

Re: Disclosure of Additional Documents
for the 2025 Annual General Meeting of Shareholders

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

To: - State Securities Commission
- Hanoi Stock Exchange

Name of Company : Dak Lak Rubber Joint Stock Company

Stock code : DRG

Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City,
Dak Lak Province

Phone : (0262) 3865015;

fax : (0262) 3865041

Website : <http://www.dakruco.com>

Type of information disclosure :

☐ 24 hours ☒ Periodic ☐ Irregular ☐ On demand

Content of information disclosure :

Supplementary Documents for the 2025 Annual General Meeting of
Shareholders, specifically:

- Addition of Proposal No. 18/TTr-HĐQT dated June 23, 2025 regarding the dismissal and additional election of members of the Board of Directors and members of the Supervisory Board for Term II (2023–2028);
- Addition of Proposal No. 17/TTr-HĐQT dated June 23, 2025 regarding the 2025 salary and remuneration plan (amending Proposal No. 12/TTr-HĐQT dated June 3, 2025 on the 2025 salary and remuneration plan);

Daklak Rubber Joint Stock Company respectfully discloses the supplementary information to the meeting documents for the 2025 Annual General Meeting of Shareholders.


Dak Lak Rubber Joint Stock Company hereby discloses information regarding Documents of the 2025 Annual General Meeting of Shareholders.

This information was published on the Company's website on 24 June 2025 at the following link: <https://www.dakruco.com/index.php/shareholder>.

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

Attached documents :

- Proposal No. 18/TTr-HĐQT
dated June 23, 2025;
- Proposal No. 17/TTr-HĐQT
dated June 23, 2025.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD**


Nguyen Viet Tuong



No.:18/TTr-HDQT

Buon Ma Thuot, June 23, 2025

PROPOSAL

Regarding the dismissal and supplementary election of Members of the Board of Directors members of the Board of Supervisors for II Term (2023-2028)

To: Shareholders.

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;
- Pursuant to Decree 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Company Charter amended and supplemented at the General Meeting of Shareholders approved on November 24, 2023;
- Pursuant to Notice No. 07/TB-HDQT dated June 04, 2025 of the Board of Directors of Dak Lak Rubber Joint Stock Company regarding the nomination and candidacy of Board of Directors' members and Supervisors for Term II (2023-2028);
- Pursuant to the resignation letter of Mr. Nguyen Do from his position as a Board of Directors' member of the Company;
- Pursuant to Resolution No.NQ-HDQT datedJune/2025 of the Board of Directors of Dak Lak Rubber Joint Stock Company.

The Company's Board of Directors hereby submits to the 2025 Annual General Meeting of Shareholders for opinion on the following matters:

I. Approval of the dismissal of Board of Directors' members and Board of Supervisors' members for Term II (2023-2028):

1. Approval of the dismissal of Mr. Nguyen Do as a Board of Directors' member for II Term (2023-2028).

- Reasons: Mr. Nguyen Do has submitted a resignation letter (attached).
- Effective date of dismissal: From the date of issuance of the 2025 Annual General Meeting of Shareholders Resolution.

2. Approval of the dismissal of a Board of Supervisors' member for II Term (2023-2028) for Ms. Nguyen Thi Mai Quyen

- Reasons: To nominate a Board of Directors' member for II Term (2023-2028).
- Effective date of dismissal: From the date of issuance of the 2025 Annual General Meeting of Shareholders Resolution.



II. Supplementary election of Board of Directors' members and Board of Supervisors' members for II Term (2023-2028):

1. Number and qualifications of candidates for the additional election of members of the Board of Directors and the Board of Supervisors for II Term (2023–2028):

1.1. Regarding number

- Number of supplementary Board of Directors' members to be elected: 01 person.

- Number of supplementary Board of Supervisors' members to be elected: 01 person.

- Maximum number of Board of Directors/Board of Supervisors Nominees: Unlimited.

1.2. Regarding qualification

- Criteria for Nominees to join the Board of Directors (Pursuant to Clause 1, Article 155 of Law on Enterprises 59/2020/QH14 and Article 275 of Decree 155/2020/ND-CP)

- Criteria for Nominees to join the Board of Supervisors (Pursuant to Article 169 of Law on Enterprises 59/2020/QH14 and Article 286 of Decree 155/2020/ND-CP).

2. Approval of the list of Nominees for the Board of Directors and Board of Supervisors for II Term (2023-2028):

No.	Name	Qualification	Note
I	Board of Directors' members		
1	Ms. Nguyen Thi Mai Quyen	Master of Agronomy	
II	Member of the Board of Supervisors		
1	Mr. Au Qui Vinh	Bachelor of Agricultural and Forestry Economics	

(Curriculum vitae summary and related attached documents.)

Other contents related to the election of the Board of Directors and Board of Supervisors for term II (2023 – 2028) shall be applied according to the election regulations for the Board of Directors and Board of Supervisors at the 2025 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely!

Recipients:

- General Meeting of Shareholders meeting;
- Board of Directors;
- Board of Supervisors;
- HR Department (for website upload);
- Board of Directors, Office (for filing).

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

Nguyen Viet Tuong





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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.:17/TTr-HDQT

Buon Ma Thuot, June 23, 2025

REPORT

On the salary and remuneration plan for 2025 of Dak Lak Rubber Joint Stock Company

To: Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

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

- Pursuant to Article 4, Resolution No. 12/NQ-HDQT dated May 29, 2024 of the Board of Directors of Dak Lak Rubber Joint Stock Company.

Based on the business performance results in 2024; the 2025 production plan of Dak Lak Rubber Joint Stock Company and Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on labor management, salaries, remuneration, and bonuses in State-owned Enterprises. The Board of Directors hereby submits to the General Meeting of Shareholders the results of the implementation of salaries and remuneration for managers in 2024 and the plan for salaries and remuneration for managers in 2025 as follows:

1. On salaries, remuneration, and bonuses for managers in 2024:

- The total salary and remuneration fund for managers finalized is: 2,803.524 million VND, of which full-time managers: 2,566.932 million VND; part-time managers are: 236.592 million VND.

- The bonus fund for managers from the 2023 profit after tax is 290.607 million VND; the 2024 fund is 320.865 million VND.

- Operating expenses of the Board of Directors and the Board of Supervisors are: 34.351 million VND.

2. Plan for salaries and remuneration for managers in 2025:

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

2.2. Salary and remuneration fund for Board of Directors' members and Supervisors in 2025: 2,008.800 million VND. Of which:

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

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

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

3. This proposal replaces Proposal No. 12/TTr-HDQT dated June 3, 2025, regarding the 2025 salary and remuneration plan of Dak Lak Rubber Joint Stock Company.

In case the Provincial People's Committee has a different opinion on the above contents, the Board of Directors will submit the matter to the General Meeting of Shareholders for consideration and decision.

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

Recipients:

- Shareholders;
- General meeting of shareholders;
- Board of Supervisors
- Corporate Governance Officer;
- Administration Department (for uploading to Website);
- Archive: Secretariat.

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

(signed)

NGUYEN VIET TUONG

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Photo 4x6



CURRICULUM VITAE

*(For nominee for member of the board of supervisors
Dak Lak Rubber Joint Stock Company II term (2023-2028))*

1. Full name: AU QUI VINH
2. Gender: Male
3. Date of Birth: October 30, 1983
4. Nationality: Vietnamese
5. Hometown: Tu Nghia, Quang Ngai.
6. Citizen ID No.: 046083007974 date of issue: September 29, 2022 place of issue: Police Department for Administrative Management of Social Order
7. Permanent Address: Hamlet 11, Hoa Thang, Buon Ma Thuot, Dak Lak
8. Telephone: 0913144075
9. Education Level: 12/12
10. Qualification: Bachelor of Agro-Forestry Economics
11. Current Position, Workplace: Deputy Head of Technical Department, Dak Lak Rubber Joint Stock Company
12. Work History:

From... to	Workplace	Position
2007-2010	Dak Lak Rubber Company Branch in Ho Chi Minh City	Head of Financial investments Department, Branch
2010-2018	Dak Lak Rubber One Member Limited Liability Company	Specialist, Finance and Accounting Department, Company
2018-2019	Dak Lak Rubber Joint Stock Company.	Member of the Board of Supervisors, Company
2019-2023	Dak Lak Rubber Joint Stock Company.	Specialist, Finance and Accounting Department, Company
2024-15/3/2025	Dak Lak Rubber Joint Stock Company.	Deputy Head of Finance - Investment Promotion Board, Company
15/3/2025-Present	Dak Lak Rubber Joint Stock Company.	Deputy Head of Technical Department, Company

13. Other Positions Currently Held in Other Organizations: None

14. Number of Shares Personally Held in Dak Lak Rubber Joint Stock Company:
..... shares, accounting for % of Charter capital

15. Commitments to Hold (If any): None

16. Interests Related to Dak Lak Rubber Joint Stock Company (If any): None

17. List of affiliated persons Holding Shares in Dak Lak Rubber Joint Stock Company:

1. Relationship:, Name of Individual/Organization: holding:
..... Shares, accounting for% of Charter capital).
2. Relationship:, Name of Individual/Organization: holding:
..... Shares, accounting for% of Charter capital).
3.

I certify that the above information is true and I take full responsibilities before the law
for the information declared.

Buon Ma Thuot, June 23, 2025

Attached Documents:

1. Copy of ID Card/Citizen ID Card/Passport;
2. Degrees and certificates of education level and Qualification.

Nominee

(Signature and full name)

Au Qui Vinh



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CURRICULUM VITAE

**(For candidacy as a Member of the Board of Directors of Dak Lak Rubber Joint Stock Company
II Term (2023-2028))**

1/ Name:	NGUYEN THI MAI QUYEN	
2/ Gender:	Female	
3/ Date of Birth:	17/09/1970	
4/ Place of Birth:	Binh Dinh	
5/ ID Card/Passport No.: 052170012742	date of issue: 10/05/2021	
6/ Nationality:	Vietnamese	
7/ Ethnicity:	Kinh	
8/ Address:	No. 33 Nguyen Thuong Hien Street - Tan An Ward - Buon Ma Thuot City - Dak Lak Province.	
9/ Company Telephone: 0262 3865015	Mobile Telephone: 0982111627	
10/ Email Address:	quyendakruco@gmail.com	
11/ Qualification:	Master of Agronomy	
12/ Work History:		
From... to	Workplace	Position
1989-1994	Studied at Tay Nguyen University	
1994-1997	K'Dang Rubber Farm, Mang Yang Rubber Company, Gia Lai	Statistical and Technical Assistant
1997-1998	Rubber Science, Technology and Services Center, under Dak Lak Rubber Company	Technical Officer
1998-2008	Rubber Processing and Services Enterprise, under Dak Lak Rubber Company	Technical Officer, ISO Secretary, Deputy Head of Technical Department
2008-2010	Dak Lak Rubber Company	ISO Committee Secretary
2010-2014	Dak Lak Rubber One Member Limited Company	ISO Committee Secretary
2014-2015	Dak Lak Rubber One Member Limited Company	Deputy Head of Administration Department, ISO Committee Secretary
2015-2018	Dak Lak Rubber One Member Limited Company	Deputy Head of Technical Department, ISO Committee Secretary
2018-2021	Dak Lak Rubber Joint Stock Company	Deputy Head of Technical Department, ISO Committee Secretary

01/2022-3/2025	Dak Lak Rubber Joint Stock Company.	Head of Quality Management Department.
3/2025-present	Dak Lak Rubber Joint Stock Company.	Head of Technical Department
13/ Current Positions:		Secretary of Party Cell III - Company Office
		Head of Technical Department
14/ Total Shares held (as of 20/06/2025): 2,200 shares, accounting for 0.0014% of charter capital.		
+ Capital Representative of (name of organization which is a State shareholder/strategic shareholder/other):		<i>0 shares, accounting for 0% of charter capital</i>
+ Individually owned:		<i>2,200 shares, accounting for 0.0014% of charter capital.</i>
15/ Commitments to hold (If any)		
16/Related persons holding shares of the company:		<i>No</i>
17/ Related benefits to the Company:		
18/ Conflicting interests with the Company:		

I commit that the declarations made herein are entirely true; should any be false, I shall bear full responsibility before the law.

Buon Ma Thuot, June 23, 2025

Declarant

(Signature, full name)

Nguyen Thi Mai Quyen