full names of members not attending and the reasons;

e) Issues discussed and voted on at the meeting;

f) Summary of opinions of each attending member in the order of the meeting's proceedings;

g) Voting results, clearly stating members who approved, disapproved, and abstained;

h) Issues passed and the corresponding approval voting ratio;

i) Full names and signatures of the Chairperson and the minute-taker, except in cases prescribed in Article 63 of this Regulation.

2. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case there is a difference in content between the minutes in Vietnamese and in a foreign language, the content in the Vietnamese minutes shall apply.

3. The Chairperson, the minute-taker, and those who sign the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. The minutes of the Board of Directors meeting and documents used in the meeting shall be kept at the Company's head office.

Article 63. Cases where the chairperson and/or secretary refuse to sign the Board of Directors meeting minutes

In case the chairperson or the minute-taker refuses to sign the meeting minutes, but all other members of the Board of Directors attending the meeting sign and the minutes contain full content as prescribed in points a, b, c, d, dd, e,

g, and h, clause 1, Article 62 of this Regulation, such minutes shall be effective.

Article 64. Notification of resolutions and decisions of the Board of Directors

After issuing a Resolution/Decision of the Board of Directors, the Company is responsible for disclosing information internally and to relevant agencies, on mass media, and on the Company's website in accordance with the current procedures and regulations.

Section 5

Subcommittees under the Board of Directors

Article 65. Subcommittees under the Board of Directors

1. The Board of Directors shall establish subcommittees under the Board of Directors in accordance with Article 31 of the Company's Charter;

2. The establishment and operations of other subcommittees under the Board of Directors (if any) shall be specified in the appendices attached to this Regulation.

Section 6

Selection, appointment, and dismissal of the Corporate Governance Officer

Article 66. Standards for the Corporate Governance Officer

The Corporate Governance Officer shall not simultaneously work for an accredited auditing organization that is auditing the Company's financial statements.

Article 67. Appointment of the Corporate Governance Officer

The Company's Board of Directors must appoint at least 01 Corporate Governance Officer to support corporate governance at the enterprise. The Corporate Governance Officer may concurrently serve as the Company Secretary in accordance with clause 5, Article 156 of the Law on Enterprises.

Article 68. Cases of dismissal of the Corporate Governance Officer

1. The Board of Directors may dismiss/remove the Corporate Governance Officer when necessary, provided that it does not contravene current labor laws.

2. The Corporate Governance Officer may be dismissed pursuant to a resolution of the General Meeting of Shareholders (GMS).

Article 69. Notification of appointment and dismissal of the Corporate Governance Officer

After a decision on the appointment or dismissal of the Corporate Governance Officer is made, the Company is responsible for disclosing information internally and to relevant agencies, on mass media, and on the Company's website in accordance with current legal procedures and regulations.

Article 70. Rights and Obligations of the Corporate Governance Officer

Implemented in accordance with Clause 3, Article 32 of the Company's Charter.

Chapter IV

AUDIT COMMITTEE

Section 1

General Provisions

Article 71. Rights and obligations of the Audit Committee

The Audit Committee has the following rights and obligations:

1. To supervise the integrity of the Company's financial statements and official disclosures related to the Company's financial results;

2. To review the internal control and risk management systems;

3. To review transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders (GMS) and provide recommendations on transactions requiring approval from the Board of Directors or the General Meeting of Shareholders (GMS);

4. To direct the Company's internal audit department;

5. To recommend a list of independent auditing firms, audit fees, and related terms in the contract with the auditing firm for the Board of Directors to approve before submitting to the annual General Meeting of Shareholders (GMS) for approval;

6. To monitor and evaluate the independence and objectivity of the auditing firm and the effectiveness of the audit process, especially in cases where the Company uses non-audit services from the auditor;

7. To supervise to ensure the Company's compliance with legal regulations, requirements of regulatory bodies, and other internal regulations of the Company;

8. To have the right to access documents related to the Company's operational status, and to exchange information with other members of the Board of Directors, the General Director, the Chief Accountant, and other managers to collect information for the Audit Committee's activities;

9. To have the right to request representatives of the accredited auditing organization to attend and answer questions related to the audited financial statements at Audit Committee meetings;

10. To use legal, accounting, or other external consulting services when necessary;

11. To develop and submit to the Board of Directors policies for risk detection and management, and propose to the Board of Directors solutions to handle risks arising in the Company's operations;

12. To prepare a written report to the Board of Directors upon discovering that a member of the Board of Directors, the General Director, the Chief

Accountant, or other managers have not fully performed their responsibilities as prescribed in the Law on Enterprises and the Company's Charter;

13. To develop the Audit Committee's Operating Regulation and submit it to the Board of Directors for approval;

14. To develop and approve the Operating Regulation/Charter of the Internal Audit Department;

15. To perform other rights and obligations specified in the Audit Committee's Operating Regulation.

Section 2

Regulations on the term, quantity, composition, structure of members, and operations of the Audit Committee

Article 72. Term of the Audit Committee

The term of the Audit Committee corresponds to the term of the Board of Directors. Accordingly, the term of an Audit Committee member shall not exceed five (05) years.

Article 73. Quantity and structure of the Audit Committee

1. The Audit Committee shall have at least two (02) members. The specific number of Audit Committee members shall be decided by the Board of Directors at the first meeting of the Board of Directors' term. In which:

a) The Chairperson of the Audit Committee must be an independent member of the Board of Directors appointed by the Board of Directors;

b) The members of the Audit Committee must be non-executive members of the Board of Directors.

2. Members of the Audit Committee may be assigned to be in charge of one or several specific areas and shall be responsible for the assigned work. The Chairperson of the Audit Committee assigns tasks to the Committee members based on each member's capacity, professional experience, and the Committee's operational plan.

Article 74. Standards for Audit Committee members

1. Members of the Audit Committee must meet the following requirements:

a) Audit Committee members must have knowledge of accounting and auditing, have general understanding of the law and the Company's operations, and at the same time must not fall into the following cases:

(i) Working in the Company's accounting or finance department;

(ii) Being a member or employee of an accredited auditing organization that has audited the Company's financial statements in the five (05) preceding consecutive years.

b) The Chairperson of the Audit Committee must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, or

business administration.

Article 75. Candidacy and nomination of Audit Committee members

1. The Board of Directors is responsible for preparing a list of candidates to elect independent members of the Board of Directors.

2. After the General Meeting of Shareholders (GMS) elects members of the Board of Directors for a new term, at the first meeting of the new term, the members of the Board of Directors will elect the Chairperson of the Board of Directors. The Chairperson of the Board of Directors will rely on the profiles of the candidates for the Board of Directors to nominate a list of Audit Committee members and nominate one (01) member of the Board of Directors to serve as the Chairperson of the Audit Committee.

3. Other members of the Board of Directors may nominate themselves as members of the Audit Committee if they consider themselves to meet the standards.

4. The entire Board of Directors will vote to elect the Chairperson of the Audit Committee and the remaining members of the Audit Committee based on the list of candidates prepared as mentioned above.

Article 76. Operations of the Audit Committee

The Audit Committee is responsible for activities related to:

– Financial statements;

– Internal audit activities;

– Services provided by independent auditors;

– Internal control and risk management;

– Compliance with professional ethics and the law.

1. Financial statements

a) To review quarterly, semi-annual, and annual financial statements before the Executive Board submits them to the Board of Directors, the General Meeting of Shareholders (GMS), or discloses them externally in accordance with the law; to provide opinions on the integrity, completeness, timeliness, and suitability of the financial statements with accounting regimes, accounting standards, and current legal regulations;

b) To review material issues regarding accounting and financial reporting; the impact of legal and professional regulations on the Company's financial statements;

c) To discuss and review the results of the financial statement audit with the General Director, Chief Accountant, and independent auditors;

d) To review the management letter of the independent auditor; to provide opinions to the Executive Board regarding material findings, recommendations, and related implementation plans;

e) To monitor the internal control system related to data preparation, accounting reporting, and financial reporting.

2. Internal Audit Activities

a) Management and supervision of internal audit activities are prescribed as follows:

(i) The General Director and the Audit Committee manage and decide on issues related to the apparatus and personnel, including recruitment, appointment of titles, salaries, bonuses, and benefits for the Internal Audit Department and internal auditors based on the Audit Committee's opinion.

(ii) The Audit Committee supervises issues related to the internal audit function, including:

– Internal audit plan;

– Internal audit operating regulation;

– Audit methodology;

– Audit quality and effectiveness.

The Audit Committee needs to obtain the General Director's opinion on the audit plan and Internal Audit Regulation before approval.

To review internal audit reports, focusing on related recommendations and implementation plans;

b) Periodically or unexpectedly, the Audit Committee and the Internal Audit Department conduct discussions on issues that the Committee or Internal Audit deems necessary.

3. Services provided by independent auditors

a) To propose the selection of an independent auditing firm, audit fees, and all related issues for the Board of Directors to submit to the General Meeting of Shareholders (GMS) for approval;

b) To review and supervise the independence and objectivity of the Audit Team Leader and auditors;

c) To review the nature and scope of the audit and the approach proposed by the independent auditor, including coordination with Internal Audit (if any);

d) Periodically or unexpectedly, the Audit Committee and the independent auditor conduct discussions on issues that the Committee or the independent auditor deems necessary (Management letter, difficulties, and shortcomings discovered from audit results, etc.).

4. Internal control and risk management

a) To supervise the internal control system and risk management system;

b) To review independent audit and internal audit reports evaluating the internal control and risk management systems (including issues related to financial statements and information technology), noting audit findings,

recommendations, and responses from the Executive Board.

5. Compliance

a) To monitor the effectiveness of activities, measures (or programs) for fraud prevention, violations of internal rules, the Company's Charter, professional ethics, or violations of the law;

b) To discuss with the General Director and/or members of the Executive Board about measures for fraud prevention and violations of professional ethics;

c) To review results and reports (periodically or unexpectedly) on investigations of violations conducted by the Executive Board; to monitor remediation after investigation conclusions.

Chapter V

GENERAL DIRECTOR

Article 77. Roles, responsibilities, rights, and obligations of the General Director

1. The General Director is the person who manages the Company's daily business operations; manages the business plan according to goals and plans in accordance with the Charter and resolutions and decisions of the General Meeting of Shareholders (GMS) or the Board of Directors; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.

2. The General Director has the rights and obligations prescribed in Clause 4, Article 35 of the Company's Charter and the following rights and obligations:

a) To decide on issues related to the Company's daily business operations that do not fall under the authority of the Board of Directors; or are assigned or authorized by the Board of Directors in accordance with the Company's Charter, the Internal Regulation on Corporate Governance, and other relevant regulations;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) To organize the implementation of the Company's business plans and investment plans approved by the Board of Directors and the General Meeting of Shareholders (GMS);

d) To decide on issues that do not require a decision from the Board of Directors, including representing the Company in signing financial and commercial contracts; organizing and managing business operations, investment plans, and daily business coordination plans of the Company; audit, inspection, and security work; deciding on solutions for market development, marketing, technology, and other tasks to effectively implement resolutions and decisions of the Board of Directors and the General Meeting of Shareholders (GMS);

e) To organize the development of the Company's development strategy;

planning for the development of projects in industries and trades in which the Company operates; long-term plans, annual plans, and business coordination plans within the Company;

f) To draft the Charter, draft amendments to the Company's Charter, and the Internal Regulation on Corporate Governance for the Board of Directors to submit to the General Meeting of Shareholders (GMS) for approval; to develop internal regulations and rules of the Company;

g) To prepare for the Board of Directors: investment projects, organizational and management structure proposals, human resource development plans; developing technology indicator systems, product standards, economic and technical norms, and salary unit prices; preparing economic contracts, civil contracts, risk prevention plans, and plans for mobilizing and using capital; preparing periodic reports, statistical reports, the Company's separate financial statements, the Company's consolidated financial statements, and other proposals and projects;

h) To propose organizational structure plans and internal management regulations of the Company; to appoint, dismiss, and remove management titles in the Company, except for titles under the authority of the Board of Directors. Specifically, management titles such as Director, Deputy Director, and Chief Accountant of affiliated units; Head, Deputy Head of departments/divisions and equivalents of the Company must be agreed upon by the Board of Directors. To propose that the Board of Directors decide to appoint the Company's capital contribution representative at other enterprises, and introduce people to participate in the Board of Directors, Board of Members, or Board of Supervisors at other enterprises;

i) To decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;

j) To recruit employees;

k) To propose plans for dividend payment or handling of business losses;

l) To perform monitoring, inspection, and supervision of the operations of enterprises in which the Company has capital contributions;

m) To report to the Board of Directors on the Company's business performance; to perform information disclosure and publicize financial statements in accordance with the law; at the latest in the first quarter of the planning year, to submit to the Board of Directors for approval the detailed business plan for the next fiscal year on the basis of meeting budget requirements as well as the five (05)-year financial plan;

n) To be entitled to apply necessary measures in emergency cases and must report immediately to the Board of Directors;

o) Other rights and obligations as prescribed by law, the Company's Charter, and resolutions and decisions of the Board of Directors.

Article 78. Term, standards, and conditions of the General Director

1. The term of the General Director shall not exceed 05 years and may be reappointed for an unlimited number of terms.

2. The General Director must meet the following standards and conditions:

a) Not falling into the subjects prescribed in Clause 2, Article 17 of the Law on Enterprises;

b) Not being a person with family relations with managers of the enterprise, Controllers of the company and the parent company; representatives of state capital, representatives of enterprise capital at the company and the parent company;

c) Having professional qualifications and experience in the Company's business administration.

Article 79. Nomination of the General Director

The General Director's Office and members of the Board of Directors have the right to nominate candidates for General Director in accordance with the standards and conditions prescribed in Clause 2, Article 80 of this Regulation and submit them to the Board of Directors for consideration when the Company has a need to find a General Director.

Article 80. Appointment, dismissal, signing of contracts, and termination of contracts for the General Director

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person to be the General Director.

2. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors with voting rights attending the meeting agree and appoint a new General Director as a replacement.

3. The Board of Directors has the authority to sign/terminate contracts and decide on the terms of the labor contract as prescribed in Point i, Clause 2, Article 27 and Clause 1, Article 35 of the Company's Charter.

Article 81. Notification of appointment, dismissal, signing of contracts, and termination of contracts for the General Director

After a decision on the election, dismissal, or removal of the General Director is made, the Company is responsible for disclosing information internally and to relevant agencies, on mass media, and on the Company's website in accordance with current legal procedures and regulations.

Article 82. Salary and other benefits of the General Director

1. The General Director is paid a salary and bonus. The salary and bonus of the General Director are decided by the Board of Directors.

2. The salary of the manager is included in the Company's business expenses in accordance with the law on corporate income tax, shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders (GMS) at the annual meeting.

Chapter VI

OTHER ACTIVITIES

Section 1

Regulations on coordination of activities between the Board of Directors and the General Director

Article 83. Procedures and sequence for convening, notifying meetings, recording minutes, and notifying meeting results between the Board of Directors and the General Director

The procedures and sequence for convening, notifying meetings, recording minutes, and notifying meeting results between the Board of Directors and the General Director shall be carried out according to the procedures and sequence for convening Board of Directors meetings prescribed in Section 4, Chapter III of this Regulation.

Article 84. Notification of Resolutions/Decisions of the Board of Directors to the General Director

Resolutions/Decisions of the Board of Directors (with content related to the responsibilities, authority, and obligations of the Director) after being issued must be sent to the General Director at the same time and in the same manner as for members of the Board of Directors.

Article 85. Cases where the Audit Committee and the General Director propose to convene a Board of Directors meeting and issues requiring the Board of Directors' opinion

1. Cases where convening a Board of Directors meeting is proposed

a) The Audit Committee may propose to convene a Board of Directors meeting in the following cases:

• When there is a request from a shareholder/group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises;

• When it is considered that the Audit Committee's right to access information and documents related to the Company's operational status is not fully implemented in accordance with current law and the Company's Charter;

• When discovering acts of violation of the law or the Company's Charter by members of the Board of Directors, the General Director, and other managers after having notified the Board of Directors in writing as prescribed in Clause 5, Article 40 of the Company's Charter but the person committing the violation has not ceased the violation or has not provided solutions to remedy the consequences;

b) The General Director may propose to convene a Board of Directors meeting in the following cases:

• When it is considered that the rights of the General Director as prescribed in Article 35 of the Company's Charter are not being exercised;

• When discovering acts of violation of the law or the Company's Charter by other managers after having notified the Board of Directors in writing but the person committing the violation has not ceased the violation or has not provided solutions to remedy the consequences.

2. Issues requiring the Board of Directors' opinion:

a) Proposing to the Board of Directors organizational structure plans and internal management regulations of the Company;

b) Proposing measures to improve the Company's operations and management;

c) The General Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employees, salaries, social insurance, benefits, rewards, and discipline for employees and managers;

d) The General Director must prepare a plan for the Board of Directors to approve issues related to the Company's relations with trade union organizations in accordance with the best standards, practices, and management policies, the practices and policies prescribed in this Charter, the Company's regulations, and current legal regulations;

e) Seeking the Board of Directors' opinion on the audited financial statements (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year to be submitted for the Board of Directors' approval;

f) Proposing plans for dividend payment or handling of business losses;

g) Seeking the Board of Directors' opinion to approve the detailed business plan for the next fiscal year;

h) Seeking opinions on personnel work under the authority of the Board of Directors;

i) Other contents when considered to be in the Company's interest, but under the Board of Directors' authority to provide opinions.

Article 86. Report of the General Director to the Board of Directors on the performance of assigned duties and powers

1. Report on the implementation status of Resolutions of the Board of Directors and the General Meeting of Shareholders (GMS), and the Company's business plans and investment plans approved by the Board of Directors and the General Meeting of Shareholders (GMS).

2. Periodically report quarterly and annually on the assessment of the Company's financial situation and production and business operational status.

3. Report on improvements in organizational structure, policies, and management.

4. Annual report on the implementation of obligations towards the

environment, the community, and employees.

5. Report on the implementation status of other contents authorized by the Board of Directors and the General Meeting of Shareholders (GMS).

6. Perform reporting on other issues as requested by the Board of Directors.

Article 87. Review of the implementation of resolutions and other authorized issues of the Board of Directors regarding the General Director

Based on the General Director's report on the performance of assigned duties and powers as prescribed in Article 78 of this Regulation, the Board of Directors will conduct a review of the implementation results of resolutions and other authorized issues of the Board of Directors regarding the General Director.

Article 88. Issues that the General Director must report, provide information, and notify the Board of Directors

1. Issues that the General Director must report, provide information, and notify the Board of Directors:

a) Contents according to Article 89 of this Regulation;

b) The Director is obligated to notify the Board of Directors of transactions between the Company, its subsidiaries, and other companies controlled by the Company with 50% or more of charter capital with that same subject or with related persons of that subject as prescribed in Clause 3, Article 42 of the Company's Charter;

c) Other contents requiring opinions and reports to the Board of Directors must be sent at least seven (07) working days in advance, and the Board of Directors will respond within seven (07) working days.

2. Specifically, in the case of approving contracts and transactions as prescribed in clause 1, Article 167 of the Law on Enterprises with a value of less than thirty-five (35)% of the total value of the enterprise's assets recorded in the most recent financial statement or another smaller ratio or value as prescribed in the Company's Charter, the Company's representative signing the contract or transaction must notify members of the Board of Directors and Controllers about the related parties to that contract or transaction and attach the draft contract or the main content of the transaction. The Board of Directors decides on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Company's Charter prescribes a different time limit; members of the Board of Directors with related interests in the parties to the contract or transaction do not have the right to vote.

Article 89. Coordination of control, management, and supervision activities between members of the Board of Directors and the General Director according to the specific tasks of the members mentioned above

The General Director is the person representing the management of the Company's operations, ensuring the Company operates continuously and effectively.

1. When there is a proposal for organizational structure plans or internal management regulations of the company, the Director shall send them to the Board of Directors as soon as possible but not less than seven (07) days before the date that content needs to be decided;

2. The General Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employees, salaries, social insurance, benefits, rewards, and discipline for employees and managers;

3. The General Director must prepare a plan for the Board of Directors to approve issues related to the Company's relations with trade union organizations in accordance with the best standards, practices, and management policies, the practices and policies prescribed in the Company's Charter, the Company's regulations, and current legal regulations;

4. The General Director is obligated to notify the Board of Directors of transactions between the Company, its subsidiaries, and other companies controlled by the Company with 50% or more of charter capital with that same subject or with related persons of that subject as prescribed by law;

5. Other contents requiring opinions as prescribed in points e, f, g, h, Clause 2, Article 77 of this Regulation must be sent by the General Director at least seven (07) working days before the date expected to receive a response from the Board of Directors.

Section 2

Regulations on annual performance evaluation, rewards, and discipline for members of the Board of Directors, the General Director, and other managers of the enterprise

Article 90. Regulations on performance evaluation of members of the Board of Directors, the General Director, and other managers

1. The Board of Directors is responsible for issuing a Performance Evaluation Regulation for all subjects including members of the Board of Directors, the Audit Committee, the General Director, and the Company's capital representatives at other enterprises.

2. Performance evaluation standards must harmonize the interests of enterprise managers and the Company's capital representatives at other enterprises, in line with the long-term interests of the Company and shareholders. Financial and non-financial indicators used in the evaluation are carefully considered and decided by the Board of Directors at each time. In which, non-financial indicators may be mentioned such as: interests of related parties, operational efficiency, progress and improvements achieved, etc.

3. Annually, based on assigned functions and duties and established evaluation standards compared to achieved results, the Board of Directors organizes the performance evaluation of members of the Board of Directors and the Audit Committee.

4. Performance evaluation of other managers is carried out according to internal regulations or can be based on the self-evaluation of these managers.

Article 91. Rewards

1. The Board of Directors or the Remuneration Subcommittee (if any) is responsible for developing reward policies. Rewards are implemented based on performance evaluation results as prescribed in Article 90 of this Regulation.

2. Forms of rewards: In cash, in shares (issuing shares under an employee stock ownership plan in the company), or other forms developed by the Board of Directors or the Remuneration Subcommittee. Reward forms must be planned by the General Director and submitted to the Board of Directors for approval; in case it exceeds the authority, it will be submitted to the General Meeting of Shareholders (GMS) for approval.

3. The reward regime for members of the Board of Directors shall be decided by the General Meeting of Shareholders (GMS).

4. For enterprise managers: The reward fund source is extracted from the Company's reward and welfare fund and other legal sources. The reward level is based on actual annual business results; the General Director will propose it to the Board of Directors for approval; in case it exceeds the authority, it will be submitted to the General Meeting of Shareholders (GMS) for approval.

Article 92. Discipline

1. The Board of Directors is responsible for developing forms of discipline based on the nature and severity of the violation. The highest form of discipline must be dismissal or removal from office.

2. Members of the Board of Directors, business executives, and the Company's capital representatives at other enterprises who fail to perform their duties with the required honesty, diligence, and prudence shall be personally liable for the damages they cause.

3. Members of the Board of Directors, business executives, and the Company's capital representatives at other enterprises who commit acts in violation of legal regulations or the Company's regulations while performing their duties shall, depending on the severity of the violation, be subject to disciplinary action, administrative penalties, or criminal prosecution in accordance with the law and the Company's Charter. In case of causing damage to the interests of the Company, shareholders, or other persons, they shall be liable for compensation in accordance with the law.

Chapter VII

AMENDMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Article 93. Supplementing and amending the Internal Regulations on Corporate Governance

1. Any supplementation or amendment to these Regulations must be considered and decided by the GMS of the Company.

2. In case there are legal provisions related to the Company's operations that are not mentioned in these Regulations, or in case there are new legal provisions that differ from the clauses in these Regulations, such legal provisions shall automatically apply and govern the Company's operations.

Chapter VIII

EFFECTIVE DATE

Article 94. Effective date

1. These Regulations consist of 08 Chapters and 94 Articles and were unanimously approved by the GMS of Dak Lak Rubber Joint Stock Company on June 30, 2026. These Regulations replace the First Amended and Supplemented Regulations unanimously approved by the GMS of Dak Lak Rubber Joint Stock Company on April 29, 2021.

2. These Regulations are the sole and official regulations of the Company.

3. Copies or extracts of the Regulations on Corporate Governance must bear the signature of the Chairman of the Board of Directors.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN

DAK LAK RUBBER JOINT STOCK COMPANY
(DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DRAFT

REGULATIONS
ON THE OPERATION OF THE BOARD OF DIRECTORS
DAK LAK RUBBER JOINT STOCK COMPANY

(Issued in conjunction with Resolution No. 01/NQ-ĐHĐCĐ, dated June 30, 2026)

Legal basis:

Pursuant to the Law on Enterprises No. 59/2020/QH14 of the Socialist Republic of Vietnam;

Pursuant to the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, guiding a number of articles on corporate governance applicable to public companies under the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

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

Pursuant to the General Meeting of Shareholders Resolution No. 01/NQ-ĐHĐCĐ/2026 dated June 30, 2026;

The Board of Directors hereby issues the Operating Regulations of the Board of Directors of Dak Lak Rubber Joint Stock Company.

The Operating Regulations of the Board of Directors of Dak Lak Rubber Joint Stock Company consist of the following contents:

Chapter I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulations of the Board of Directors stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members to ensure operation in accordance with the Law on Enterprises, the Company Charter, and other relevant legal provisions.

2. Subjects of application: These Regulations apply to the Board of Directors, members of the Board of Directors, and relevant parties mentioned herein.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors works on the principle of collective decision-making. Members of the Board of Directors are personally responsible for their assigned tasks and are jointly responsible before the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors regarding the Company's development.

2. The Board of Directors assigns the General Director to organize and manage the implementation of the resolutions and decisions of the Board of Directors.

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have full rights as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Company Charter, including the right to be provided with information and documents regarding the financial status and business operations of the Company and its units.

2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Company Charter, and the following obligations:

a) To perform their duties honestly and carefully in the best interests of the shareholders and the Company;

b) To attend all meetings of the Board of Directors and express opinions on the issues discussed;

c) To report promptly and fully to the Board of Directors on remuneration received from subsidiaries, associate companies, and other organizations;

d) To report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, or other companies controlled by the Company with 50% or more of the charter capital, and the member of the Board

of Directors and their related persons; transactions between the Company and a company in which the member of the Board of Directors is a founding member or a manager within the last 03 years prior to the transaction;

e) To disclose information when trading the Company's shares in accordance with the law.

3. Independent members of the Board of Directors of the Company must prepare a report evaluating the activities of the Board of Directors.

Article 4. Right to be provided with information of members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director, Deputy General Director, and other managers of the Company to provide information and documents regarding the financial status and business operations of the Company and its units.

2. The requested Company managers must provide information and documents promptly, fully, and accurately as requested by the member of the Board of Directors. The sequence and procedures for requesting and providing information are as follows:

- The member of the Board of Directors must submit the content of the request to the Company's Board of Directors;

- If deemed necessary, the Board of Directors will convene a meeting to seek opinions within 07 working days from the date of receiving the request from the member of the Board of Directors regarding the content requested for information provision;

- If the above content is approved by the Board of Directors, the requested manager will provide the information as requested within 07 days.

Article 5. Number, term, and structure of members of the Board of Directors

1. The number of members of the Board of Directors is 07 - 09 members.

2. The term of a member of the Board of Directors is no more than 05 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms.

3. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

4. Structure of members of the Board of Directors:

a) The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of members are non-executive members. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the

independence of the Board of Directors.

b) The total number of independent members of the Board of Directors shall be at least 1/3 of the total number of members of the Board of Directors.

5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as prescribed by the Law on Enterprises, the Law on Securities, the Company Charter, and these Regulations.

6. Independent members of the Board of Directors are organized and coordinate their activities according to the following principles:

a) To perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legal interests of the Company;

b) To be loyal to the interests of the Company and shareholders; not to use information, know-how, business opportunities of the Company, status, position, or use the Company's assets for personal gain or to serve the interests of other organizations or individuals;

c) All activities of independent members of the Board of Directors must ensure compliance with the provisions of the law and the Company Charter.

Article 6. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the following standards and conditions:

a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;

b) Having professional qualifications and experience in business administration or in the Company's field, industry, or business line, and not necessarily being a shareholder of the Company, unless otherwise provided by the Company Charter;

c) A member of the Board of Directors of the Company may only concurrently be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies;

d) A member of the Board of Directors must not be a family member of the General Director or other managers of the Company;

e) Other standards and conditions as per the Company Charter.

2. An independent member of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following standards and conditions:

a) Not being a person currently working for the Company, its parent company, or its subsidiary; not being a person who has worked for the Company, its parent company, or its subsidiary for at least the 03 preceding consecutive years;

b) Not being a person currently receiving salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to receive as prescribed;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological older sibling, biological younger sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;

d) Not being a person directly or indirectly owning at least 01% of the total voting shares of the Company;

e) Not being a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least the 05 preceding consecutive years, except in cases of being appointed for 02 consecutive terms.

3. An independent member of the Board of Directors must notify the Board of Directors if they no longer meet the standards and conditions specified in Clause 2 of this Article and shall naturally cease to be an independent member of the Board of Directors from the date they no longer meet such standards and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of the Company may not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and obligations:

a) To establish the program and activity plan of the Board of Directors;

b) To prepare the program, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;

c) To organize the approval of resolutions and decisions of the Board of Directors;

d) To supervise the organization and implementation of the resolutions and decisions of the Board of Directors;

e) To chair the General Meeting of Shareholders;

f) Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

4. In case the Chairman of the Board of Directors submits a resignation letter

or is removed, the Board of Directors must elect a replacement within 10 days from the date of resignation (as stated in the letter) or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors in accordance with the principles prescribed in the Company Charter. In case there is no authorized person, or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, absconds from their place of residence, is restricted or loses their civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one among them to hold the position of Chairman of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

a) Failing to meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

b) Submitting a resignation letter which is accepted;

c) Other cases as prescribed by the Company Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

a) Failing to participate in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;

b) Other cases as prescribed by the Company Charter.

3. When deemed necessary, the General Meeting of Shareholders may decide to replace a member of the Board of Directors; or dismiss or remove a member of the Board of Directors in cases other than those specified in Clause 1 and Clause 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of members of the Board of Directors is reduced by more than one-third compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) The number of independent members of the Board of Directors decreases, failing to ensure the ratio as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;

c) Except for the cases specified in Point a and Point b of this Clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed at the nearest meeting.

Article 9. Method of election, dismissal, and removal of members of the Board of Directors

1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. The nomination of persons to the Board of Directors is carried out as follows:

a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to less than 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates;

b) Based on the number of members of the Board of Directors, the shareholders or groups of shareholders specified in this Clause have the right to nominate one or more persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors.

2. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. Voting to elect members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to accumulate all or part of their total votes for one or more candidates. The elected members of the Board of Directors are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In

case there are 02 or more candidates reaching the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria of the election regulations or the Company Charter.

4. The dismissal and removal of members of the Board of Directors shall be carried out by the General Meeting of Shareholders by voting (in favor, against, abstention). The voting ratio for approval by voting method shall be carried out in accordance with Clause 2, Article 21 of the Company Charter.

5. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted by the cumulative voting method as above or by voting (in favor, against, abstention). The voting ratio for approval by voting method shall be carried out in accordance with Clause 2, Article 21 of the Company Charter.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

1. In case candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment regarding the honesty and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

a) Full name, date, month, and year of birth;

b) Professional qualifications;

c) Work history;

d) Other management positions (including positions on the Board of Directors of other companies);

e) Interests related to the Company and the Company's related parties;

f) Other information (if any) as prescribed by the Company Charter;

g) The Company is responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and the candidate's interests related to the Company (if any).

2. Notification of the results of election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations guiding information disclosure.

Chapter III

BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority on behalf of the Company to decide and perform the rights and obligations of the Company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the rights and obligations as per Clause 2, Article 27 of the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the operating results of the Board of Directors in accordance with the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.

4. The Board of Directors approves resolutions and decisions by voting at meetings, seeking written opinions, or other forms as prescribed by the Company Charter. Each member of the Board of Directors has one vote.

5. In case a resolution or decision passed by the Board of Directors is contrary to the provisions of the law, the resolution of the General Meeting of Shareholders, or the Company Charter, causing damage to the Company, the members who voted in favor of such resolution or decision shall be jointly and personally responsible for such resolution or decision and must compensate the Company for the damage; members who opposed the resolution or decision shall be exempted from responsibility. In this case, shareholders of the Company have the right to request the Court to suspend the implementation or cancel such resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. The Board of Directors approves contracts and transactions with a value of less than 35% or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of less than 35% of the total asset value recorded in the most recent financial statement, or a smaller ratio or value as prescribed by the Company Charter, between the Company and one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisors (if any), the General Director, other managers, and their related persons;

- Shareholders or authorized representatives of shareholders owning over 10% of the total common shares of the Company and their related persons;

- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors approves contracts and transactions for borrowing, lending, and selling assets with a value less than or equal to 10% of the total asset value of the enterprise recorded in the most recent financial statement between the Company and shareholders owning 51% or more of the total voting shares or their related persons.

3. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and members of the Board of Supervisors (if any) about the related subjects regarding such contract or transaction and attach the draft contract or the main content of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Company Charter provides for a different time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibility of the Board of Directors in convening an extraordinary General Meeting of Shareholders

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a) The Board of Directors deems it necessary for the interests of the Company;

b) The remaining number of members of the Board of Directors is less than the minimum number of members as prescribed by law;

c) Upon the request of shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request document may be prepared in multiple copies and collected with sufficient signatures of the relevant shareholders;

d) Other cases as prescribed by law and the Company Charter.

2. Convening an extraordinary General Meeting of Shareholders

The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors is less than the minimum number of members as prescribed in the Company Charter or upon receiving the request as prescribed in Point c, Clause 1 of this Article;

The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the

Board of Directors within 06 months from the date of receiving the notification from the relevant independent member of the Board of Directors.

3. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders if the Company Charter does not provide for a shorter time limit. The Company must disclose information about the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 21 days before the final registration date;

b) Prepare the program and content of the General Meeting of Shareholders;

c) Prepare documents for the General Meeting of Shareholders;

d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e) Determine the time and location for holding the General Meeting of Shareholders;

f) Notify and send invitations to the General Meeting of Shareholders to all shareholders eligible to attend;

g) Other tasks serving the General Meeting of Shareholders.

Article 14. Sub-committees assisting the Board of Directors and the Secretary of the Board of Directors

1. The Board of Directors may establish sub-committees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and must be at least 03 people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should account for the majority of the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. Resolutions of the sub-committee are only effective when a majority of members attend and vote in favor at the sub-committee meeting.

2. The implementation of decisions of the Board of Directors or of sub-committees under the Board of Directors must be consistent with current legal regulations and the provisions of the Company Charter and the Internal Regulations on Corporate Governance.

3. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary with a term of office as decided

by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, provided it is not contrary to current labor laws. The Company Secretary has the following rights and obligations:

a) To assist in organizing the convening of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;

b) To assist members of the Board of Directors in performing their assigned rights and obligations;

c) To assist the Board of Directors in applying and implementing corporate governance principles;

d) To assist the Company in building shareholder relations and protecting the legal rights and interests of shareholders; in complying with obligations to provide information, disclose information, and administrative procedures;

e) Other rights and obligations as prescribed by the Company Charter and the Internal Corporate Governance Regulations.

Chapter IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting is convened and presided over by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the same highest number or percentage of votes, the members shall elect one person among them to convene the Board of Directors meeting by majority principle.

2. The Board of Directors shall meet at least once per quarter and may hold extraordinary meetings or seek written opinions.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) Upon the request of the Audit Committee or an independent member of the Board of Directors;

b) Upon the request of the General Director or at least 05 other managers;

c) Upon the request of at least 02 members of the Board of Directors;

d) Other cases as prescribed by the Company Charter.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In case the meeting of the Board of Directors

is not convened as requested, the Chairman of the Board of Directors must be responsible for any damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send an invitation at least 05 working days before the meeting date, unless the Company Charter provides otherwise. The invitation must specify the time and location of the meeting, the program, and the issues to be discussed and decided. The invitation must be accompanied by documents used at the meeting and the member's voting ballot.

The invitation to the Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the invitation and accompanying documents to the members of the Audit Committee as they do for members of the Board of Directors.

Members of the Audit Committee have the right to attend meetings of the Board of Directors.

8. A meeting of the Board of Directors is conducted when 3/4 or more of the total number of members attend. In case the meeting convened according to this Clause does not have enough members as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors attend.

9. A member of the Board of Directors is considered to have attended and voted at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a voting ballot to the meeting via mail, fax, or email;

e) Sending a voting ballot by other means as prescribed in the Company Charter.

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

11. Voting

a) Except as provided in Point b, Clause 11 of this Article, each member of the Board of Directors or an authorized person in accordance with Clause 8 of this Article who is personally present at the Board of Directors meeting has one (01) vote;

b) A member of the Board of Directors may not vote on contracts, transactions, or proposals in which that member or their related persons have an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum ratio of members present to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote;

c) According to the provisions of Point d, Clause 11 of this Article, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the chair is final, unless the nature or scope of the relevant member's interest has not been fully disclosed;

d) A member of the Board of Directors who benefits from a contract as specified in Point a and Point b, Clause 6, Article 42 of the Company Charter is considered to have a significant interest in that contract;

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they have an interest therein, is responsible for disclosing this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after this member knows that they have an interest or will have an interest in the aforementioned transaction or contract.

13. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.

14. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members present; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

15. The Board of Directors has the right to seek the opinions of members of the Board of Directors in writing to pass a Resolution of the Board of Directors when approving issues falling under the authority of the Board of Directors as per Clause 2, Article 27 of the Company Charter.

A resolution in the form of seeking written opinions is passed based on the approval of a majority of members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.

Article 16. Minutes of Board of Directors meetings

1. Meetings of the Board of Directors must be recorded in minutes and may be recorded, filmed, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

a) Name, address of the head office, enterprise code;

b) Time and location of the meeting;

c) Purpose, program, and content of the meeting;

d) Full name of each member attending the meeting or authorized person attending and the method of attendance; full name of members not attending and the reason;

e) Issues discussed and voted on at the meeting;

f) Summary of opinions of each member attending the meeting in the order of the meeting's proceedings;

g) Voting results, clearly stating members who voted in favor, against, and abstained;

h) Issues passed and the corresponding voting ratio;

i) Full name and signature of the chair and the minute taker, except in cases specified in Clause 2 of this Article.

2. In case the chair or the minute taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting sign and the minutes contain full content as prescribed in Points a, b, c, d, e, f, g, and h, Clause 1 of this Article, then these minutes are effective.

3. The chair, the minute taker, and those signing the minutes must be responsible for the honesty and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese version and the foreign language version, the content of the Vietnamese version shall prevail.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Submission of annual reports

1. At the end of the fiscal year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:

a) Report on the production, business, and investment results of the previous year and the production, business, and investment orientation for the planned year by the General Director;

b) Report of the Board of Directors on the corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;

c) Audited annual financial statements;

2. The reports specified in Clause 1 of this Article and the audit report must be kept at the Company's headquarters at least 10 days before the opening date of the Annual General Meeting of Shareholders, unless the Company's Charter provides for a longer period. Shareholders who have continuously owned shares of the Company for at least 01 year have the right to personally, or together with a lawyer, accountant, or auditor holding a practicing certificate, directly examine the reports specified in this Article.

Article 18. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. Remuneration for work is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working on sub-committees of the Board of Directors, or performing other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Company's

Charter.

Article 19. Disclosure of related interests

In case the Company's Charter does not have stricter provisions, the disclosure of interests and related persons of the Company shall be carried out in accordance with the following regulations:

1. Members of the Board of Directors of the Company must declare their related interests to the Company, including:

a) Name, enterprise identification number, head office address, and business lines of the enterprise in which they own capital contributions or shares; the ratio and time of ownership of such capital contributions or shares;

b) Name, enterprise identification number, head office address, and business lines of the enterprise in which their related persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Directors acting in their own name or on behalf of others to perform work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and may only perform it when approved by the majority of the remaining members of the Board of Directors; if performed without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.

Chapter VI

RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 20. Relationship among members of the Board of Directors

1. The relationship among members of the Board of Directors is a cooperative one; members of the Board of Directors are responsible for informing each other about relevant issues during the process of handling assigned tasks.

2. During the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling if there are issues related to the field under the charge of another member of the Board of Directors. In case there are still differing opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision according to their authority, or organize a meeting, or solicit opinions from members of the Board of Directors in accordance with the law, the Company's Charter, and this Regulation.

3. In case of reallocation of duties among members of the Board of Directors, the members of the Board of Directors must hand over related work, files, and

documents. This handover must be documented in writing and reported to the Chairman of the Board of Directors regarding such handover.

Article 21. Relationship with the Board of Management

In its governance role, the Board of Directors issues resolutions for the General Director and the executive apparatus to organize implementation. At the same time, the Board of Directors inspects and supervises the implementation of these resolutions.

Article 22. Relationship with the Audit Committee

1. The relationship between the Board of Directors and the Audit Committee is a cooperative one. The working relationship between the Board of Directors and the Audit Committee follows the principle of independence while coordinating closely and supporting each other during the performance of duties. The Audit Committee is responsible for developing the Regulation on the Operation of the Audit Committee and submitting it to the Board of Directors for issuance to serve as the basis for operation.

2. Upon receiving inspection minutes, recommendations, or summary reports from the Audit Committee, the Board of Directors is responsible for studying them and directing the General Director to develop a plan and organize implementation and timely rectification.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 23. Effectiveness

The Regulation on the Operation of the Board of Directors of Dak Lak Rubber Joint Stock Company consists of 7 Chapters and 23 Articles and takes effect from June 30, 2026, and replaces the Regulation issued on April 29, 2021.

When there is a change in the law related to the content of this Regulation, or arising from the actual situation of the Company, the Board of Directors shall submit to the General Meeting of Shareholders for approval of the changes, and only then shall the amended and supplemented Regulation be issued./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

DAK LAK RUBBER JOINT STOCK COMPANY
Address: 30 Nguyen Chi Thanh - Tan An Ward - Dak Lak Province
Tel: (+84) 2623 865 015 - Fax: (+84) 2623 865 041
Website: http://www.dakruco.com; Email: caosu@dakruco.com

DAKRUCO

VOTING BALLOT

Number of voting shares (including authorized shares)

(Specific number of shares held by the shareholder)

Name of Shareholder: **NGUYEN VAN A**
Name of authorized representative/proxy: NGUYEN VAN B (if any)
Citizen ID/Passport/Business Registration No.:
Correspondence Address/Registered Office: House No., Street, Ward/Commune, Province/City

Note: The voting ballot is used to vote on the following Content:

- *Approval of the selection of the Chairing Committee, Secretariat, and Vote Counting Committee.*
- *Approval of the Meeting Agenda, the Meeting Working Regulations, and the Regulations on dismissal and supplementary election of members of the Board of Directors at the General Meeting.*
- *Approval of the dismissal of members of the Board of Directors and members of the Supervisory Board.*
- *Approval of the minutes and resolutions of the General Meeting.*

DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

VOTING BALLOT AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(June 30, 2026)

Shareholders:	No. of Shares:
ID Card No./Business Registration No.	Total No. of voting Shares:

No.	Voting content	Approve	Disapprove	No opinion
1	**Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on the 5-year business and investment plan (2026-2030)**			
1.1	*Production targets for the 2026-2030 period: Rubber latex (self-exploited): 47,490.99 tons; Rubber thread (manufactured): 14,300.00 tons; Durian fruit: 5,815.70 tons; Areca nut: 379.52 tons; Coffee: 4,647.72 tons.*			
1.2	*Revenue and profit for the 2026-2030 period: Total revenue and other income: 5,560.06 Billion VND; Total expenses for the period: 4,996.40 Billion VND; Profit after tax: 477.89 Billion VND.*			
1.3	*Investment plan for the 2026-2030 period: Total investment cost is 1,183.60 Billion VND.*			
1.4	*Annually, the Board of Directors shall, based on the aforementioned plan, formulate plans and submit them to the Annual General Meeting of Shareholders for approval, serving as the basis for the Board of Management's implementation.*			
1.5	*In case the Provincial People's Committee has opinions different from the above contents, the Board of Directors shall submit them to the General Meeting of Shareholders for consideration and decision.*			
2	**Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on the 2026 business and investment plan**			
2.1	*Total production for the year: Rubber latex production: 8,772.87 tons; Outsource processed rubber volume: 1,000.00 tons; Production of various rubber threads: 2,500.00 tons; Fresh fruit production: 751.00 tons (including: Durian: 700.00 tons; areca nut: 51.00 tons).*			
2.2	*Total revenue: 814,225.56 Million VND; Total expenses: 723,006.35 Million VND; Profit before tax: 91,219.20 Million VND.*			
2.3	*Total investment capital: 254,414.63 Million VND, in which: Investment in basic construction rubber plantations: 105,103.57 Million VND; Investment in fruit orchards under the high-tech agriculture project*			

	in Cu Bao: 15,425.1 Million VND; Investment in coffee plantations at Cu Mgar Plantation Branch: 41,352.74 Million VND; Investment in planted forests (FSC): 815.6 Million VND; Other plantation investments: 83,150.9 Million VND; Capital contribution to establish a fruit testing company: 8,000 Million VND. *In case other investments arise outside the planned investment portfolio, the Board of Directors is authorized to make decisions based on adjusting the plan within the scope of the total planned investment cost.*			
2.4	*In case the Provincial People's Committee has opinions different from the above contents, the Board of Directors shall submit them to the General Meeting of Shareholders for consideration and decision.*			
3	**Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on the 2025 profit distribution plan**			
3.1	*Undistributed profit after tax as of December 31, 2025: 76,569,743,953 VND. In which: Appropriation to funds from the 2025 profit after tax: 50,123,040,933 VND; Remaining profit after appropriation to funds: 26,446,703,020 VND.*			
3.2	*Dividend payment to Shareholders in 2026: Payout rate: 01 (One) share receives 169 VND (corresponding to a rate of 1.69%/Share); Total dividend amount to be paid: 26,330,200,000 VND. The Board of Directors of the Company is authorized to decide the payment time in 2026, in accordance with the Company's financial situation.*			
4	**Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on the planned salary and remuneration fund for employees, managers, the Board of Directors, and the Board of Supervisors for 2026.**			
4.1	*Realized salary fund for employees and the Board of Management in 2025: 243,240.45 Million VND. In which, the finalized salary fund for Employees and the Board of Management in 2025 is: 212,189.45 Million VND; Salary fund for the newly planted rubber and basic construction rubber care division: 31,051 Million VND.* *Total realized Salary and Remuneration Fund for Members of the Board of Directors and Supervisors in 2025: 2,081.697 Million VND. In which: Salaries of full-time Members of the Board of Directors and Supervisors: 1,637.628 Million VND; Realized remuneration fund for part-time Members of the Board*			

	of Directors and Supervisors in 2025: 444.069 Million VND; Bonus fund for managers from 2024 profit after tax: 320.86 Million VND; Realized operating expenses of the Board of Directors and the Board of Supervisors: 71.987 Million VND.			
4.2	*Total planned salary and remuneration fund for Employees, Members of the Board of Directors, Supervisors, and the Board of Management in 2026: 282,399.621 Million VND. In which, the salary fund for employees: 240,908.014 Million VND; Salary fund for the newly planted rubber, rubber tree care, and coffee tree care division during the basic construction period: 37,328 Million VND; Salary difference for full-time mass organization officers: 179.404 Million VND; Salary fund for the Board of Management: 1,984.32 Million VND; Salary fund for full-time Members of the Board of Directors and Supervisors: 1,450.080 Million VND; Remuneration fund for part-time Members of the Board of Directors and Supervisors: 549.792 Million VND. Operating expenses of the Board of Directors and the Board of Supervisors: 200 Million VND.*			
5	Approve Proposal No. /TTr-BKS dated / /2026 of the Company's Board of Supervisors on the selection of the auditing firm for the 2026 Financial Statements. Accordingly, the Board of Directors is authorized, based on the proposal of the Audit Committee, to select one of the following three auditing firms for the 2026 Financial Statements of the Parent Company and the 2026 Consolidated Financial Statements of the Company: AAC Auditing and Accounting Co., Ltd. (AAC); MOORE AISC Auditing and Informatics Services Co., Ltd. (Moore AISC) - Da Nang Branch; Viet Values Auditing and Consulting Co., Ltd. (VIETVALUES) - Da Nang Branch.			
6	Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on changing the management organizational structure in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14.			
7	Approve Proposal No. /TTr-HĐQT dated / /2026 of the Board of Directors of the Company on the amendment of the Company's Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Directors. (with the Company's Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors attached)			

8	Approve the Report of the Board of Directors on 2025 operations and the 2026 plan (with the Report attached).			
9	Approve the Report of the Board of Management on the performance of tasks in 2025 and the orientation of tasks in 2026 (with the Report attached).			
10	Approve the Report on the audit results of the 2025 financial statements by the Independent Auditor (with the Report attached).			
11	Approve the Report on the activities of the Board of Supervisors in 2025 and the orientation of tasks in 2026 (with the Report attached).			

Dak Lak, June 30, 2026

Shareholders, representative (authorized person)

(Signature, full name, and seal if institutional shareholder)

Note:

*- Shareholders shall mark **(X)** in **one** of the boxes: Approve, Disapprove, No opinion*

- An invalid ballot is one with no option selected or with 2 or more options selected for a single voting item

DAK LAK RUBBER JOINT STOCK COMPANY
(DAKRUCO)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June , 2026

No.:

DRAFT

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DAK LAK RUBBER JOINT STOCK COMPANY 2026

The 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company (Dakruco) commenced at 08:00 A.M. on June 30, 2026, at the Wedding Center, Dakruco Hotel; address: 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province, with the attendance of ... shareholders present and authorized, representing ... shareholders with voting rights, accounting for ...% of the total shares of Dakruco, which is sufficient to proceed with the meeting.

Pursuant to the Law on Enterprises No. 59/2020/QH14 of the National Assembly of the Socialist Republic of Vietnam and laws amending the Law on Enterprises;

Pursuant to the Amended Charter of the Company approved by the General Meeting of Shareholders on November 24, 2023;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company dated June 30, 2026.

RESOLVED

Article 1: Unanimously approve the following reports:

1. Report on the activities of the Board of Directors in 2025 and the implementation plan for 2026;

2. Report on the production-business results in 2025 and the 2026 task plan of the Board of Management of Dak Lak Rubber Joint Stock Company;

3. 2025 separate financial statements of Dakruco audited by the branch of VietValues Auditing and Consulting Company Limited.

4. Report on the activities of the Board of Supervisors in 2025 and the plan for 2026.

Article 2: Unanimously approve the Proposal No. /TTr-HĐQT dated / /2026 of the Company's Board of Directors regarding the 5-year production-business and investment plan (2026-2030), including the following key indicators and tasks:

1. Production indicators for the 2026-2030 period:

- Rubber latex (self-harvested): 47,490.99 tons;
- Rubber thread (produced): 14,300.00 tons;

- Durian fruit: 5,815.70 tons;
- Areca nut: 379.52 tons;
- Coffee: 4,647.72 tons.

2. Revenue and profit for the 2026-2030 period:

- Total revenue and other income reached: 5,560.06 Billion VND;
- Total expenses for the entire period: 4,996.40 Billion VND;
- Profit after tax: 477.89 Billion VND.

3. Investment plan for the 2026-2030 period: Total investment cost is 1,183.60 Billion VND, in which:

- Investment in rubber plantation care: 369.99 Billion VND;
- Investment in durian and coffee plantation care at Cu Bao Farm: 49.71 Billion VND;
- Investment in planting and caring for intercropped coffee plantations at Cu M'gar and Phu Xuan Farms: 203.77 Billion VND;
- Investment in afforestation (FSC): 4.84 Billion VND;
- Non-agricultural investment, including periodic repairs, maintenance, and basic construction investment for other project items (including capital contribution): 421.29 Billion VND.

4. Annually, the Board of Directors shall base on the aforementioned plan to develop a plan and submit it to the Annual General Meeting of Shareholders for approval, for the Board of Management to use as a basis for implementation.

5. In case the Provincial People's Committee has opinions different from the above contents, the Board of Directors shall adjust according to the opinion of the Provincial People's Committee and submit it to the General Meeting of Shareholders for consideration and decision.

Article 3: Unanimously approve the key production-business and investment indicators for 2026, according to Proposal No. /TTr-HĐQT dated / /2026 of the Company's Board of Directors, including the following key indicators and tasks:

1. Total annual output: Rubber latex output: 8,772.87 tons; Rubber output received for processing: 1,000.00 tons; Output of rubber thread of all kinds: 2,500.00 tons; Fresh fruit output: 751.00 tons (in which: Durian: 700.00 tons; Areca nut: 51.00 tons).

2. Total revenue: 814,225.56 Million VND;

3. Total expenses: 723,006.35 Million VND;

4. Profit before tax: 91,219.20 Million VND.

5. Total investment capital: 254,414.63 Million VND, in which: Investment in capital construction rubber plantations: 105,103.57 Million VND; Investment in fruit orchards at the high-tech agricultural application project in Cu Bao: 15,425.1 Million VND; Investment in coffee plantations at Cu Mgar Farm Branch: 41,352.74 Million VND; Investment in afforestation (FSC): 815.6

Million VND; Other investment in plantations: 83,150.9 Million VND; Capital contribution to establish a fruit inspection company: 8,000 Million VND.

In case of other arising investments outside the investment list in the plan, the Board of Directors is authorized to decide based on adjusting the plan within the scope of the total planned investment cost.

6. In case the Provincial People's Committee has opinions different from the above contents, the Board of Directors shall submit to the General Meeting of Shareholders for consideration and decision.

Article 4: Unanimously approve the profit distribution plan after tax for 2025, according to Proposal No. /TTr-HĐQT, dated / /2026 of the Company's Board of Directors:

1. Undistributed profit after tax as of December 31, 2025: 76,569,743,953 VND. In which: Appropriation for funds from the profit after tax of 2025: 50,123,040,933 VND; Remaining profit after appropriation for funds: 26,446,703,020 VND.

2. Dividend payment to shareholders in 2026: Payment level: 01 (One) share receives 169 VND (corresponding to a rate of: 1.69%/share); Total dividend amount to be paid: 26,330,200,000 VND. The Board of Directors is authorized to decide the payment time in 2026, in accordance with the Company's financial situation.

Article 5: Unanimously approve the Proposal No. /TTr-HĐQT dated / /2026 of the Company's Board of Directors regarding the salary and remuneration fund plan for employees, managers, the Board of Directors, and the Board of Supervisors in 2026:

1. Actual salary fund in 2025 for employees and the Board of Management: 243,240.45 Million VND. In which, the salary fund for employees and the Board of Management in 2025 was finalized at: 212,189.45 Million VND; Salary fund for the block of newly planted rubber and rubber care during the capital construction period: 31,051 Million VND.

Total actual salary and remuneration fund for members of the Board of Directors and Supervisors in 2025: 2,081.697 Million VND. In which: Salary of members of the Board of Directors and full-time supervisors: 1,637.628 Million VND; Actual remuneration fund in 2025 for members of the Board and part-time supervisors: 444.069 Million VND; Bonus fund for managers from the profit after tax source in 2024 is 320.86 Million VND; Actual operating expenses of the Board of Directors and Board of Supervisors: 71.987 Million VND.

2. Total planned salary and remuneration fund for employees, members of the Board of Directors, Supervisors, and the Board of Management in 2026: 282,399.621 Million VND. In which, the salary fund for employees: 240,908.014 Million VND; Salary fund for the block of newly planted rubber, rubber care, and coffee trees during the capital construction period: 37,328 Million VND; Salary difference for full-time union officials: 179.404 Million VND; Board of Management salary fund: 1,984.32 Million VND; Salary fund for members of the

Board of Directors and full-time supervisors: 1,450.080 Million VND; Remuneration fund for members of the Board of Directors and part-time supervisors: 549.792 Million VND. Operating expenses of the Board of Directors and Board of Supervisors: 200 Million VND.

Article 6: Unanimously approve the Proposal No. /TTr-BKS dated / /2026 of the Company's Board of Supervisors regarding the selection of an auditing firm for the 2026 financial statements. Accordingly, authorize the Board of Directors to base on the recommendation of the Company's Audit Committee to select 1 out of 3 auditing firms to audit the 2026 financial statements of the parent company and the 2026 consolidated financial statements of the Company as follows:

1. AAC Auditing and Accounting Company Limited (AAC);

2. MOORE AISC Auditing and Informatics Services Company Limited (Moore AISC) – Da Nang Branch;

3. VietValues Auditing and Consulting Company Limited (VIETVALUES) – Da Nang Branch.

Article 7: Unanimously approve the Proposal No. /TTr-HĐQT dated / /2026 of the Company's Board of Directors regarding the change in management organizational structure according to the provisions of Point b, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14, as follows:

1. General Meeting of Shareholders.
2. Board of Directors.
3. Audit Committee under the Board of Directors.
4. General Director.

Article 8: Unanimously approve the Proposal No. /TTr-HĐQT dated / /2026 of the Company's Board of Directors regarding the amendment of the Company's Charter and Internal Regulations on Corporate Governance; Regulations on the operation of the Board of Directors. Authorize the Chairman of the Board of Directors to sign, on behalf of the General Meeting of Shareholders, the decisions to issue the aforementioned Charter and regulations for implementation.

Article 9: Unanimously approve the dismissal of members of the Board of Directors, members of the Board of Supervisors, and the election of additional members of the Board of Directors for Term II (2023-2028) as follows:

1. The General Meeting of Shareholders dismisses the member of the Board of Directors, Mr. Nguyen Viet Tuong, who has submitted his resignation letter;

2. The General Meeting of Shareholders dismisses the members of the Board of Supervisors, as the Company's management model no longer includes a Board of Supervisors, for the following gentlemen:

- Mr. Nguyen Thac Hoanh;
- Mr. Phan Thanh Tan;
- Mr. Au Qui Vinh.

3. The General Meeting of Shareholders has elected additional members of the Board of Directors for Term II (2023-2028) for .....;

Article 10: The 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company authorizes the Board of Directors to direct and organize the implementation of the contents approved at this Annual General Meeting of Shareholders, in accordance with the provisions of the law and the Company's Charter.

Attached to this Resolution are the documents submitted to the 2026 Annual General Meeting of Shareholders.

This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company with a 100% approval rate of the total shares participating in the meeting with voting rights and takes effect from June 30, 2026./.

Recipients:
- Members of the Board of Directors;
- General Director Board;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administrative Department (posted on Company Website);
- Archive: VT.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

Nguyen Viet Tuong

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CURRICULUM VITAE

1/ Full Name::	
2/ Gender	
3/ Date of Birth:	
4/ Place of Birth:	
5/ ID Card/Citizen Identification Card/Passport:	Date Issued:
6/ Nationality:	
7/ Ethnicity:	
8/ Permanent Addre:	
9/ Company Phone Number: 10/ Email Address:	*Mobile Phone Number:*
11/ Professional Qualification:	
12/ Work Experience: + From … to …: + From … to …:	
13/ Current Positions:	
14/ Total Number of Shares Held (as of …/…/…): …. shares, representing ….% of charter capital, of which:	
+ Representative of the capital of (name of the organization that is the State shareholder/strategic shareholder/other):	*.. shares, representing …..% of charter capital*
+ Individual Owner:	*…. shares, representing …..% of charter capital*
15/ Commitments to hold (if any)	
16/ Related parties holding shares of the company:	*…… – Relationship System: ……; holding: …… shares, accounting for ……% of charter capital*
	…… Relationship System: ……; holding: …… shares, accounting for ……% of charter capital
17/ Related interests in the Compan:	
18/ Conflict of interests with the Company:	

I declare that the above statements are completely true. If they are false, I will be fully responsible before the law.

……, Date …… Month …… Year 2026
Declarant
(Signature, full name)

SOCIALIST REPUBLIC OF VIETNAM
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COMMITMENT STATEMENT OF A MEMBER OF THE BOARD OF DIRECTORS
Term II (2023-2028)

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

My name is:

Date of birth:

ID Card/Citizen Identification Number: ..... Issued on: ..... Place of issue:

Permanent residence:

Current address:

Contact phone number:

Email:

Professional qualifications:

Work unit:

If elected as a Member of the Board of Directors of Dak Lak Rubber Joint Stock Company, I hereby commit to the following:

1. To comply with the law and the Company Charter in all management and operational activities.

2. I will fulfill the responsibilities, powers, and obligations of a Board member in accordance with the Law on Enterprises and related legal documents. I will actively participate in Board of Directors meetings and contribute to the development of the Company.

3. I will not abuse my position or authority to seek personal gain or harm the legitimate rights and interests of the Company, shareholders, or related parties.

4. I commit to maintaining confidentiality regarding the Company's business operations, strategies, finances, and other information that I acquire during the performance of my duties, except as otherwise provided by law.

5. I will fully comply with reporting obligations, ensure transparency of information, and declare related interests in accordance with regulations.

I will assume full legal responsibility and liability to the Company for any violations of the above commitments.

Sincerely!

....., Date ..... Month ..... Year 2026
Declarant
(Signature, full name)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dak Lak, April 29, 2026

RESIGNATION LETTER

To: The Board of Directors of Dakruco Company.

My name is: **NGUYEN VIET TUONG.** Date of Birth: January 01, 1965

Current Position: Chairman of the Board of Directors of Dakruco.

I am writing this letter to the Board of Directors and the General Meeting of Shareholders (GMS) of Dakruco to request my resignation as a member of the Board of Directors before the 2026 Annual General Meeting of Shareholders. This is to allow the BOD to prepare a replacement for submission at the 2026 Annual General Meeting.

Reason for resignation: Pursuant to Decision No. 1285/QD-UBND dated April 23, 2026, issued by the People's Committee of Dak Lak Province regarding the retirement of the State Capital Representative for social insurance benefits, I will retire on August 01, 2026. Consequently, I cannot continue to serve as the State Capital Representative at Dakruco, and the Provincial People's Committee will appoint another person to replace me.

During my nearly 11-year tenure with Dakruco as the Chairman of the Board, I, along with the Board members through various terms, have strived to fulfill our duties, leading Dakruco through difficulties to its current stage of development. While certain errors were inevitable, I would like to take this opportunity to express my sincere gratitude to the shareholders, Board members past and present, the Executive Board, and all employees and workers within the Dakruco ecosystem for everything.

Finally, I look forward to the approval of my request by the Board of Directors and the General Meeting of Shareholders./.

Recipients:
- As mentioned above;
- Provincial People's Committee (for information);
- Provincial Department of Home Affairs (for information);
- Dakruco Party Committee (for information).

THE APPLICANT

(Signed)

NGUYEN VIET TUONG