



Buon Ma Thuot, June 26, 2025

MINUTES
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAK LAK RUBBER JOINT STOCK COMPANY

Today, at 8:00 AM on June 26, 2025, at 3rd Floor - Dakruco Hotel, address 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City, Dak Lak Province, Dak Lak Rubber Joint Stock Company (DRG) held the 2025 Annual General Meeting of Shareholders.

I. Company Name: DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)

- Stock code: **(DRG)**
- Address: 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City, Dak Lak Province
- Business Registration Number: 6000175829 issued by the Business Registration Office, Department of Planning and Investment of Dak Lak Province, first registered on November 15, 2010; 9th amendment on January 17, 2025.

II. Participants of the Meeting:

1. Board of Directors:

- | | |
|-------------------------|--|
| - Mr. Nguyen Viet Tuong | - Chairman of the Board of Directors; |
| - Mr. Nguyen Minh | - Member of the Board of Directors cum General Director; |
| - Mr. Nguyen Tran Giang | - Member of the Board of Directors; |
| - Mr. Nguyen Do | - Member of the Board of Directors; |
| - Mr. Nguyen Van Cuc | - Member of the Board of Directors; |
| - Mr. Nguyen Van Thong | - Member of the Board of Directors; |
| - Mr. Ta Quang Tong | - Member of the Board of Directors. |

2. Board of Supervisors:

- | | |
|----------------------------|-------------------------------------|
| - Mr. Nguyen Thac Hoanh | - Head of the Board of Supervisors; |
| - Mr. Phan Thanh Tan | - Member of the Board; |
| - Ms. Nguyen Thi Mai Quyen | - Member of the Board. |

3. Board of Management:

- | | |
|-------------------------|----------------------------|
| - Mr. Nguyen Minh | - General Director; |
| - Mr. Nguyen Tran Giang | - Deputy General Director; |
| - Mr. Le Thanh Binh | - Chief Accountant. |

4. Representatives from Dak Lak Province.

- Mr. Nguyen Quang Thuan – Deputy Director of the Department of Home Affairs;



- Ms. Phung Thi Phuong – Deputy Head of the Division of Public Asset Pricing and Industry Management, Department of Finance;

- Mr. Hoang Bao Hung – Planning Division, Department of Agriculture and Rural Development;

- Ms. Ninh Thi Hoa – Deputy Head of the Sub-Department of Crop Production and Plant Protection, Department of Agriculture and Rural Development.

and units, and leaders of Dakruco's Subsidiaries and Associated companies.

5. Attending Shareholders: 26 shareholders and representatives.

PART I: OPENING OF THE MEETING

1. Verification of Shareholder Eligibility:

Mr. Nguyen Thac Hoanh, Head of the Board of Supervisors, presented the Minutes of Shareholder Eligibility Verification for the meeting as follows:

+ Total number of shareholders invited according to the shareholder closing list as of May 16, 2025, is 782 shareholders representing 155,800,000 shares.

+ Total number of attending shareholders and representatives: 26 shareholders;

+ Representing: 154,190,000 shares;

+ Reaching 98,97 % of the total charter capital.

Pursuant to Clause 1, Article 145 of the Law on Enterprises 2020 and Clause 1, Article 20 of the Charter of Daklak Rubber Joint Stock Company, Dakruco's Annual General Meeting of Shareholders 2025 is eligible to proceed.

2. The General Meeting of Shareholders unanimously elected the Presidium, including:

- Mr. Nguyen Viet Tuong - Chairman of the Board of Directors - Chairperson;

- Mr. Nguyen Minh - General Director - Member;

- Mr. Nguyen Tran Giang - Deputy General Director - Member.

Shareholders unanimously voted to elect the Presidium with 100% of the shares attending the meeting.

The Chairperson nominated the Secretariat, including:

- Mr. Tran Van Duc – Person in charge of Corporate Governance;

- Ms. Nguyen Thi Mai Quyen - Head of Technical Department - Member of the Board of Supervisors.

Shareholders unanimously voted to elect the Secretariat with 100% of the shares attending the meeting.

3. Mr. Nguyen Viet Tuong: Presented the opening speech for the 2025 Annual General Meeting of Shareholders.

4. Mr. Nguyen Tran Giang: On behalf of the Presidium, presented the meeting agenda; Working Regulations and Regulations on Dismissal and Election of additional members of the Board of Directors/Board of Supervisors at the 2025 Annual General Meeting of Shareholders. The General Meeting of Shareholders agreed with 100% of the shares attending the meeting.

5. The General Meeting of Shareholders unanimously agreed to elect the Ballot Counting Committee and the Support Team:

Mr. Nguyen Tran Giang: On behalf of the Presidium, introduced the Ballot Counting Committee. The General Meeting of Shareholders agreed to the members of the Ballot Counting Committee and the Support Team, with 100% of the shares attending the meeting.

a. Ballot Counting Committee:

- | | |
|-----------------------------|-------------------------|
| 1. Vo Dinh Thanh Tuan | - Head of the Committee |
| 2. Le Thanh Binh | - Member |
| 3. Pham Thi Thuy Bang Huyen | - Member |

b. Support Team

- | | |
|---------------------|---------------|
| 1. Hoang Chi Linh | - Team Leader |
| 2. Tran Thanh Toan | - Member |
| 3. Au Quy Vinh | - Member |
| 4. Le Thi Minh Hanh | - Member |

PART II: APPROVAL OF REPORTS AND PROPOSALS: (*Reports and Proposals are attached*)

1. Mr. Nguyen Viet Tuong - Chairman of the Board of Directors presented the Report of The Board of Directors on activities in 2024 and plans for 2025.

2. Mr. Nguyen Minh – General Director presented the Report on the Business Production Results report for 2024 and the business production plan for 2025.

3. Mr. Nguyen Tran Giang - Deputy General Directors presented the summary of the 2024 Financial statements audited by Vietvalues Auditing and Consulting Company Limited and explained the auditor opinions raised.

4. Mr. Nguyen Thac Hoanh - Head of the Board of Supervisors presented the Report on the activities of the Board of Supervisors in 2024 and the plan for 2025.

5. Mr. Nguyen Viet Tuong presented the contents for voting, including:

1) Proposal changes in production-business and investment plans for the 5 years period (2024-2028);

2) Proposal on approving the key production and business indicators and investment in 2025;

3) Proposal on the distribution of profit after-tax for 2024;

4) Proposal on the salary and remuneration plan for the Company's Managers and the operating costs of the Board of Directors and Board of Supervisors for 2025;



5) Proposal on Selection of the auditing firm for the Parent Company's Financial statements and the Consolidation Financial statements for 2025.

6. Discussion Section:

Shareholders agreed to all contents of the reports and proposals submitted by the Board of Directors for the meeting's opinion and had no other opinions.

7. Mr. Vo Dinh Thanh Tuan - Head of the Ballot Counting Committee guided the voting on the contents according to the Ballot, the General Meeting of Shareholders conducted voting on the indicators in the Ballot. The Ballot Counting Committee collected the Ballots.

8. Implementation of the process for dismissal and election of additional members of the Board of Directors/Board of Supervisors for term II (2023-2028):

8.1. Mr. Nguyen Viet Tuong presented Proposal No. 18/TTr-HDQT dated June 23, 2025 regarding the dismissal of member of the Board of Directors/Board of Supervisors for term II (2023-2028).

a) Dismissal of Members of the Board of Directors and Board of Supervisors:

Approval of the dismissal of Mr. Nguyen Do from the Board of Directors and Ms. Nguyen Thi Mai Quyen from the Board of Supervisors. The General Meeting of Shareholders conducted a vote using ballot cards.

The result showed that 154.190.000 shares with voting rights attending the meeting, accounting for a Percentage of 100% agreed to dismiss member of the Board of Directors/Board of Supervisors for Mr. Nguyen Do - Member of the Board of Directors and Ms. Nguyen Thi Mai Quyen - Member of the Board of Supervisors.

b) Election of Additional Members to the Board of Directors and Board of Supervisors:

Approval of the list of candidates for the election of Ms. Nguyen Thi Mai Quyen as an additional member of the Board of Directors, and and Mr. Au Qui Vinh as an additional member of the Board of Supervisors. The General Meeting of Shareholders conducted a vote using ballot cards.

The result showed that 154.190.000 voting shares were represented at the meeting, accounting for 100% consensus in approving the election of Ms. Nguyen Thi Mai Quyen to the Board of Directors and Mr. Au Qui Vinh to the Board of Supervisors.

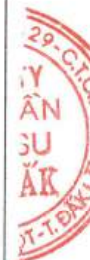
8.2. Mr. Vo Dinh Thanh Tuan - Head of the Ballot Counting Committee, guided the Election of members of the Board of Directors/Board of Supervisors. The General Meeting of Shareholders proceeded to cast Voting Ballot for members of the Board of Directors/Board of Supervisors for term II (2023-2028). The Ballot Counting Committee collected the Voting Ballot.

9. The General Meeting of Shareholders meeting took a 10-minute break. The Ballot Counting Committee proceeded to count the Voting and Voting Ballot for members of the Board of Directors/Board of Supervisors.

10. Mr. Vo Dinh Thanh Tuan, Head of the Ballot Counting Committee, announced the Vote Counting Result of the Voting Indicators and the Voting Ballot for members of the Board of Directors/Board of Supervisors as follows:

10.1. Vote Counting Result of the Voting Indicators: (By the percentage of voted Shares/percentage of Shares with voting rights)

No.	Content	Approve (%)	Disapprove (%)	Abstain (%)
1	Voting on the reports at the 2025 Annual General Meeting of Shareholders:	100%	0	0
	1.1. The Report of The Board of Directors on activities in 2024 and plans for 2025;	100%	0	0
	1.2. The Report of the Board of Management on the Business Production Results report for 2024 and the business production plan for 2025;	100%	0	0
	1.3. The Report on the auditing results of the 2024 Financial statements by Independent Auditing firm;	100%	0	0
	1.4. The Report on the activities of the Board of Supervisors in 2024 and the plan for 2025	100%	0	0
2	Voting on the amendment content, Article 2, Resolution No. 02/NQ-DHDCD, date November 24, 2023 of the General Meeting of Shareholders regarding the production-business and investment plan for the 2024-2028 period, as per Proposal No. 10/TTr-HDQT Date June 03, 2025 of the Board of Directors. Should the Provincial People's Committee have different opinions on the aforementioned contents, the Board of Directors will submit them to the General Meeting of Shareholders for consideration and Decision.	100%	0	0
3	Voting on some production-business Targets for 2025, as per Proposal No. 11/TTr-HDQT, date June 03, 2025 of the Board of Directors.	100%	0	0
3.1	Rubber latex exploitation and processing output: 7,626.8 tons; Elastic yarn production: 2,500 tons; Distilled acid output: 100 tons; Fresh banana output: 1,600 tons; Durian output: 284.15 tons; MD2 pineapple output: 168.81 tons; Areca nut output: 55.74 tons.	100%	0	0
3.2	Total revenue and other income: VND 697,544.95 million; Total expenses: VND 617,317.76 million; Profit before tax: VND 80,227 million.	100%	0	0
3.3	Total investment capital: VND 217,961.36 million, including: Investment in immature rubber plantations: VND 124,552.64 million (including the cost of planting 781.61 hectares	100%	0	0



	of new rubber trees); Fruit orchards at Cur Bao Agricultural Branch: VND 7,699.99 million; Forest plantation (FSC-certified): VND 1,443.85 million; Intercropped coffee on 244.19 hectares of newly planted rubber at Cur M'gar Agricultural Branch: VND 27,709.47 million; Other investments: VND 57,225.72 million. In the event of additional investments arising outside the approved investment portfolio, the Board of Directors is authorized to make decisions based on adjusting the plan within the scope of the total approved investment budget.			
3.4	In the event that the Provincial People's Committee has a differing opinion on the above matters, the Board of Directors shall submit the issue to the General Meeting of Shareholders for review and decision.	100%	0	0
4	Voting on the profit after tax distribution plan for 2024 as per Proposal No. 13/TTr-HDQT, date June 03, 2025 of the Board of Directors.	100%	0	0
4.1	Undistributed after-tax profit as of December 31, 2024: VND 50,512,373,482. Of which, appropriations to funds from 2024 after-tax profit amount to: VND 36,944,656,599. Remaining profit after fund appropriations: VND 13,567,716,883.	100%	0	0
4.2	A cash dividend of VND 13,567,716,883 will be distributed to shareholders in 2025 at an appropriate time, as determined by the Board of Directors.	100%	0	0
5	Voting on the salary and remuneration fund for the Company's Managers and the Operations Cost of the Board of Directors, Board of Supervisors in 2024, as per Proposal No. 17/TTr-HDQT, date June 23, 2025 of the Board of Directors.	100%	0	0
6	Voting to approve the proposal of the Board of Supervisors, authorizing the Board of Directors to select 01 out of 03 Auditing firms for 2025, as per Proposal No. 01/TTr-BKS, date June 03, 2025 of the Board of Supervisors.	100%	0	0

(with attached vote counting minutes)

Thus, the Content presented at the 2025 annual General Meeting of Shareholders meeting was approved.

10.2. Election Results for additional members of the Board of Directors/Board of Supervisors for term II (2023-2028):

No.	Name	Total Shares for election	Total Shares with voting rights	Percentage (%)
I	Member of the Board of Directors			
1	Ms. Nguyen Thi Mai Quyen	155.800.000	154.189.300	100
II	Member of the Board of Supervisors			
1	Mr. Au Qui Vinh	155.800.000	154.190.000	100

(with attached vote counting minutes)

Thus, Ms. Nguyen Thi Mai Quyen was unanimously elected by the General Meeting of Shareholders as a member of the Board of Directors, and Mr. Au Qui Vinh was unanimously elected as a member of the Board of Supervisors for the second term (2023–2028). Ms. Nguyen Thi Mai Quyen and Mr. Au Qui Vinh were introduced to the General Meeting of Shareholders and assumed their duties.

PART III. CLOSING OF THE GENERAL MEETING OF SHAREHOLDERS

1. The Secretariat read and approved the Minutes and Resolution before the 2025 annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company and was unanimously approved by the General Meeting of Shareholders with 100% of the Shares with voting rights present at the meeting.

The Minutes of the meeting and the Resolution of the 2025 annual General Meeting of Shareholders, along with related documents, are published on the website of Dak Lak Rubber Joint Stock Company, at <https://www.dakruco.com/index.php/shareholder> (Shareholders Relations/Annual General Meeting of Shareholders section).

2. Mr. Nguyen Viet Tuong declared the closing of the 2025 Annual General Meeting of Shareholders meeting of Dak Lak Rubber Joint Stock Company.

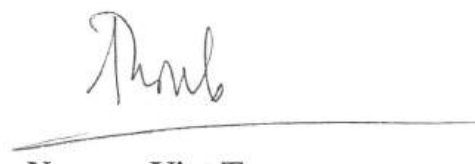
The Minutes were prepared at 12:00 PM on date June 26, 2025 immediately after the annual General Meeting of Shareholders meeting concluded its agenda./.

ON BEHALF OF THE SECRETARIAT

CHAIRPERSON



Tran Van Duc



**Nguyen Viet Tuong
CHAIRMAN OF THE
BOARD OF DIRECTORS**

**RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAK LAK RUBBER JOINT STOCK COMPANY**

The 2025 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company (Dakruco) commenced at 8:00 a.m. on 26 June 2025 at the 3rd-floor conference hall, Dakruco Hotel; address: 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City, Dak Lak Province, with the attendance of 26 shareholders and authorized representatives, representing 782 shareholders with voting rights, accounting for 98.97% of the Company's total shares with voting rights, 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;

Pursuant to the amended Charter of the Company approved by the General Meeting of Shareholders on 24 November 2023;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company dated 26 June 2025;

RESOLVES

Article 1: To approve the following reports:

1. Report of The Board of Directors on activities in 2024 and plans for 2025;
2. Report on the Business Production Results report for 2024 and the business production plan for 2025 of The Board of Management of Dak Lak Rubber Joint Stock Company;
3. The 2024 parent company financial statements of Dakruco audited by Viet Values Auditing and Consulting Co., Ltd.
4. Report on the activities of the Board of Supervisors in 2024 and Activity plan for 2025.

Article 2: To approve the adjustment of the business and investment plan for the 2024–2028 period, as per Proposal No. 10/TTr-HDQT dated 03 June 2025 of the Board of Directors of Dak Lak Rubber Joint Stock Company, including the following key targets and tasks:

1. Total production for the 2024–2028 period:



1.1. Total rubber latex production: 36,770.29 dry tons; average annual purchase of smallholder rubber: 2,000 tons.

1.2. Total elastic thread production: 14,700.0 tons.

1.3. Total durian production: 3,596.71 tons.

1.4. Total MD₂ pineapple production: 361.93 tons, with business operations to end in 2025.

1.5. For banana products: Strive to achieve an output of 3,903.81 tons, with business operations to end in 2025.

1.6. For coffee: Intercropping coffee on the newly planted rubber area in 2025 at the Cu Mgar Plantation Branch will cover 729.17 hectares and is expected to be put into commercial operation in 2028.

2. Total revenue for 2024–2028: 4,158.08 billion VND.

3. Total after-tax profit for the period: 394.66 billion VND.

4. Investment plan for 2024–2028: Total investment cost of 749.45 billion VND, including:

- Investments in maintaining and replanting rubber plantations established from 2015 to 2025: 349.25 billion VND (in 2025, investment in replanting 781.61 ha at Cu Mgar Plantation Branch).

- Investments in fruit gardens: 26.16 billion VND, mainly for intercropping 50.05 ha of durian and jackfruit in 2025 and caring for durian planted in 2024.

- Investments in intercropping coffee: 134.17 billion VND, including: planting 244.19 ha in 2025, 282.63 ha in 2026, 254.79 ha in 2027).

- Investments in FSC forest plantation: 5.34 billion VND.

- Other capital construction expenses outside plantations and auxiliary works at the coffee plantation amount to **234.60** billion VND, including: maintenance and repair of latex production machinery and equipment: 34.623 billion VND; maintenance of elastic thread production machinery and equipment: 19.163 billion VND; repair and maintenance at the Hotel Branch: 28.328 billion VND; repair of latex transport vehicles: 4.417 billion VND; repair of plantation roads: 20.089 billion VND; and construction, procurement of new fixed assets, and repair and maintenance of other remaining assets: 127.983 billion VND.

5. The Board of Directors shall base its annual plan on the above and submit to the General Meeting of Shareholders for approval as the basis for the Board of Management's execution.

In the event of differing opinions from the Provincial People's Committee, the Board of Directors shall revise the plan accordingly and submit to the General Meeting of Shareholders for consideration and decision.

Article 3: To approve the 2025 key production, business, and investment targets per Proposal No. 11/TTr-HDQT dated 03 June 2025 of the Board of Directors of Dak Lak Rubber Joint Stock Company, including:

1. Rubber latex output: 7,626.80 dry tons; elastic thread: 2,500 tons; distilled acid: 100 tons; fresh banana: 1,600 tons; durian: 284.15 tons; MD₂ pineapple: 168.81 tons; areca nut: 55.74 tons.

2. Total revenue: 697,544.95 million VND; Total expenses: 617,317.76 million VND; Profit before tax: 80,227 million VND.

3. Total investment capital for 2025: 217,961.36 million VND, including:

3.1. Investments in rubber plantation (immature and new): 124,552.64 million VND (781.61 ha of new rubber, corresponding 38,308.90 million VND; care for 3,582.81 ha of immature rubber, corresponding 86,243.74 million VND);

3.2. Investments in fruit gardens at Cu Bao Plantation Branch: 7,699.99 million VND;

3.3. Investments in FSC forest: 1,443.85 million VND;

3.4. Investments in intercropping coffee on 244.19 ha of new rubber at Cu Mgar Plantation Branch: 27,709.47 million VND;

3.5. Other investments: 57,225.72 million VND, including: equipment maintenance: 29,407.36 million VND; construction: 27,818.36 million VND.

In case of additional investments not listed, the Board of Directors is authorized to decide within the total approved investment budget.

4. If the Provincial People's Committee provides differing opinions, the Board of Directors shall submit adjustments to the General Meeting of Shareholders for approval.

Article 4: To approve the 2025 remuneration fund and operating expenses for the Company's Managers, Board of Directors, and Board of Supervisors as per Proposal No. 17/TTr-HDQT dated 23 June 2025 of Dakruco:

1. On the Salaries, Remuneration, and Bonuses of Managers in 2024:

1.1. The total finalized fund for salaries and remuneration of managers was VND 2,803.524 million, including; Full-time managers: VND 2,566.932 million; Part-time managers: VND 236.592 million.

1.2. The bonus fund for managers derived from after-tax profits for 2023 is VND 290.607 million; for 2024 is VND 320.865 million.

1.3. Operating expenses of the Board of Directors and the Board of Supervisors were VND 34.351 million.

2. Salary and Remuneration Plan for Managers in 2025

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

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



- Salary for full-time members of the Board of Directors and Board of Supervisors: VND 1,560 million.
- Remuneration fund for part-time members of the Board of Directors and Board of Supervisors: VND 448.800 million.

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

Article 5: To approve the 2024 profit distribution plan, as per Proposal No. 13/TTr-HDQT dated 03 June 2025 of Dakruco:

1. Undistributed profit after-tax as of December 31, 2024: **50,512,373,482 VND**, including:

1.1. Allocation to funds from 2024 profit after-tax: 36,944,656,599 VND:

+ Investment and development fund	:	15,153,712,000 VND.
+ Bonus and welfare fund	:	21,470,079,317 VND.
+ Management bonus fund	:	320,865,282 VND.

1.2. Remaining profit after allocations : 13,567,716,883 VND.

2. Dividend distribution: Cash dividend payment of VND 13,567,716,883 will be made to shareholders in 2025 at an appropriate time, as decided by the Board of Directors.

Article 6: Based on the proposal of the Board of Supervisors, authorize the Board of Directors to select one of the three auditing firms for the 2025 financial statements: AAC Auditing and Accounting Company Limited; MOORE AISC Auditing and Informatics Services Company Limited – Da Nang branch; Vietvalues Audit and Consulting Company Limited – Da Nang branch, to conduct the audit of the Company's 2025 financial statements, pursuant to Proposal No. 01/TTr-BKS dated 03 June 2025 of the Board of Supervisors of Dakruco.

Article 7: Dismissal and additional election of members to the Board of Directors/Board of Supervisors for term II (2023–2028) as follows:

1. The General Meeting of Shareholders approved the dismissal of Mr. Nguyen Do from the Board of Directors;

2. The General Meeting of Shareholders approved the dismissal of Ms. Nguyen Thi Mai Quyen from the Board of Supervisors;

3. The General Meeting of Shareholders elected Ms. Nguyen Thi Mai Quyen as an additional member of the Board of Directors for the II (2023–2028) term;

4. The General Meeting of Shareholders elected Mr. Au Qui Vinh as an additional member of the Board of Supervisors for the II (2023–2028) term.

Article 8: The 2025 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company authorizes the Board of Directors to organize and implement all contents approved at the meeting in accordance with applicable laws and the Company's Charter.

This Resolution is accompanied by the documents presented at the 2025 Annual General Meeting of Shareholders.

This Resolution was approved by 100% of the voting shares attending the 2025 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company and takes effect from 26 June 2025./.

Recipients:

- Members of the Board of Directors
- Board of Management;
- Board of Supervisors;
- Company Officer/Manager;
- The State Security Commission;
Hanoi Stock Exchange
- Administration Department
(to upload to the website);
- Filing archive

ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON



Nguyen Viet Tuong



REPORT
OF THE BOARD OF DIRECTORS ON ACTIVITIES IN 2024 AND PLANS FOR
2025

For submission to the 2025 Annual General Meeting of Shareholders in accordance with legal provisions, the Board of Directors (HDQT) of Dakruco performs an evaluation of the directing and operating activities of the HDQT in 2024 and the direction of key tasks for 2025 with the main contents as follows:

I. Activities of the Board of Directors in 2024:

1. Information on Board of Directors' members:

In 2024, there was a significant change in the personnel of the Board of Directors and the Board of Management of the Company, due to 01 Board of Directors' member being prosecuted by the investigation agency of the Dak Lak Provincial Police regarding violations prior to 2012. At the 2024 Annual General Meeting of Shareholders, on 28/6/2024, Mr. Nguyen Van Thong was elected to replace Mr. Bui Quang Ninh (who had submitted a resignation letter dated 06/06/2024). As of 31/12/2024, the Board of Directors consists of 07 members, including 04 executive members and 03 non-executive members, specifically as follows:

No.	Name	Position	Note
1	Nguyen Viet Tuong	Chairman of the BOD	Executive Member
2	Nguyen Minh	Member of the BOD, <i>General Director</i>	Executive Member
3	Nguyen Do	Member of the BOD <i>Deputy General Directors</i>	Executive Member
4	Nguyen Tran Giang	Member of the BOD <i>Chief Accountant</i>	Executive Member
5	Nguyen Van Cuc	Member of the BOD <i>Head of Human Resources - Legal Department</i>	Non-Executive Member
6	Ta Quang Tong	Member of the BOD	Non-Executive Member
7	Nguyen Van Thong	Member of the BOD	Non-Executive Member

2. Activities of the BOD in 2024:

In 2024, the BOD held the Annual General Meeting of Shareholders on 28/6/2024 to orient the production and business plan for 2025; implemented the contents as prescribed by the Law on Enterprises 2020 and elected an additional BOD' member. At the same time, the BOD held regular meetings in accordance with the provisions of the Charter, the Internal Regulations on Corporate Governance, and the Law on Enterprises; the meetings of the BOD were ensured to be held once per quarter. In cases where it was deemed necessary to resolve important matters, written opinions from the BOD were sought. At each meeting, the



attendance of members reached 75% or more. The regular meetings of the BOD reviewed and assessed the results of the implementation of the BOD' resolutions between two meetings and the production-business results of the preceding quarter, and considered the contents presented by the Board of Management to the BOD, to provide feedback for implementation, resolve difficulties, orient production and business, especially the capital for production. Furthermore, seeking opinions from BOD' members on arising issues within the BOD' authority was also carried out quickly to issue timely resolutions for the Board of Management to implement. Specifically, the BOD held 06 regular or extraordinary sessions; consulted opinions in writing 18 times and issued 24 resolutions. The key resolutions of the BOD focused on presenting contents to the Annual General Meeting of Shareholders for approval, presenting according to the provisions of the Law on Enterprises 2020, the Law on Securities 2019; the Company's Charter; dismissing and electing additional BOD' members for the 2023-2028 term. In addition, the Resolutions of the BOD also focused on divesting 30.6% of Dakruco's charter capital in DRI Company, borrowing capital from some commercial banks; transferring accumulated profit until 31/12/2023 and advancing profit from 2024 from Dakmoruco Company to Dakruco and borrowing capital from a subsidiary (DRI) to serve production and business operations; agreeing with the Board of Management on the secondment and appointment of personnel between the Company's departments and affiliated units; orienting the restructuring of the organizational apparatus and personnel to suit the Company's development requirements; approving contents for Dakruco's Capital Representative to vote at the Meetings of the BOD and the 2024 Annual General Meeting of Shareholders of subsidiaries and associated companies. Furthermore, resolutions were issued directing sustainable rubber development; digital transformation; production of high-tech agricultural crops (CNC); provide guidance on addressing existing shortcomings and weaknesses according to Conclusion of Inspection No. 7337/KL-UBND, dated 05/8/2021, by the Provincial People's Committee...

- The supervision operations of the BOD over the Board of Management are based on the Company Charter and the Internal Regulations on Corporate Governance, ensuring that the Company's operations are in line with development orientations and comply strictly with legal provisions. The supervision is primarily carried out through reports; direct participation in the Board of Management's review meetings; and visits to subsidiaries/sites.

3. Results of the evaluation and classification of the BOD and BOD' members for the year 2024:

In the ballot count report for the classification of the BOD and BOD' members dated 25/4/2025, the BOD unanimously evaluated and classified the collective BOD as having successfully fulfilled their tasks and classified each BOD' member as follows:

No.	Name	Position	Classification Level
1	Nguyen Viet Tuong	Chairman of the BOD	Completed tasks well
2	Nguyen Minh	Member of the BOD, <i>General Director</i>	Completed tasks well
3	Nguyen Do	Member of the BOD <i>Deputy General Directors</i>	Completed tasks well
4	Nguyen Tran Giang	Member of the BOD <i>Chief Accountant</i>	Completed tasks well
5	Nguyen Van Cuc	Member of the BOD <i>Head of Human Resources - Legal Department</i>	Completed tasks well

6	Ta Quang Tong	Member of the BOD	Completed tasks well
7	Nguyen Van Thong	Member of the BOD	Completed tasks well

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

Based on the Charter and the Internal Regulations on Corporate Governance, the BOD Implemented supervision over all Operations of the General Director and the Board of Management in organizing Production and business operations and implementing the Resolutions of the General Meeting of Shareholders and the BOD. Focused direction was given to implement the Production and business operations and investment plan for the year 2024; the high-tech applied agriculture sector; digital transformation; sustainable development; personnel arrangement when the Executive was issued a Decision to prosecute as an accused at the request of legal authorities and personnel work according to regulations; Implemented the divestment of 30.6% of the Charter capital in Dak Lak Rubber Investment Joint Stock Company (DRI) and sought solutions to resolve the Company's financial difficulties. The Production and business results for the year 2024, all basic Indicators achieved and exceeded the plan, especially Revenue and Profit.

- Successfully organized the Annual General Meeting of Shareholders for the year 2024.

- Supplemented, amended, and issued regulations for the Board of Management to implement: Regulation on grassroots democracy at the workplace; Regulation on Supplier Selection for Procurement in Production and Business Operations and Regular Operations Maintenance; Regulation on Company Organization and Operations; and the Regulations on Information Disclosure.

- The Chairman of the BOD regularly arranged time to attend meetings with the Board of Management; visited subsidiaries/sites to check and supervise Production and business operations in order to provide timely direction to the Board of Management.

- At each meeting of the BOD, the Board assessed the implementation results of the Board of Management regarding each Content of the Resolution of the BOD that had been issued, thereby providing task orientations for the next phase.

- According to the evaluation of the BOD, the Operations of the General Director and the Board of Management during the process of implementing Production and business operations in the year 2024 were timely and consistent with the Resolutions of the General Meeting of Shareholders and the Resolutions of the BOD that had been set forth, suitable for the actual Market situation and in accordance with the law; ensuring employment and income for employees even in the situation of increasing inflation and sharply rising production Costs for raw materials and input supplies. Depending on the actual situation, directed the Board of Management to cut down unnecessary investments to focus capital on production and promptly report to request opinions from the BOD on arising issues within the authority of the BOD.

- Fully implemented the Contents related to information disclosure, providing full and accurate information to the BOD and the Board of Supervisors.

- The results achieved compared to the annual plan set forth in the Resolution by the General Meeting of Shareholders are as follows:

- a/ Regarding the output of various types of Products:

- + Rubber latex output: 7,356.3 tons / 6,939 tons, achieved 106%;

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- + Processed elastic yarn output: 1,543.6 tons / Plan 2,000 tons, achieved 77.2%;
- + Banana output: 2,288.8 tons / Plan 1,982 tons, achieving 115.5%;
- + MD2 Pineapple output: 187.5 tons / Plan 609.73 tons, achieving 30.8%;
- + Durian output: 227.4 tons / Plan 172.01 tons, achieving 132.2%.

b/ Regarding Revenue and Profit:

- Total revenue implemented: 628.58 billion VND / 532.193 billion VND, achieving 118.11%
- Profit before tax achieved 50.5 billion VND / 13.675 billion VND, achieving 369.3%.
- Expected 2024 dividends distributed to Shareholders in 2025: 13,567,716,883 VND.

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

- Total Wage and Remuneration Fund for the BOD, Management, and Board of Supervisors, approved by the 2024 Annual Shareholders' General Meeting: 2,468.808 million VND. However, according to Resolution No. 20/NQ-HDQT, Date October 31, 2024 of the BOD, the Total Wage and Remuneration Fund for BOD' members, Management, and Board of Supervisors is: 2,346.201 million VND (a decrease of 122.607 million VND). Details are as follows:

- + Wage Fund for full-time Management who are representatives of state capital (Chairman of the BOD, General Director): 553.783 million VND.

- + Wage Fund for full-time Management who are not representatives of state capital: 1,628.21 million VND.

- + Remuneration Fund for part-time Management: 164.208 million VND.

- Total Wage and Remuneration Fund for Management and the Board of Supervisors in 2024 implemented spending: 2,302.395 million VND, equal to 98.1% of the approved plan. However, the after-tax profit in 2024 reached 369.3% of the target, so the total finalized salary and remuneration fund for managers is 2,803.524 million VND, including 2,566.932 million VND for full-time managers and 236.592 million VND for part-time managers. The bonus fund for managers sourced from after-tax profit was 290.607 million VND in 2023 and 320.865 million VND in 2024.

- Operating Cost of the BOD and the Board of Supervisors implemented: 34.351 million VND / 200 million VND, equal to 17.1% of the plan.

IV. Operating Direction for 2025.

Stepping into 2025, within the context of ongoing economic difficulties in Vietnam and globally: the geopolitical situation worldwide continues to evolve complexly; President Donald Trump has implemented tariffs on various goods from numerous countries and economies, initiating a tariff war potentially leading to global trade wars. These situations significantly affect the recovery of the world economy, especially the global supply chain, which will be impacted; the inflation situation may return; climate change is increasingly harsh and unpredictable; crop diseases will become more complicated... Vietnam's economy is assessed as a bright spot in the region and globally, with major policies being resolutely implemented such as: the revolution of streamlining staffing and apparatus, administrative unit arrangement; promoting the development of science and technology, innovation, and digital transformation; public investment being strengthened for economic - social infrastructure..., with a target growth rate of 8% in 2025, but it will also be affected by the global situation and climate change. All these issues will undoubtedly continue to affect the production and business operations of the Company. Dakruco still faces difficulties, especially due to the impact of the global economic situation and abnormal weather patterns.

However, in the early months of 2025, the price of rubber latex remains relatively good, the Securities Market is vibrant at the beginning of the year, the price of DRI shares has increased, Dakruco has successfully divested in two phases from mid-2024 to early 2025, totaling over 15 million shares, yielding nearly 240 billion VND; coupled with the investment principal loan from Vietinbank Banking of 300 billion VND, generating cash flow to settle short-term Debts and State Budget payments; implemented accumulated dividend payments up to 12/31, 2023 as set forth in the 2024 Annual Shareholders' General Meeting Resolution... and restructured loans, improving the Company's financial health. These are positive signs indicating that Dakruco has recovered and is developing in 2025.

Regarding the 2025 production and business plan to be submitted to the General Meeting of Shareholders at this meeting, the BOD has developed an operational plan with the following directional objectives and solutions:

1. Orientation of some key Indicators in the 2025 production-business plan.

- Organize exploitation and external purchase: 7,626.80 tons of dry rubber equivalent;
- Export Sales: 7,626.80 tons; of which exports account for 40%, domestic sales account for 60%;
 - Elastic thread Product: 2,500 tons
 - Distilled acid output: 100 tons;
 - Banana export volume: 1,600 tons;
 - Pineapple volume: 168.81 tons;
 - Durian: 284.15 tons;
 - Areca nut: 55.74 tons;
 - Total revenue: 697,544.94 million VND;
 - Total Costs: 617,317.76 million VND;
 - Profit before tax: 80,227.00 million VND;
 - Investment: Total investment value: 218,631.54 million VND, including investment in basic construction rubber garden care; Cu Bao Fruit tree Project implementation; Rubber replanting and coffee intercropping Project implementation at Cu Mgar Farm; FSC forest planting; Investment in infrastructure and repair, maintenance of machinery and equipment, building structures...

2. Directional guidance of the BOD:

- Seek effective solutions in organizing production and business operations; continue to ensure the Company's healthy Financial situation, strive to achieve the objectives approved by the 2025 Annual General Meeting of Shareholders.

- Regularly review to submit to the General Meeting of Shareholders proposals for amending the Charter; promulgate regulations and rules related to the Company's organization and Operations; personnel work and the Company's Production and business operations; ensure sufficient legal framework for the entire Company system to operate effectively and standardly.

- Continue to orient and direct unit arrangement work; consolidate the Company's structure and personnel towards ensuring effective and efficient Operations; plan, train, and foster the team of Managers at all levels.

- Direct the evaluation to develop investment and business plans for the Elastic



Thread Processing Plant Branch and the Hotel Branch in the upcoming period.

- Focus on replanting 781.61 hectares of rubber and intercropping 244.19 hectares of coffee plants at the Cu Mgar Farm branch; replace old trees with durian at the Cu Bao Farm branch, especially ensuring investment loan Capital structure ratio for the Project implementation. Implement adjustment of investment Capital structure ratio at Dakmoruco Company and transfer the loan money from the Cambodian Commercial Banking to the Parent Company, upon completion of procedures and according to actual needs.

- Continue to complete legal documents according to the procedures for applying for investment certification at Cu Bao Farm to finalize infrastructure investment according to planning; focus on caring for fruit gardens, especially durian trees, for good growth to yield the best Product volume.

- Continue to maintain and well implement the Quality Management System, Environmental Management System according to ISO standards; Vietnam Rubber Trademark certification; FSC-FM/CoC Sustainable Forest Management certification; complete documentation to meet the European Union's regulation on deforestation (EUDR); research to gradually establish a project and access the carbon credit Market.

- Direct Production and business operations at branches, Subsidiaries, and Associated companies to achieve the highest possible efficiency. To implement the process of full capital divestment Dakruco's entire Capital structure ratio in Thai Duong rubber Joint Stock Company. Direct the Dissolution/Bankruptcy of the wood processing Joint Stock Company, or sell all of Dakruco's Shares in this Company.

- Direct the development and implementation of the Project on consolidating and developing the Company for the period 2026-2030; The Sustainable Rubber Development Program for the period 2025-2030. Continue to implement the digital transformation plan.

- Continue to monitor the rectification of remaining shortcomings and deficiencies according to Inspection Conclusion No. 7337/KL-UBND, dated 05/08/2021 of the Provincial People's Committee.

Above is the report on the BOD' operational status in 2024 and key tasks for 2025; This report will be submitted to the 2025 Annual General Meeting of Shareholders for consideration and opinion./.

Recipient:

- BOD' members;
- Board of Supervisors;
- The person in charge of company administration;
- Administration Department
(post on Website);
- Archive: Secretariat.

ON BEHALF OF THE BOD

CHAIRMAN



Nguyễn Viet Tuong

Buon Ma Thuot, June 26, 2025

No.: 60/BC-CT

REPORT
2024 BUSINESS PRODUCTION RESULTS
2025 ORIENTATION OF THE BOARD OF MANAGEMENT

PART ONE
RESULTS OF BUSINESS PRODUCTION ACTIVITIES IN 2024

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company. The General Director hereby reports to the General Meeting of Shareholders (GMS) on the Operations of the Board of Management in 2024 and the tasks for 2025, with the following main Content:

I. BUSINESS PRODUCTION RESULTS IN 2024

The Board of Management promptly directed the relevant departments and subordinate units to implement 01 Resolution of the 2024 Annual GMS and 23 Resolutions of the Board of Directors; The directing and operating activities achieved the following results:

1. Production Activities:

1.1. Mined and Processed Rubber Latex Products:

- Total rubber latex production of the Company in 2024 reached: 7,356.3 tons/6,939 tons dry rubber latex, achieving 106% of the Plan according to the Resolution of the Board of Directors (equal to 112.2% compared to the same period in 2023). Including:

+ *Production from Company Plantations: 4,647.3 tons /4,761 tons, achieving 97.6% of the Plan, based on 108.8% compared to the same period in 2023;*

+ *Production from Linked Plantations: 453 tons /178 tons, achieving 254.5% of the Plan, based on 98% compared to the same period in 2023;*

+ *Production from External Purchases: 2,256 tons /2,000 tons, achieving 112.8% of the Plan, based on 123.2% compared to the same period in 2023.*

- Total processed rubber latex Product in 2024 was: 8,003.9/ 6,939 tons of block rubber Product (SVR), achieving 115.3% of the Plan, based on 113.3% compared to the same period in 2023. Including the Company's Product of 7,112.5 tons, and Product processed for Dong Phu Company of 891.4 tons. Downgraded Product from one type to another accounted for 0.36%.

1.2. Rubber Thread Products:

- Total rubber thread Products produced and sold: 1,543.6 tons /2,000 tons, achieving 77.2% of the Plan, based on 94.6% compared to the same period in 2023.

- Percentage of Grade A Product achieved: 93.78% /Plan 96%, achieving 97.7% of the Plan.



1.3. Fruit Products:

- Total fruit production harvested and sold: 2,703.7 tons / 2,764 tons, achieving 97.8% of the Plan. Including: green banana production: 2,288.8 tons/1,982 tons, achieving 115.5% of the Plan; MD2 pineapple production: 187.5 tons /609.73 tons, achieving 30.8% of the Plan; durian production 227.4 tons /172.01 tons, achieving 132.2% of the Plan.

- Fruit Revenue achieved: VND 39.79 billion / VND 35.86 billion, achieving 111% of the Plan.

2. Business - Import-Export Activities:

- In 2024, products sold: 7,909.8 tons dry rubber latex /Plan 6,939 tons, achieving 114% of the Plan, equal to 105% compared to 2023. Including: exported: 2,560.3 tons, accounting for 32.4%; domestic sales: 5,349.5 tons, accounting for 67.6% of total products sold.

- Rubber Product Revenue: VND 352.08 billion / VND 259.32 billion, achieving 135.8 % of the annual Plan, based on 140.3% compared to the same period in 2023.

- Average selling price achieved: VND 44.82 million/tonne (not including scrap latex), achieving 119.9% of the Plan (Resolution of the Board of Directors: VND 37.37 million/tonne), an increase of 33.6% compared to 2023.

- Average export price: USD 1,867.17/ton, a 24% increase compared to 2023.

- Export value: USD 4.78 million.

3. Finance and Accounting Activities:

- The Company's financial position as of December 31, 2024:

- Total liabilities as of December 31, 2024: VND 683.12 billion, including:
- Short-term liabilities: VND 459.8 billion;
- Long-term liabilities: VND 223.28 billion.

- Total revenue: VND 628.58 billion, achieving 118.11% of the plan, based on 117.8% compared to the same period in 2023.

- Profit before tax: VND 50.5 billion, achieving 369.3% of the plan, based on 231.9% compared to the same period in 2023.

- In 2024, Dakruco implemented the divestment of DRI and successfully offered over 4.2 million shares, achieving a percentage of 18.81% of the registered offering volume. The average offer price was VND 14,304 per share, and the value collected after deducting offering fees was VND 60.1 billion.

- Payment to state budget: Tax carried over from 2023 was VND 81.96 billion; the estimated generated amount payable in 2024 is VND 56 billion (not including late payment of land rent and land rent not yet exempted or reduced according to Decision No.: 42/2012/QĐ-TTg). The amount of tax the Company estimates to pay in 2024 is VND 67.82 billion; the remaining amount carried over to 2025 is VND 70.14 billion. Thus, the tax amount from 2024 carried over to 2025 is only VND 70.14 billion, which is VND 11.82 billion less than the amount from 2023 carried over to 2024 (meaning that more than the amount generated in 2024 has been paid).

4. Technical Management Work:

4.1. Rubber latex yield and quality:

- The average rubber plantation yield at the Company's branches was 1,551.8 kg/ha, which is 48.32 kg/ha lower than the same period in 2023. This decrease is due to 339.53 ha of newly tapped rubber areas in 2024 that had low productivity.

- The proportion of Grade 1 raw latex accounted for 97.95% compared to the plan of 98.0%, achieving 99.94% of the plan.

4.2. Replanting and maintenance of immature and mature rubber plantations:

-In 2024, the Company did not carry out any rubber replanting.

-The total immature rubber area (KTCB) is 3,608.9 ha (excluding the project area in Cambodia and some areas subject to recovery planning by the Provincial People's Committee or allocated for prison construction). Of which:

- o Grade A plantations: 1,038.2 ha (28.77%);
- o Grade B plantations: 1,068.9 ha (29.62%);
- o Grade C plantations: 794.0 ha (22.00%);
- o Grade D plantations: 707.80 ha (19.61%).

-Compared to the same period in 2023: Grade A area decreased by 5.49%; Grade B increased by 4.88%; Grade D increased by 4.99%; Grade C decreased by 4.37%. Grade A plantations dropped to Grade B due to insufficient trunk girth growth, which affected average trunk girth scores and overall plantation grading results.

-Causes: Adverse weather conditions and pest issues, such as scale insects damaging KTCB 4 areas at Cuôr Đăng Rubber Branch, and Botryodiplodia disease at Phú Xuân Rubber Branch, partially affected plantation quality.

-The total mature rubber plantation area is 3,033.43 ha (excluding the project area in Cambodia and some areas subject to recovery planning by the Provincial People's Committee). Of which:

- o Grade A plantations: 1,365.8 ha (45.02%);
- o Grade B plantations: 614.3 ha (20.25%);
- o Grade C plantations: 646.8 ha (21.32%);
- o Grade D plantations: 406.63 ha (13.4%).

- Compared to 2023: Grade A increased by 5.98%; Grade B decreased by 1.44%; Grade C decreased by 10.29%; Grade D increased by 5.75%. (The increase in Grade D was due to newly tapped areas in Q4: 221.09 ha with yields not meeting Grade A standards. According to the classification standards, a minimum yield of 600 kg/ha is required to be rated as Grade A.)

4.3. Workforce skill management in latex tapping:

According to year-end skill assessment results, no workers were rated as poor in 2024. Proficient workers: 2.99%, a decrease of 1.25% compared to 2023; Fairly skilled workers: 94.01%, an increase of 0.93% compared to 2023; Average skilled workers: 3%, an increase of 0.32% compared to 2023.

5. Quality and Environmental Management:

-In 2024, a total of 22,687 product samples were inspected, ensuring that SVR products met TCVN 3769:2016 standards for domestic sale and export.

-Cooperated with the rubber latex processing plant to improve SVR product

quality. Grade downgrade rate from one type to another was 0.36%.

- Maintained the Quality Management System (QMS) and Environmental Management System (EMS) under ISO 9001:2015, ISO 14001:2015, and ISO/IEC 17025 standards.

- The Vietnam Rubber Association continued to recognize Vietnam Rubber Brand Certification for three of the Company's products.

- Maintained VietG.A.P certification, planting area codes, and packing facility codes for certain fruit products under the high-tech agricultural project at Cur Bao Rubber Branch.

- Environmental protection at processing plants was implemented, including completing procedures related to Environmental Permits for the rubber latex processing plant and the rubber thread processing plant, both of which were approved by the Provincial People's Committee. Environmental licenses and certifications for chemical production and business in the industrial sector were also obtained.

6. Labor, Salary, and Employee Policies Activities:

- Implemented activities related to organizational personnel arrangement and consolidating the team of Managers at the Company's units and departments, ensuring adherence to correct procedures and regulations. Advised and submitted to the Provincial People's Committee regarding the appointment of the Company's leadership and Management personnel.

- Total number of Company employees as of December 31, 2024 is: 2,365 people. Of which, indirect labor: 378 people (accounting for 15.98%); direct labor: 1,987 people (accounting for 84.02%); employees who are ethnic minorities: 946 people (accounting for 39.8%); female employees: 1,371 people (accounting for 57.7%).

- The average income of Cadres and Employees throughout the entire Company achieved: VND 7.56 million compared to the plan of VND 7.06 million/person/working month, achieving 107.1% of the plan. Salaries were paid fully and promptly.

- Social Insurance amounts payable: VND 17.6 billion was carried over from 2023; Social Insurance payable according to the 2024 plan for the entire Company is VND 36.21 billion; The amount paid as of December 31, 2024 is VND 52.32 billion; The remaining debt carried over to 2025 is VND 1.49 billion and was fully paid at the beginning of 2025. Regarding Social Insurance, it has been largely paid sufficiently, avoiding situations that affect employees' benefits when resigning or retiring.

7. Basic Construction Investment Activities:

In 2024, the Company only implemented essential lot road repair items serving production. It continued to complete the project to upgrade the wastewater treatment system at the Rubber Latex Processing Plant and the Rubber Thread Processing Plant to meet environmental protection regulations.

8. Implementing the Sustainable Rubber Development Program:

The Company has been granted FSC-FM Sustainable Rubber Forest Management System certification for an area of 1,121.76 hectares at Farm 19/8 and Phu Xuan; and FSC-CoC certification for the Rubber Latex Processing Plant. In 2024, the Company exported its first shipments compliant with EUDR. The FSC-FM/CoC certified rubber latex was accepted by customers at favorable prices. Compliance with the European Union's deforestation regulations was also promptly implemented, and the Company is

evaluated as the first company in the rubber industry to proactively adapt to EUDR regulations.

9. Digital Transformation Work:

Implementing the Company's digital transformation program, alongside continuing to refine and enhance the operational management software, coordinating with the consulting unit and relevant departments and branches to gradually refine and operate the orchard management software and human resources payroll management software according to the planned schedule.

10. Management of intercropping activities in rubber plantations:

Total area for long-term intercropping contracts is 2,781.34 ha. Management and implementation are based on Contracts; the Regulation on Management of Intercropping Activities in Rubber Plantations issued by the Company; the Regulation on Coordinated Management and Protection of Assets, Plantations, Agricultural Products signed between the Company and its partners. However, some long-term contracts involved intercropping care that negatively affected immature rubber trees, included temporary shelters within the rubber plantation, and land clearing and burning of waste which damaged rubber tree leaves...

11. Production-business operations at subsidiaries and specific branches:

11.1. Dakmoruco Company:

- In 2024, total harvested rubber latex production reached 3,060 tons / KH 3,000 tons of dry latex, achieving 102% of KH, an increase of 1.7% compared to 2023. average yield: 1.885 tons/ha; total revenue: 19.8 billion riel, achieving 120% PL; Profit before tax 4.24 billion riel, achieving 197% PL.

- Continue to finalize legal procedures regarding the adjustment of the project's owner's equity; amend the Company Charter regarding the investment Capital structure content which has been approved by CDC and worked on; provide documents for borrowing from commercial banks to transfer funds to the Parent Company.

11.2. Thread Processing Factory:

- In 2024, the Branch's production-business situation encountered many difficulties regarding production orders and Product consumption. Processed output reached 1,629.8 tons; sold 1,543 tons, achieving 77.2% of PL. Revenue reached VND 108.5 billion, achieving 83.8% of PL. Business results showed a loss of -VND 8.8 billion.

- Strengthen the implementation of customer debt recovery, as of December 30, 2024, total accounts receivable from sales amounted to: VND 4.3 billion (equivalent to 50% compared to the same period in 2023), including current debts: VND 4.03 billion, Overdue debts: VND 0.27 billion.

11.3. Cu Bao Farm Branch:

Harvested and sold green banana output was 2,288 tons, achieving 115.5% of PL; sales reached 124.2% of PL; pineapple output reached 30.8% of PL; durian output reached 132.2% of PL. Pineapple output did not meet the plan, the Reasons primarily stemming from not adequately assessing the compatibility of pineapple plants with the production-business conditions and soil ecology of the region, leading to ineffective technical solutions. Regarding the jackfruit plantation area in 2024 for which a partner was contracted for care and harvesting, the number of trees affected by stem cracking

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and sap bleeding disease and dying increased in number, and the partner will not continue care and exploitation in 2025. In 2024, new durian trees were planted on an area of 11.73ha in the MD2 pineapple plantation area. Currently, the plantation is growing and developing normally.

11.4. DAKRUCO Hotel:

In 2024, the Hotel continued to implement its business plan, customer development, and improve Services quality. Business results for the year show Revenue of VND 22.75 billion / PL VND 23 billion, achieving 98.9% of PL, Revenue increased by 16.4% compared to 2023; average room occupancy reached 42%. Business results showed a loss of: -VND 3.5 billion, reduced loss by VND 1.765 billion. 100% customer debt recovery was completed.

II. GENERAL ASSESSMENT

Business Production Results for 2024 of the Company achieved many positive results compared to the Annual General Meeting of Shareholders Resolution:

1. Rubber latex output: 7,356.3 tons, achieving 106% of Plan, compared to 2023, reaching 112.2%;

2. Revenue from rubber Products: VND 352.08 billion, achieving 135.8% of Plan, compared to 2023, reaching 140.3%;

3. Total Revenue: VND 628.58 billion, achieving 118.11% of Plan, compared to 2023, reaching 117.8%;

4. Profit before tax achieved 50.5 billion VND / 13.675 billion VND, achieving 369.3% of Plan, compared to 2023, reaching 231.9%;

5. Revenue from fruit: VND 39.79 billion, achieving 111% of Plan;

6. Average income: VND 7.56 million/person/month, achieving 107.1% of Plan, compared to 2023, reaching 103.3%;

7. The Company has been granted FSC-FM Sustainable Rubber Forest Management System certification for an area of 1,121.76 hectares and FSC-CoC certification for the Rubber Latex Processing Plant. Prepare documentation to comply with EUDR regulations for rubber latex products.

However, some Indicators did not meet the plan, such as: extracted rubber latex output from the Company's plantation; MD2 pineapple output. The Hotel and Rubber Thread Processing Plant incurred losses in business Operations.

PART TWO DIRECTIONS AND TASKS FOR 2025

I. BUSINESS PRODUCTION INDICATORS AND TASKS:

1. Total extracted rubber latex output: 7,626.8 tons of dry rubber latex (*compared to the actual performance in 2024, reaching 103.7%, an increase of 3.7%*). Of which:

- *Extracted rubber: 5,531.87 tons;*

- *Affiliated rubber: 94.93 tons;*

- *Purchased rubber: 2,000 tons.*

2. Total processed rubber latex output: 8,926.8 tons of Products (including rubber

latex processing Services received: 1,300 tons).

3. Rubber thread output for production and export: 2,500 tons; Distilled acid output: 100 tons.

4. Output of various fruit types for production and export: 2,108.7 tons. Of which:

- *Fresh banana output: 1,600 tons;*
- *Durian output: 284.15 tons;*
- *Pineapple output: 168.81 tons;*
- *Areca nut output: 55.74 tons.*

5. Dakmoruco rubber latex output: 3,000 tons of dry rubber latex.

6. Total Revenue: VND 697.54 billion, (*compared to the actual performance in 2024, reaching 111%, an increase of 11%*). Of which:

- *Revenue from rubber latex sales: VND 320.4 billion;*
- *Revenue from rubber thread sales: VND 158.3 billion;*
- *Revenue from hotel Services: VND 23.7 billion;*
- *Revenue from fruit Products: VND 33.5 billion;*
- *Remaining Revenue includes intercropping Contracts, financial Operations, and other income.*

7. Profit before tax: VND 80.2 billion (*compared to the actual performance in 2024, reaching 158.8%, an increase of 58.8%*).

8. Average income per Employee: VND 8.41 million/person/working month (*compared to the actual performance in 2024, reaching 115.2%, an increase of 15.2%*).

9. Implement new planting over an area of: 781.61 hectares of rubber trees at Cu Mgar farm.

10. Implement intercropping: 244.19 hectares of coffee within the area of newly planted rubber plantations at Cu Mgar farm.

11. Implement Investment in new planting of 50.05 hectares of durian (intercropped within jackfruit plantations) at Cu Bao farm.

12. Quality of newly planted Class A rubber plantations reached > 98%; enhance the quality of immature rubber plantations in 2025 so that Class A & B plantations account for a minimum of 50% of the area or more according to the year-end classification inventory results.

13. Continue finalizing documentation to receive Investment Certification for the High-Tech Agriculture Project at Cu Bao farm.

14. Continue working with the Departments, sectors, and the Provincial People's Committee to implement the Content for the Dakruco Hotel Business Plan. At the same time, request the Provincial People's Committee (the owner) to approve the divestment from Thai Duong Rubber Joint Stock Company.

15. Continue to maintain and effectively implement the Quality Management System, environmental management according to ISO standards; Vietnam Rubber Brand Certification; FSC-FM/CoC Sustainable Forest Management certification; complete documentation to meet the requirements of the EU Deforestation-free

Regulation (EUDR); access the carbon credit Market.

16. Continue to address the shortcomings and weaknesses identified in the Provincial People's Committee's Inspection Conclusion No. 7337/KL-UBND. Focus on rectifying the Content related to the Land Use Plan approved by the Provincial People's Committee and the business cooperation Contracts with Nhat Thong Company and Tuan Hung – Tay Nguyen Company.

II. ORGANIZATION FOR IMPLEMENTATION:

1. Technical solutions and production organization:

- Enhance intensive farming technical solutions, care, prevention and treatment of powdery mildew disease, limiting dry tapping panel.... for various types of rubber gardens to maintain development, productivity, yield, and improve the quality of commercial rubber gardens. Properly organize rubber tapping work, striving to exceed the production Targets. Effectively manage associated rubber gardens, promptly coordinating to handle tasks arising during the implementation of associated Contracts with the landowners.

- Focus investment on care and improving the quality of immature rubber gardens and fruit gardens at the High-Tech Agriculture Project implementation at Cu Bao Farm Branch.

- Strengthen management of investment rate, implement the investment plan based on the planned total investment level for 2025; provide good care for the gardens according to the Company's issued procedures. Manage, supervise partners implementing intercropping Contracts as per regulations, ensuring they do not affect the Company's rubber gardens.

- Effectively carry out inspection and supervision of raw latex delivery and receipt, ensuring the quality of Type 1 liquid latex raw material extracted from the gardens to the factory and controlling the quality of raw material put into processing, minimizing yield loss. Strengthen the inspection and supervision mechanism during the processing process, especially for FSC rubber latex Products, to prevent errors during processing.

- Implement care stages and monitor the growth of plant types in the High-Tech Agriculture Project implementation at Cu Bao Farm, ensuring timely progress and quality meeting technical requirements. Focus on inspecting for diseases and promptly implementing treatment to minimize the impact of diseases on the growth and development of the gardens and Product quality.

- Operations of the Rubber Thread Processing Factory shall build a production and business plan according to the assigned Targets, based on reducing production costs, strictly managing and saving costs, complying with production processes to ensure improved quality of type A products; proactively seek suitable partners to sign long-term contracts to stabilize latex raw material; strengthen trade promotion work, develop markets, customers, and strive to complete production and business results as planned. Implement acid recycling production according to the issued license.

- Continue implementing good care for the forest area within the FSC program as planned, in compliance with the requirements of the FSC-FM/CoC Sustainable Forest Management certification. Complete all procedures and finalize the traceability software to export the Company's Products in compliance with the EU Deforestation-free Regulation (EUDR). Access carbon credit market regulations to register and implement

technical measures for carbon accumulation; determine the accumulated carbon stock; proceed to invite evaluations to issue credits and carry out transactions on the market, in accordance with government regulations.

- Coordinate with the Rubber Processing Factory to research and organize the production of FSC-FM/CoC latex.

- Continue working with the Department of Agriculture and Rural Development; Rubber Research Institute of Vietnam, Department of Crop Production – Ministry of Agriculture and Rural Development to receive guidance on implementing procedures for recognizing rubber varieties circulated by the Company as regulated.

2. Business and sales solutions:

- Based on the policy of the Board of Directors, closely follow information on price developments and market demand to seek business partners, expand the market, and acquire customers for rubber products and rubber elastic threads; promote marketing and export sales for FSC-FM/CoC certified latex; research the FSC-FM/CoC latex market. Approach customers, finalize procedures for rubber purchase, arrange capital to effectively purchase raw rubber latex from external sources, with purchase prices being flexible and timely, appropriate to market conditions, ensuring latex quality, and striving to complete the raw rubber latex purchase plan for 2025.

- Implement a plan to promote and introduce products, seek market customers to sign Contracts for the export sale of green banana products and other types of fruit tree products under the High-Tech Agriculture Project implementation.

- Coordinate and support the Elastic Thread Processing Factory in seeking and developing markets and customers for elastic thread products; FSC-FM/CoC elastic thread and customers for exporting recycled acid products.

- Dakruco Hotel maintains Operations, builds an appropriate business plan, and improves the quality of the hotel's Services. Survey, evaluate, and invest in necessary items to maintain business Operations.

3. Financial and Investment Solutions:

- Strengthen tight control over Cost and production Cost to ensure profitable production-business efficiency as per the Resolution of the Shareholders' General Meeting and assigned by the Company's Board of Directors.

- Complete the divestment from DRI as planned; borrow long-term capital for the rubber replanting Project implementation; restructure short-term debt and approach Banks to borrow long-term for rubber replanting; borrow for the Project investment of planting rubber intercropped with coffee at Cu Mgar Farm Branch and planting durian to replace the jackfruit garden at Cu Bao Farm. Complete the amendment of the Overseas Investment Certificate to transfer dividends from Dakmoruco to the Parent Company.

- Ensure sufficient capital for production-business operations and project investment, ensuring liquidity Safety; payment of tax debt, state budget debt; debt to officers, workers, and employees; consider reinvesting in the hotel, Elastic Thread Processing Factory to meet production-business requirements... Control costs, receivables/payables, Inventories, taxes, fees, and charges to enhance capital utilization efficiency.

- Continue coordinating with Dakmoruco to work with Ministries and sectors of

Cambodia to adjust the investment Capital structure ratio, proceed with borrowing capital to transfer to Vietnam to repay CPC Project implementation loans and restructure Dakruco debt.

- Propose to the Provincial People's Committee for policy approval and implement procedures to divest all Shares in Thai Duong Rubber Joint Stock Company to reduce the risk of investment capital Loss.

- Continue to finalize procedures for applying for investment certification at Cu Bao Farm to complete infrastructure Project investment according to planning. Dakmoruco Company implements the Project implementation of the latex processing factory Phase I according to the policy of the Board of Directors.

4. Human Resources and Legal Solutions:

- Consolidate organizational structure and personnel; amend and supplement regulations and rules on the Company's Operations to comply with legal regulations and the Company's Management model... Train source officers for various fields, and Management leaders to meet the Company's development needs. Develop regulations and plans for scheduled rotation and assignment of officers to train human resources for Company Management.

- Reorganizing the organizational structure, merging small units to streamline the apparatus and reduce Management Costs. Building policies for utilizing and attracting labor to support branches with sufficient direct production and rubber tapping workers.

- Coordinating with relevant functional sectors to effectively finalize coordination agreements in resolving disputes, land encroachment cases, destruction of rubber plantations, and security/order in the Company's area... Continuing to address existing shortcomings according to Conclusion 7337/KL-UBND of the Provincial People's Committee and the Solutions plan for resolving and handling business cooperation Contracts with Nhat Thong Company, Tuan Hung Tay Nguyen Company as directed by the Provincial People's Committee.

5. Application Solutions for scientific and technological topics in production and Management:

- Applying scientific Solutions, research topics, and useful applications in techniques for caring for, tapping, and processing rubber; in caring for and processing high-tech agricultural products, aiming to enhance productivity and product's quality, and efficiency in production-business.

- Deploying the digital transformation plan, gradually completing and operating rubber plantation Management software, digital maps, and human resources and payroll management software according to the approved plan and roadmap; gradually establishing a digital database in the Company's production fields.

- Continuously improving and enhancing the efficiency of management and use of current management software, continuing to perfect the electronic office management system. maintaining stable operations of the information system, management software, and computer network data security.

6. Coordination with socio-political organizations:

Continuing to coordinate with socio-political organizations based on their Operations functions and Charter to disseminate State Policies and laws to employees.

Effectively implementing the Labor Regulations, Collective Labor Agreement, and Grassroots Democracy Regulations, and conducting periodic dialogues to establish democratic labor relations at the workplace. Regularly coordinating with the Company's Trade Union in launching labor production emulation movements; promptly encouraging and rewarding employees, aiming to strive to complete the Company's production-business Indicators.

This is the report on production-business results for 2024, the production-business plan for 2025; the Voting Indicators, the implementation Solutions of the Board of Management presented to the General Meeting of Shareholders for consideration and feedback so that the Board of Management can organize implementation./.

Recipients:

- Annual General Meeting of Shareholders 2025;
- Board of Directors' members;
- Board of Supervisors;
- Board of General Directors;
- The person in charge of company administration;
- Archive: Secretariat.


GENERAL DIRECTOR
Nguyen Minh



REPORT

Audited results of Dakruco's 2024 financial statements

Pursuant to the audited 2024 Financial Statements of Dak Lak Rubber Joint Stock Company, prepared on 03/20/2025 and audited by the Da Nang Branch of Chuan Viet Auditing and Consulting Co., Ltd.

The Board of Directors of Dak Lak Rubber Joint Stock Company hereby reports to the 2025 Annual General Meeting of Shareholders on the audited separate financial statements of the Parent Company for 2024 with the following content:

1. 2024 Financial Statements

1.1. Report of the Board of Directors;

1.2. Independent Auditor's Report;

1.3. Balance sheet as of 31/12/2024;

1.4. Report on Operating Results for the fiscal year 2024;

1.5. Cash flow statement for the fiscal year 2024;

1.6. Notes to the financial statements for the fiscal year 2024;

1.7. The indicators in Dakruco's 2024 financial statements have been audited by the Da Nang Branch of Viet Values Audit and Consulting Company Limited as per audit certificate No. 22/2025/BCKT/AUD-DNVVALUES dated 03/20/2025, including the following basic indicators:

a) Total Assets and Capital as of 31/12/2024

Content	End of Year Balance (December 31, 2024)	Beginning of Year Balance (January 01, 2024)
Total Assets	2,368,153,133,230	2,388,947,390,477
I. Current Assets	188,392,991,717	170,321,283,439
II. Non-current Assets	2,179,760,141,513	2,218,626,107,038
Total Capital Sources	2,368,153,133,230	2,388,947,390,477
I. Liabilities	683,122,352,715	743,376,457,946
1. Current Liabilities	459,838,546,816	530,598,143,415
2. Non-current Liabilities	223,283,805,899	212,778,314,531
II. Owner's Equity	1,685,030,780,515	1,645,570,932,531
1. Owner's contributed capital	1,558,000,000,000	1,558,000,000,000
2. Development Investment Fund	38,093,910,491	31,558,179,038
3. Undistributed profit after tax	88,936,870,024	56,012,753,493



Content	End of Year Balance (December 31, 2024)	Beginning of Year Balance (January 01, 2024)
- Accumulated undistributed profit after tax until end of prior period	38,424,496,542	34,226,981,984
- Undistributed profit after tax this period	50,512,373,482	21,785,771,509

b) Operating Results for the year 2024

Code	Content	Current Year (Year 2024)	Prior Year (Year 2023)
01	Revenue from sales of goods and rendering of services	559,070,728,553	447,047,470,492
02	Revenue deductions	47,312,499	183,227,800
10	Net revenue from sales of goods and rendering of services	559,023,416,054	446,864,242,692
11	Cost of goods sold	485,567,050,953	425,880,229,515
20	Gross profit on sales of goods and rendering of services	73,456,365,101	20,984,013,177
21	Financial income	68,582,937,479	50,344,424,186
22	Financial expenses	31,074,816,481	30,124,759,937
23	- Including: Interest expense	26,449,574,182	27,076,577,519
25	Selling expenses	10,125,832,932	14,596,864,469
26	General and administration expenses	30,679,328,120	28,291,903,915
30	Profit from operating activities	70,159,325,047	(1,685,090,958)
31	Other income	13,517,027,790	36,326,264,092
32	Other expenses	33,380,286,222	12,855,401,625
40	Other profit	(19,863,258,432)	23,470,862,467
50	Profit before tax	50,296,066,615	21,785,771,509
52	Deferred corporate income tax expense	(216,306,867)	-
60	Profit after corporate income tax	50,512,373,482	21,785,771,509

(The above indicators are explained in the (Separated) 2024 Financial Statements of Dak Lak Rubber Joint Stock Company, which are attached to this official letter 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 (Separated) Financial Statements have been prepared, in all material respects, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System and relevant legal regulations on the preparation and presentation of financial statements, and present fairly, in all material respects, the (Separated) financial position of Dak

Lak Rubber Joint Stock Company as of 12/31/2024, as well as its (Separated) operating results and (Separated) cash flows for the fiscal year then ended.”

2.2. Emphasis of Matter

The Auditor noted: “Readers of the Financial Statements should refer to Note VIII.3 regarding Decision No. 104/QĐ-CSĐT dated 04/17/2024 issued by the Investigation Police Agency - Dak Lak Provincial Police concerning the prosecution of Mr. Bui Quang Ninh – General Director of Dak Lak Rubber Joint Stock Company for the crime: Violation of regulations on state asset management, causing loss and waste, occurring in 2002-2012 at Dak Lak Rubber Joint Stock Company (before equitization). As of now, the matter has not reached a final conclusion.”

2.3. Other Matter

The Auditor noted: “Readers of the Independent Auditor's Report that the scope of these (Separated) Financial Statements reflects only the (Separated) financial position and investments accounted for using the cost method of the Company as of 12/31/2024, as well as its (Separated) Operating Results and (Separated) Cash Flows for the fiscal year then ended. The Consolidation of the Company's (Separated) Financial Statements with its Subsidiaries is not within the scope of this report.”

This is the audited Financial Statement Results Report (Separated) for the year 2024 of Dak Lak Rubber Joint Stock Company. Respectfully submitted to the 2025 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company for approval.

Sincerely,

Recipients:

- General Meeting of Shareholders;
- Board of Directors
- Board of Supervisors; - Board of Management
- Finance and Accounting Department;
- Corporate Governance Officer;
- Administration Department (for uploading to Website);
- Archive: Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phong
NGUYEN VIET TUONG



Buon Ma Thuot, June 26, 2025

REPORT

On supervisory work in 2024 and activity plan for 2025
(Submitted to the 2025 Annual General Meeting of Shareholders)

- Based on the functions, duties, and powers of the Company's Board of Supervisors as stipulated in the Charter of Dak Lak Rubber Joint Stock Company (abbreviated as DAKRUCO) and the current Law on Enterprises;

- Based on the internal governance regulations and the Regulations on Operation of the Board of Supervisors of the Company;

- Based on the results of inspection and supervision of the Company in 2024.

The Board of Supervisors respectfully reports the following Content to the 2025 Annual General Meeting of Shareholders (AGM):

I/ Operations Situation of the Board of Supervisors in 2024:

Regarding personnel, the Board of Supervisors consists of 03 Members of the Board of Supervisors elected by the General Meeting of Shareholders (GMS) for a term, including 02 full-time members and 01 part-time member; there were no personnel changes in 2024.

Based on its operating regulations, the Board of Supervisors has implemented duties as allowed by law and the Charter, specifically: Supervising the coordination and compliance of the company's Management bodies; Supervising the implementation of GMS Resolutions and Board of Directors' Resolutions to achieve the Indicators approved before the 2024 Annual General Meeting of Shareholders; Supervising the execution of financial accounting work, Goods Purchasing - Selling Operations in strict compliance with the Company's regulations and current laws. Supervising human resource utilization, ensuring equitable, democratic, and transparent implementation of labor Policies; Supervising Assets Management to prevent losses and ensure efficiency. Supervising the rectification of violations based on the conclusions of inspection agencies at the Company. Participating with experts in deploying quality, environment, and production technology Management systems to identify Risks for improvement, refinement, and system maintenance. Participating in researching and developing short-term and long-term objective programs in business production and investment. Collecting information and verifying signs of violations within the unit to warn and provide feedback to those with Responsibilities (If any). Fully participating in scheduled Board of Directors' meetings and contributing independent, objective opinions on meeting Content for the Board of Directors' consideration and consultation regarding Decisions.

Limitations: The Board of Supervisors has not yet advised, recommended, or warned about Risks related to policies and mechanisms, leading to the delayed conversion of Land lease rights certificates and the inability to enjoy preferential treatment during the Covid-19 pandemic. Legal consequences regarding long-term policies concerning intercropping Contracts and investment cooperation Contracts have not been anticipated, resulting in unresolved issues with partners to date (such as *Nhat Thong Company*). a risk control program for Operations in fruit production investment after 5 years of Project implementation has not yet been deployed.

Aside from some shortcomings mentioned above, the Members of the Board of Supervisors have fulfilled their assigned Responsibilities well. They participated in regular Report of the Board of Supervisors submitted to the AGM of Dakruco JSC in 2025



supervision at the Company's office, and supervised at branches and Subsidiaries periodically and according to the registered schedule. During Operations, 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 their work.

II/ ASSESSMENT OF ENTERPRISE OPERATIONS IN 2024:

In 2024, existing difficulties from previous years were still without conditions for resolution, such as: Financial situation being unbalanced and liquidity being weak; Inability to secure investment capital for the rubber replanting Project implementation; Rubber latex prices began to recover but were unstable, while logistic Cost increased significantly; Rubber latex yield remained low as most rubber areas were still in the initial investment phase (*commercial area 3,003 ha/6,710 ha*). Changes in key leadership personnel required time for stability. The Company was frequently subjected to prolonged inspections, examinations, and investigations, impacting employees' time and morale. The recovery of 60 ha of land for a temporary detention facility gave rise to numerous complex issues and the handover time for the site was excessively urgent. Many solutions were deployed to address the Financial situation, but implementation has not been finalized due to policy and legal constraints on one hand, and an unfavorable Market on the other. By the end of 2024, the Company still had significant outstanding tax, social insurance, and other obligations.

Recognizing the aforementioned difficulties, the Board of Directors and Board of Management focused their direction on persistently implementing synchronized plans and solutions regarding asset sales, share sales, capital transfer from Subsidiaries, etc., awaiting opportunity when conditions permit. Measures to tighten spending and investment were implemented. Efforts were made to promote and mobilize employees and laborers to share difficulties and align with the Company's policies to overcome challenges.

Given the difficulties and context mentioned above, Shareholders can appreciate the efforts of the Board of Directors and Board of Management in maintaining the Company's Operations, creating employment for over 2,300 laborers within the unit. The Board of Supervisors would like to specifically evaluate as follows:

1/ Regarding the Operations of the Board of Directors:

After reorganizing the Board of Directors' members for the second term (2023-2028), the Board of Directors has shown continued stability and succession of achieved results and experience. It continued to propose directional policies regarding digital transformation and sustainable rubber development (FSC). It directed specialized departments to develop production plans under difficult financial conditions and unstable latex price recovery. It continued to implement solutions to stabilize finances and prevent liquidity issues. Investment and procurement Costs were restricted. Synchronized methods were deployed directly and indirectly to request resolution of legal obstacles concerning land rent exemption and reduction according to Decree No. 42/NQ-CP of the Government. Compensation and handover of 60ha of land for the Provincial Police's prison camp were processed. Directions were given to address the remaining matters of Conclusion No. 7337/KL-UBND of the province.

The Board of Directors effectively maintained regular meetings and conducted many sessions to solicit opinions within its authority, in order to promptly handle issues arising in production-business, investment, and directed the Board of Management to execute based on actual circumstances. This included changing the plan to revert the planned high-tech investment area at Cu Mgar Rubber Plantation branch back to planting rubber in a double-row model for self-investment in intercropping Coffee with new varieties and methods,

simultaneously ensuring rubber acreage and seeking new avenues to increase business efficiency when the financial situation shows improvement.

The Board of Directors also issued a Resolution to establish procedures and propose to the managing authority, the Provincial People's Committee, the appointment of a General Director from August 2024, upon the current General Director being relieved according to regulations.

The Board of Directors has regularly monitored, directed, and guided the Board of Management to successfully implement the Resolutions set forth by the Board of Directors.

During the process of seeking approval for the 2024 financial Targets, despite the Company's repeated Explanations, the Provincial People's Committee did not approve the plan. Nevertheless, with proactiveness and Responsibility, the Board of Directors still commenced production-business under extremely difficult financial conditions. The Board of Directors has consistently closely monitored the situation to lead and direct the Board of Management to successfully complete the Targets according to the 2024 AGM Resolution. This included remarkably increased Targets such as durian output, which rose by 32.2%; Revenue and income increased by 19.7%; pre-tax Profit increased by 313.5% (VND 56.5 billion / VND 13.67 billion) thanks to an increase in rubber selling price and income from selling 4.2 million DRI shares. However, Targets related to Rubber Thread did not meet the plan due to the severe impact of the economic recession on the textile Market, war, and fierce competition from goods from Thailand; as well as the Targets for MD2 pineapple output and latex extraction output from the Company's plantations, due to weather impacts.

Through the report presented by the Board of Directors to the AGM7, the Board of Supervisors observes that it accurately assessed the reality and results of the Operations work over the past year. The aforementioned results were achieved thanks to the Board of Directors' members, in their respective roles, demonstrating a good sense of Responsibility, contributing intellect to the formulation of directional policies, and reaching consensus in resolving the Content of the program set forth by the Board of Directors. This contributes to maintaining the stable development of the Company and successfully implementing the objectives approved by the General Meeting of Shareholders.

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

Given the existing financial difficulties and the recovery, yet instability, of rubber prices, from the beginning of the year, the Board of Management developed a business production scenario with a very low Profit target of less than VND 13.6 billion; Cash flow was consistently negative by hundreds of billions VND. However, the owner still did not approve the business production and Project investment plan for 2024.

Under the direct guidance of the Party Committee and the Company's Board of Directors, the Board of Management utilized all resources while cutting production Costs to prevent the main production from incurring losses. Revenues from intercropping cooperation Contracts were utilized to manage short-term needs and support long-term development. Priority was given to cash flow for paying wages and latex revenue to affiliated households and partners. The Board monitored, urged, and directed units to achieve good output according to the production schedule. During the direction process, difficulties arose as 19/8 farm, the key unit for latex extraction, could not attract enough labor, and the Percentage of completed output Indicators was consistently low. The Board of Management focused on directing support in financial mechanisms, technical solutions, and investment. However, the labor shortage situation was not improved, even during the fourth quarter, the peak latex harvesting season of the year, labor could not be recruited.

By August 8, 2024, the Company had appointed a new General Director, but the process of directing production management was not interrupted; furthermore, the Board had to undertake a very complex and urgent task: compensation and site clearance for 60ha of

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land for the Provincial Police detention center. The compensation process was carried out during the period when the new Land Law had taken effect, but the provincial implementation guidelines had not changed, resulting in a lack of public consensus. After multiple negotiations with residents and repeated requests for opinions from the Provincial People's Committee and relevant departments, residents have now agreed to accept compensation and hand over the site for the Police to implement the Project implementation.

The Board of Management has also continued to process procedures related to the Project investment license for the Cu Bao High-Tech Project implementation. They have completed and applied for the re-issuance of the land lease right Certificates. The Board is actively directing the completion of documentation for sustainable rubber development certification (outbound investment certification was also done), being one of the first two entities in the rubber industry and the entity with the largest area to receive the FSC – CoC certificate. This is a great honor, demonstrating the reputation of the Dakruco Brand in the domestic and international Markets.

In 2024, the environmental sector underwent many changes and faced strict controls. Anticipating the trends and considering that the technical infrastructure of the company's factories had been in use for a long time, the Board of Directors and the Board of Management initiated and commissioned two wastewater treatment systems at the Latex Processing Plant and the Thread Plant. Water criteria before being discharged into the environment met the permissible Percentage as regulated by the state. The environmental monitoring system is controlled via an automatic system, and waste and hazardous material control systems are Implemented strictly according to the ISO 1901-2014 standard, assessed and maintained by independent organizations.

Regarding the detailed Implementation of tasks, the Board of Management has provided assessment reports and analysis of Reasons for each sector. Fundamentally, the Board of Management has well Implemented the Resolution of the Board of Directors, completing the Indicators assigned by the General Meeting of Shareholders, including a Profit Indicator growth of over 300%. Apart from the core business, this is the first year Dakruco has engaged in the Durian tree business. With the determination to bring the plantations into operation on schedule according to the process, the Board of Management has decided to remove intercropped bananas to focus on the main crop now that the Product price has reached its best point. With this spirit, the management efforts in the first year of Durian Product resulted in success in both yield and selling price compared to the assigned plan.

Some indicators did not meet the annual plan, such as Rubber Thread output, mainly due to the apparel Market being heavily impacted by the trade war and economic recession with low recovery rates. Pineapple output only reached 12% of the plan because the Company shifted its focus and ceased Investment in this fruit segment when the expected quality was not achieved. However, the impact on quantity and revenue weighting was small, thus not significantly affecting the Company's Profit results.

In early 2025, prior to the reporting period, the Board of Management initiated a restructuring of the Management apparatus, including the rotation and redeployment of 14 Managerial positions at the departmental and unit head levels. This represents a historical transformation of the company's operating structure, coupled with the appointment of an additional Deputy General Director to enhance the effectiveness and efficiency of the apparatus. The Board of Management adhered well to the guidance of the Board of Directors; the leadership was united, implemented clear assignments, and the members of the General Director's Board were determined and made efforts to successfully fulfill their assigned duties.

3/ Regarding the control of internal related Contracts and Transactions:

In 2024, the Company had no Transactions concerning the purchase, sale, or provision of Services between the Company and its internal persons and affiliated persons, as stipulated by the law applicable to the Company.

Transactions arising between the Company and its Subsidiaries, Associated companies regarding the purchase and sale of goods and loan relationships are all based on partnership relationships and Market relationships. These were strictly controlled by Dakruco and partners, and reported to the General Meeting of Shareholders (GMS). They were Audited and evaluated by state agencies and auditors to ensure transparency in compliance with current regulations.

4/ Company's Financial situation:

The Company's Financial statements for 2024 were Audited and issued by the auditing firm. The Auditing report is a document distributed directly to Shareholders and made public through mass media.

Fundamentally, the Financial situation remains stable, with capital preserved. The debt ratio is low. However, the proportion of long-term Assets still occupies a significant Percentage, causing financial imbalance, which has led to temporary liquidity difficulties for the entity. Generally, the financial Indicators show no significant fluctuations. The Company remains profitable in its Operations and business despite the low rubber latex price, with most of the plantation entering initial years of tapping after the replanting process.

The divestment process for Asset restructuring is currently being continued. The Company is still awaiting the opportunity for rubber latex price recovery and for the Market price of DRI shares to rise above the divestment price to proceed with offering the remaining shares as planned.

In late February 2025, with the recovery of rubber latex price and a sharp increase in DRI share price, Dakruco successfully completed the divestment at a price exceeding VND 15,500/share. Concurrently, the Percentage of DRI divestment was adjusted from the expected retention rate of 36% up to 45% to facilitate control and Management of the company. Following the successful divestment, the Company also secured a loan from Vietinbank Banking totaling VND 300 billion for Project investment capital recovery related to rubber replanting. As of the present time, the Company has overcome the financial imbalance situation, and liquidity has improved. All state Debts concerning taxes and social insurance have been fully paid. The Company has paid dividends from retained Profit from 2023 and prior years in strict compliance with legal regulations. The Company is currently being considered by BIDV Banking for a loan for the new rubber planting Project implementation intercropped with Coffee, which is underway at the Cu Mgar Rubber Plantation branch. The company's Financial situation has stabilized and become sustainable, providing conditions to address remaining issues and employee Debts in the near future.

Regarding the consolidated Financial situation as of December 31, 2024, after Auditing, it also shows that the production-business Operations of the Company and its Subsidiaries have been effective, Profit has grown, and capital has been preserved and developed, specifically as follows:



Code	ASSETS	Notes	Period-end balance	Year-beginning balance
1	2	3	4	5
100	A. SHORT-TERM ASSETS		489,382,240,423	348,580,486,531
110	I. Cash and cash equivalents	V.1	213,525,125,079	122,132,037,937
111	1. Cash		212,475,125,079	112,947,629,335
112	2. Cash equivalents		1,050,000,000	9,184,408,602
120	II. Short-term Financial investments		21,110,852,000	29,046,000,000
123	2. Investments held to maturity	V.2a	21,110,852,000	29,046,000,000
130	III. Short-term receivables		33,589,560,807	34,398,800,901
140	IV. Inventories	V.7	209,001,110,384	156,133,988,959
150	V. Other short-term assets		12,155,592,153	6,869,658,734
200	B. LONG-TERM ASSETS		2,157,391,194,669	2,141,049,671,399
210	I. Long-term receivables		5,029,802,419	6,209,549,001
220	II. Fixed assets		1,385,912,670,758	1,297,416,999,511
221	1. Tangible fixed assets	V.10	1,360,857,157,128	1,271,034,418,415
222	- Cost		2,563,622,427,151	2,336,004,610,727
223	- Accumulated depreciation		(1,202,765,270,023)	(1,064,970,192,312)
227	2. Intangible fixed assets	V.11	25,055,513,630	26,382,581,096
228	- Cost		28,092,770,358	29,325,271,321
229	- Accumulated depreciation		(3,037,256,728)	(2,942,690,225)
240	IV. Long-term construction in progress		717,959,124,900	783,188,870,141
250	V. Long-term financial investments	V.2b	25,994,378,923	29,786,147,005
260	VI. Other long-term assets		22,495,217,669	24,448,105,741
270	TOTAL ASSETS		2,646,773,435,092	2,489,630,157,930
Code No.	ASSETS	Code No.	End-of-period balance	Beginning-of-year balance
Code No.	SOURCES OF CAPITAL			
300	C. LIABILITIES		762,129,295,564	785,017,907,395
310	I. Short term debt		596,908,260,246	600,955,554,308
330	II. Long-term debt		165,221,035,318	184,062,353,087
400	D. OWNER'S CAPITAL		1,884,644,139,528	1,704,612,250,535
410	I. Owner's capital	V.23	1,884,644,139,528	1,704,612,250,535
411	1. Contributed capital by owners		1,558,000,000,000	1,558,000,000,000
411a	Ordinary shares with voting rights		1,558,000,000,000	1,558,000,000,000
417	2. Exchange rate changes		(244,633,275,866)	(279,479,203,482)
418	3. Development investment fund		67,986,273,750	56,772,424,520
421	4. Undistributed profit after tax		229,225,836,456	173,530,033,821
440	TOTAL CAPITAL SOURCES		2,646,773,435,092	2,489,630,157,930

Exchange rate difference due to the conversion of the investment amount when the Lao Kip currency depreciated relatively deeply; this is just an assessment of the exchange rate difference as of the reporting date December 31, 2024.

III/ 2025 CONTROL PROGRAM AND PLAN:

The Operations of the Board of Supervisors adhere closely to objectives and tasks as stipulated by regulations and rules. Specifically, some specific programs are as follows:

1/ Supervise compliance with the provisions of law and the Charter.

2/ Control financial – accounting work, divestment Operations, capital restructuring according to the plan to improve the Company's Financial situation.

3/ Supervise the implementation of ongoing long-term objective programs, the quality Management system, science and technology; New Project implementation Operations based on the Company's capital and resource capabilities. Land compensation and recovery Operations following the Decision of the provincial People's Committee, the owner.

4/ Continue to supervise Operations to remedy violations identified through inspections and examinations by state agencies and state Auditing.

5/ Conduct exchanges, consultations, and recommendations between the Board of Supervisors and Management agencies as well as departments regarding plan formulation and implementation, investment plan programs, and cooperation and affiliation expected to be implemented during the Fiscal year.

6/ Timely detection of operational risks, conflicts of interest, risks arising from Policies mechanisms, detection of actions that could lead to violations within the production-business Operations environment, affecting the Company's reputation.

7/ Perform control according to the requests and recommendations of Shareholders, groups of Shareholders, regarding issues related to Company Operations and other arising Content.

Above is the report on control work in 2024 and the 2025 plan program. The Board of Supervisors respectfully submits it for opinion at the AGM. On behalf of the Board of Supervisors, we would like to extend our sincere gratitude.

ON BEHALF OF THE BOARD OF SUPERVISORS

Head of the Board



Nguyen Thac Hoanh



**ĐẮK LẮK RUBBER
JOINT STOCK COMPANY
(ĐẮK LẮK RUBBER
(DAKRUCO))**

No.:10/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Buon Ma Thuot, June 03, 2025

PROPOSAL

Regarding changes in production-business and investment plans
for the period 2024-2028: of Daklak Rubber Joint Stock Company

To: Shareholders

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

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

- Pursuant to Article 2, Resolution No. 12/NQ-HDQT Date May 29, 2024 of the Board of Directors of Daklak Rubber Joint Stock Company.

The Board of Directors of Dakruco submits to the 2025 Annual General Meeting of Shareholders the content regarding the change of Article 2, Resolution No. 02/NQ-DHDCD, Date November 24, 2023 of the General Meeting of Shareholders, regarding the production and business and investment indicators for 5 years (2024-2028), specifically as follows:

1. Indicators regarding quantity:

- For rubber latex product: By the year 2028, increase the total business area of rubber to 6,209.60 ha; rubber plantation output reaches 10,118.56 tonnes, average production of exploited rubber latex increases by 20%/year; total output for the entire period (from 2024-2028): 36,770.29 tonnes; purchase smallholder rubber latex averaging 2,000 tonnes/year.

- For elastic thread product: By the year 2028, production and consumption output reaches 3,400 tonnes/year, bringing the total output for the entire period (from 2024-2028) to: 14,700.0 tonnes.

- For durian product: Business area 74.7 ha. Total output for the entire period (from 2024-2028) strives to achieve: 3,596.71 tonnes.

- For MD2 pineapple product: Strives to achieve 361.93 tonnes, ending business in the year 2025.

- For banana product: Strives to achieve 3,903.81 tonnes, ending business in the year 2025.

- For coffee: Deploy intercropping coffee on the newly planted rubber area in 2025 at Cu Mgar Plantation Branch: 729.17 ha, and will be brought into business in the year 2028.

2. Revenue and Profit for the period 2024-2028:

- Total revenue and other income reach: VND 4,158.08 billion.

- Total cost for the entire period is VND 3,730.52 billion.

- Profit after tax for the entire period reaches VND 394.66 billion, the ratio of profit after tax on total revenue for the entire period averages 9.5%/year, the ratio of profit after tax on charter capital for the entire period averages 6.3%/year.

3. Investment plan for the period 2024-2028: Total investment cost is VND 749.45 billion, of which:

- Investment for care and new planting of rubber plantations planted from 2015 - 2025 is VND 349.25 billion; in the year 2025, the Company will invest in new planting of 781.61 ha of replanted rubber gardens at Cu Mgar Plantation Branch.

- Investment in fruit tree plantations VND 26.16 billion, mainly investing in new planting of 50.05 ha of durian gardens intercropped with jackfruit in the year 2025 and caring for durian gardens planted in 2024.

- Investment in planting coffee intercropped with rubber VND 134.17 billion; of which: planted in 2025 is 244.19 ha, in 2026 is 282.63 ha, in 2027 is 254.79 ha.

- Investment in forest plantation (FSC) is VND 5.34 billion.

- Other capital construction expenses outside the plantations and auxiliary works at the coffee plantation are **VND 234.60 billion**; of which: Maintenance and repair of latex production machinery and equipment: VND 34.623 billion; maintenance of elastic thread production machinery and equipment: VND 19.163 billion; maintenance and repair at the Hotel Branch: VND 28.328 billion; repair of latex transportation vehicles: VND 4.417 billion; road repair: VND 20.089 billion; and construction, new acquisition of Fixed Assets and repair, maintenance of remaining other assets: VND 127.983 billion.

4. Annually, based on the aforementioned plan, the Board of Directors shall develop a plan and submit it to the annual General Meeting of Shareholders for approval, which shall serve as the basis for the Board of Management to implement.

In case the Provincial People's Committee has different opinions regarding the above contents, the Board of Directors shall make adjustments according to the opinion of the Provincial People's Committee, and submit it to the General Meeting of Shareholders for consideration and decision.

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



No.:11/TTr-HDQT

Independence - Freedom – Happiness

Buon Ma Thuot, June 03, 2025

PROPOSAL

Regarding Key Production and Business Indicators and Investment in 2025

To: Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 06/17/2020;
- Pursuant to the Company's Charter, which was supplemented and amended at the Extraordinary General Meeting of Shareholders - Term II (2023-2028), approved on 11/24/2023;
- Pursuant to Article 3, Resolution No. 12/NQ-HĐQT dated 05/29/2025 of the Company's Board of Directors;

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval of some production, business, and investment Indicators for 2025 as follows:

1. Production and business Indicators for 2025:

1.1. Quantity Indicators:

- Total rubber area: **7,960.58 ha**. Of which: Area of exploited rubber: 3,406.03 ha; area of rubber under fundamental construction: 3,324.68 ha; area of newly planted rubber: 781.61 ha; area of linked rubber: 448.26 ha.
- Area of fruit trees: Total banana area: 72.79 ha (Intercropped bananas in 2019: 50.05 ha; pure planted bananas in 2020: 22.74 ha). Durian area: 86.43 ha (Exploited area: 74.7 ha, planted in 2024: 11.73 ha); jackfruit area: 50.05 ha transferred to durian cultivation in 2025; pineapple area: 8.28 ha.
- Total production in the year: (1) Latex production: 7,626.80 tons (including self-tapped rubber: 5,531.87 tons; external purchase: 2,000 tons; debt collection on investment and purchase from associated rubber households: 94.93 tons); (2) Rubber processing received: 1,300 tons; (2) Production of rubber threads of all types: 2,500 tons; production of distilled acid: 100 tons; (3) Fresh banana production: 1,600 tons; durian production: 284.15 tons; MD2 pineapple production: 168.81 tons; betel nut production: 55.74 tons.
- Sales Product output: (1) Latex: 7,526.80 tons (export: 3,050.72 tons; domestic sale: 4,475.28 tons); (2) Rubber threads of all types: 2,500 tons; (3) Fresh banana output: 1,600 tons (of which export: 760.76 tons, domestic sale: 839.24 tons); (4) Domestic durian output: 284.15 tons; MD2 pineapple output: 168.81 tons; domestic betel nut output: 55.74 tons (5) Distilled Acid output: 100.00 tons.

1.2. Value Indicators:

- Average selling price: Finished rubber latex: 42,009,033 VND/ton product; average selling price of rubber threads of all types: 63,320,863 VND/ton; banana selling price: 10,783,572 VND/ton; durian price: 50,000,000 VND/ton; MD2 pineapple: 6,000,000 VND/ton;

- Total revenue: 697,544.95 million VND, including: (1) rubber latex sales: 320,394.41 million VND; (2) thread and acid sales: 158,302.16 million VND; (3) revenue from hotel: 23,711.47 million VND; (4) revenue from fruit Products: 33,588.79 million VND; (5) revenue from intercropping Contracts: 29,580.19 million VND; (6) revenue from financial Operations: 124,715.25 million VND; (7) other income: 2,962.67 million VND; external latex transportation and processing revenue: 4,290 million VND.

- Total cost: 617,317.76 million VND;

- Profit before tax : 80,227 million VND.

2. Investment Indicators:

Total investment capital in 2025: 217,961.36 million VND, including:

- Investment in Capital Construction rubber plantation: 124,552.64 million VND (including Cost for new rubber planting on 781.61 ha, equivalent to 38,308.90 million VND; nurturing Capital Construction rubber on 3,582.81 ha, investment Cost: 86,243.74 million VND);
- Investment in fruit orchards at Cu Bao farm branch: 7,699.99 million VND;
- Investment in planted forest (FSC): 1,443.85 million VND;
- Investment in intercropped coffee plantation on 244.19 ha of newly planted rubber at Cu M'gar farm branch: 27,709.47 million VND;
- Other investments: 57,225.72 million VND; including: Machinery and vehicle repair and maintenance: 29,407.36 million VND; basic construction: 27,818.36 million VND.

3. Assign the Board of Directors to approve the Production and Business Plan and Investment Plan for 2025 according to the key indicators mentioned above, for the Board of Management to implement. In case other investments arise, outside the planned investment list, 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 gives different opinions on 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./.

Recipients:

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

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

(signed)

NGUYEN VIET TUONG



**DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)
No. : 13/TTr-HDQT**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Buon Ma Thuot, June 03, 2025

PROPOSAL

On the distribution of profit after-tax for 2024

To: Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly 17/6/2020;
- Pursuant to the Company Charter as supplemented and amended at the extraordinary General Meeting of Shareholders - Term II (2023-2028), passed on 24/11/2023;
- Pursuant to the Financial statements of the Parent Company for 2024, which have been audited by the Branch of Viet Values Audit and Consulting Co., Ltd;
- Pursuant to Article 3, Resolution No. 10/NQ-HDQT dated 09/5/2025 of the Board of Directors of Dak Lak Rubber Joint Stock Company;

The Board of Directors respectfully requests the opinion of the 2025 Annual General Meeting of Shareholders regarding the distribution of profit after tax for 2024 as follows:

1. Undistributed profit after tax as of 31/12/2024: VND 50,512,373,482. Of which:

- Appropriation of funds from the profit after tax for 2024: VND 36,944,656,599, specifically:

+ Appropriation to the company investment and development fund: VND 15,153,712,000.

+ Appropriation to the company reward and welfare fund: VND 21,470,079,317.

+ Appropriation to the fund for rewarding company managers: VND 320,865,282.

- Remaining profit after appropriation of funds: VND 13,567,716,883.

2. Dividend Distribution: Cash dividends will be paid in the amount of VND 13,567,716,883 to shareholders in 2025 at an appropriate time, and the Board of Directors is authorized to make the Decision.

Submitted to shareholders for review and approval./.

Recipients

- Shareholders;
- General Meeting of Shareholders;
- Board of Supervisors;
- The person in charge of company administration;
- Administrative Department (Website);
- Archive: Secretariat.

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

(signed)

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



**DAK LAK RUBBER
JOINT STOCK COMPANY
DAKRUCO**

No.:01/TTr-BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Buon Ma Thuot, June 03, 2025

PROPOSAL

Regarding the Selection of the Auditing Firm for the Parent Company's and the Consolidated Financial Statements for the Year 2025

To: Shareholders

- Pursuant to the Law on Securities No. 54/2019/QH14 and its related guiding documents;
- Pursuant to the list of auditing firms approved by the State Securities Commission to audit public interest entities operating in the securities sector in 2024 (comprising 28 auditing firms);
- Pursuant to Article 288 of Decree No. 155/2000/ND - CP dated 31/12/2000 of the Government detailing the implementation of a number of articles of the Law on Securities;

The Board of Supervisors of Dakruco submits to the General Meeting of Shareholders for approval the selection of the auditor for the Parent Company's and the Consolidated Financial Statements for the year 2025 as follows:

1. Criteria for Selecting the Auditing Firm:

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

Be a reputable independent auditing firm approved by the State Securities Commission to audit issuers, listed organizations, and securities business organizations;

Have a team of experts and auditors with high qualifications and extensive experience in auditing financial statements in accordance with the Vietnamese Accounting Standards (VAS), the Vietnamese Enterprise Accounting Regime, and the International Financial Reporting Standards (IFRS);

Have no conflict of interest when auditing Dakruco's financial statements;

Offer reasonable and competitive service fees.

2. Proposed List of Auditing Firms

The proposed auditing firms to conduct the audit of the 2025 Financial Statements of the Parent Company and the Consolidated Financial Statements of the Company are as follows:

AAC Auditing and Accounting Company Limited

MOORE AISC Auditing and Informatics Services Company Limited – Da Nang branch.

Viet Values Audit and Consulting Company Limited – Da Nang branch.

3. The Company's Board of Supervisors seeks the opinion of the General Meeting of Shareholders

The Board of Supervisors seeks the General Meeting of Shareholders' approval to authorize the Board of Directors of the Company, based on the proposal of the Board of Supervisors, to select one of the three auditing firms listed in Section 2 of this proposal and to proceed with the necessary 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;
- Annual General Meeting of Shareholders;
- Board of Supervisors;
- Person in charge of corporate governance;
- Administration Department (to publish on the Website);
- Archive: Secretariat.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Signed

Nguyen Thac Hoanh



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. 15/NQ-HDQT dated 23/June/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**

(signed)

Nguyen Viet Tuong



SOCIALIST REPUBLIC OF VIETNAM
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RESIGNATION LETTER

To: - General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company (Dakruco)
 -Board of Directors of the Company

My name is Nguyen Do - General Director of Dak Lak Rubber Investment Joint Stock Company (DRI).

In 2023, I was elected by the General Meeting of Shareholders of Dakruco as a Member of the Board of Directors of Dakruco for the 2023 – 2028 term. During my work, I have always strived to complete the responsibilities and tasks assigned by the Board of Directors.

Currently, I have been assigned by Dakruco to participate in the management and operation of DRI, so I have transferred my work to DRI and no longer work at Dakruco.

Therefore, I respectfully request the Board of Directors and the Annual General Meeting of Shareholders of Dakruco in 2025 to consider and approve my resignation as a Member of the Board of Directors of Dakruco for the 2023 – 2028 term.

I respectfully request the Board of Directors and the General Meeting of Shareholders of Dakruco to consider and resolve this matter.

Buon Ma Thuot, June 04th, 2025.

APPLICANT

(Signed)

Nguyen Do



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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.:35/TTr-HDQT

Buon Ma Thuot, June 23, 2025

PROPOSAL

**Re: Change of Members of the Board of Directors and Supervisory Board
Dak Lak Rubber Joint Stock Company – Term 2023–2028**

To: The Board of Directors of the Company.

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

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

Pursuant to the resignation letter from Mr. Nguyễn Độ – former Deputy General Director of the Company – from his position as a Member of the Board of Directors for the 2023–2028 term;

Pursuant to Official Dispatch No. 208-CV/ĐU dated May 8, 2025, from the Party Committee of the Company regarding the agreement on personnel arrangements;

Pursuant to Official Dispatch No. 6625/UBND-NVKS dated June 19, 2025, from the Provincial People's Committee regarding the agreement for the representative to give opinions and vote at the Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company;

The Executive Board would like to report to the Board of Directors on the matters related to the change of members of the Board of Directors and the Supervisory Board to be presented at the 2025 Annual General Meeting of Shareholders as follows:

1. Regarding the dismissal of a Member of the Board of Directors:

According to the orientation of the Company's Party Committee and Board of Directors, Dakruco nominated Mr. Nguyễn Độ – Deputy General Director of the Company – to join the Board of Directors and Executive Board of Dak Lak Rubber Investment Joint Stock Company (DRI) for the 2022–2027 term, and he has been approved by DRI. The Board of Directors of Dakruco also resolved to dismiss Mr. Nguyễn Độ from his position as Deputy General Director of the Company for the 2023–2028 term effective from May 1, 2025. Mr. Nguyễn Độ has also submitted his resignation from the Board of Directors of Dakruco.

To allow Mr. Nguyễn Độ to focus on his management duties at DRI, the Executive Board proposes that the 2025 Annual General Meeting of Shareholders consider and approve his resignation from the Board of Directors of the Company for the 2023–2028 term.

2. Regarding the replacement personnel for the Board of Directors:

Based on the adjusted and supplemented leadership and management personnel planning for the 2023–2028 term approved by the Company's Board of Directors and following an evaluation of personnel capability, the Executive Board intends to nominate Ms. Nguyễn Thị Mai Quyên – Head of the Technical Department, currently a Member of the Supervisory Board – to resign from the Supervisory Board and be appointed as a Member of the Board of Directors for the 2023–2028 term in replacement of Mr. Nguyễn Độ.

3. Regarding the replacement personnel for the Supervisory Board:

Upon evaluation, Mr. Âu Quý Vinh – Deputy Head of the Technical Department – is deemed competent, has previously served as a Member of the Supervisory Board, and is included in the Company's personnel plan for the Supervisory Board for the 2023–2028 term. The Executive Board plans to nominate Mr. Âu Quý Vinh to join the Supervisory Board for the 2023–2028 term in replacement of Ms. Nguyễn Thị Mai Quyên.

(The above matters have been reported to and approved by the Party Committee of the Company.)

Based on the above, the General Director respectfully reports to the Board of Directors for consideration and decision.

Recipients:

- As above (for reporting);
- NSPC Department, for filing.

GENERAL DIRECTOR

(signed)

Nguyen Minh



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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



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

**COMMITMENT OF MEMBERS OF THE BOARD OF DIRECTORS
II Term (2023-2028)**

To: General Meeting of Shareholders Dak Lak Rubber Joint Stock Company

My name is: NGUYEN THI MAI QUYEN

Date of Birth: September 17, 1970

Citizen Identity Card (CIC) No.: 052170012742, date of issue: May 10, 2021, place of issue: Police Department for Administrative Management of Social Order.

Permanent Residence: No. 33 Nguyen Thuong Hien Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province.

Current Address: No. 33 Nguyen Thuong Hien Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province

Contact Telephone: 0982111627

Email: quyendakruco@gmail.com

Qualification: Master of Agronomy

Employer: Dak Lak Rubber Joint Stock Company

Should I be elected as a Member of the Board of Directors of Dak Lak Rubber Joint Stock Company, I hereby make the following commitments:

1. To comply with the law and the Company Charter in all governance and operational activities.
2. To fulfill the responsibilities, powers, and obligations of a Member of the Board of Directors in strict accordance with the provisions of the Law on Enterprises and other relevant legal documents. To actively participate in Board of Directors meetings, contributing to the establishment and development of the Company.
3. Not to abuse position or authority to pursue personal gain or to harm the legitimate rights and interests of the Company, shareholders, or related parties.
4. To commit to maintaining the confidentiality of information regarding the Company's business operations, strategies, finances, and other information I acquire in the course of performing my duties, unless otherwise stipulated by law.
5. To fully fulfill the obligations of reporting, information transparency, and declaration of related interests in accordance with regulations.

I shall bear full responsibility before the law and the Company should I violate any of the aforementioned commitments.

Sincerely!

Buon Ma Thuot, June 20, 2025

Declarant

(Signed, full name written)

Nguyen Thi Mai Quyen



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

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



THE SOCIALIST REPUBLIC OF VIETNAM

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**STATEMENT OF COMMITMENT
OF THE MEMBER OF THE BOARD OF SUPERVISORS
FOR THE SECOND TERM (2023 – 2028)**

To: General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company

My name is: AU QUI VINH

Date of birth: October 30, 1983

Hometown: Tu Nghia, Quang Ngai

Citizen ID Card No.: 064083007974 issued on: September 29, 2022, place of issue: Department of Administrative Management of Social Order Police

Permanent address: Village 11, Hoa Thang, Buon Ma Thuot, Dak Lak

Qualification: Bachelor of Agro-Forestry Economics

Current Position, place of employment: Deputy Head of Technical Department, Dak Lak Rubber Joint Stock Company

If elected as a Member of the Company's Board of Supervisors, I commit to:

1. Dedicating my full capacity and responsibilities to contribute to the stable and sustainable development of Dak Lak Rubber Joint Stock Company.
2. Fully performing the duties and responsibilities of a Member of the Board of Supervisors in accordance with the Company Charter, internal management regulations, and provisions of law.
3. Providing personal information for the Company's Management as required, truthfully and accurately.

Sincerely!

Buon Ma Thuot, June 23, 2025.

DECLARANT

Au Qui Vinh



SHAREHOLDER ELIGIBILITY VERIFICATION REPORT



Buon Ma Thuot, June 26, 2025

**VOTE COUNTING MINUTES
At the 2025 Annual General Meeting of Shareholders
Dak Lak Rubber Joint Stock Company**

On June 26, 2025, at 10 hours 40 minutes, at the 3rd Floor – Dakruco Hotel, the Vote Counting Committee was established and includes the following members:

1. Mr. Vo Đình Thanh Tuan – Head of the Committee
2. Mr. Le Thanh Binh – Member
3. Ms. Pham Thi Thuy Bang Huyen - Member

The committee conducted the vote counting for the AGM agenda items, with the following results:

- Total voting shares: **155,800,000 shares**
- Total ballots issued: 26 ballots (equivalent to 154,190,000 shares)
- Total ballots collected: 26 ballots (equivalent to 154,190,000 shares)

1. Vote on Adjustment of Article 2, Resolution No. 02/NQ-ĐHĐCĐ dated November 24, 2023, regarding the 2024–2028 Business and Investment Plan (as per Proposal No. 10/TTr-HĐQT dated June 3, 2025)

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

2. Vote on 2025 Business Plan (Proposal No. 11/TTr-HĐQT dated June 3, 2025)

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved



2.1. Rubber latex output: 7,626.80 dry tons; elastic thread: 2,500 tons; distilled acid: 100 tons; fresh banana: 1,600 tons; durian: 284.15 tons; MD₂ pineapple: 168.81 tons; areca nut: 55.74 tons.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

2.2. Total revenue: 697,544.95 million VND; Total expenses: 617,317.76 million VND; Profit before tax: 80,227 million VND.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

2.3. Total investment capital for 2025: 217,961.36 million VND, including: Investments in rubber plantation (immature and new): 124,552.64 million VND (781.61 ha of new rubber, corresponding 38,308.90 million VND; care for 3,582.81 ha of immature rubber, corresponding 86,243.74 million VND); Investments in fruit gardens at Cu Bao Plantation Branch: 7,699.99 million VND; Investments in FSC forest: 1,443.85 million VND; Investments in intercropping coffee on 244.19 ha of new rubber at Cu Mgar Plantation Branch: 27,709.47 million VND; Other investments: 57,225.72 million VND, including: equipment maintenance: 29,407.36 million VND; construction: 27,818.36 million VND. In case of additional investments not listed, the Board of Directors is authorized to decide within the total approved investment budget.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

2.4. If the Provincial People's Committee provides differing opinions, the Board of Directors shall submit adjustments to the General Meeting of Shareholders for approval.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

3. Vote on Profit Distribution for 2024 (Proposal No. 13/TTr-HĐQT dated June 3, 2025)

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

3.1. Undistributed profit after-tax as of December 31, 2024: 50,512,373,482 VND, including: Allocation to funds from 2024 profit after-tax: 36,944,656,599 VND; Remaining profit after allocations: 13,567,716,883 VND.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

3.2. Dividend distribution: Cash dividend payment of VND 13,567,716,883 will be made to shareholders in 2025 at an appropriate time, as decided by the Board of Directors.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

4. Vote on Salary, Remuneration Fund for Managers and Operating Costs of the Board of Directors and Supervisory Board in 2024 (Proposal No. 17/TTr-HĐQT dated June 23, 2025): (4.1) Total salary fund of the Board of Management in 2025: VND 1,872.00 million; (4.2) Salary and remuneration fund for members of the Board of Directors and the Board of Supervisors in 2025: VND 2,008.800 million. Including: Salary for full-time members of the Board of



Directors and Board of Supervisors: VND 1,560 million; Remuneration fund for part-time members of the Board of Directors and Board of Supervisors: VND 448.800 million.

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

5. Vote on Authorizing the Board of Directors to Select One of Three Auditing Firms for 2025 (Proposal No. 01/TTr-BKS dated June 3, 2025)

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

6. Vote on the 2024 Report and 2025 Operational Plan of the Board of Directors

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

7. Vote on 2024 Business Performance Report and 2025 Business Plan of the Executive Board

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

8. Vote on the 2024 Audited Financial Statements

Voting results:

- Total shares present at the AGM: 154,190,000 shares

- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

9. Vote on the 2024 Report and 2025 Plan of the Supervisory Board

Voting results:

- Total shares present at the AGM: 154,190,000 shares
- In favor: 154,190,000 shares (100%)
- Against: 0 shares (0%)
- Abstain: 0 shares (0%)
- Invalid or not voted: 0 shares (0%)

Conclusion: Approved

The vote counting minutes for the 2025 AGM were completed at 12:00 PM on the same day and were presented and approved at the meeting.

The General Meeting unanimously approved the results, with no objections.

MEMBERS OF THE VOTE COUNTING COMMITTEE

**On behalf of the Vote Counting Committee
HEAD OF THE COMMITTEE**

(Sign)

Le Thanh Binh

(Sign)

Vo Đình Thanh Tuan

Vote Counting Supervisor

(Sign)

Nguyen Thac Hoành

CHAIRPERSON OF THE GENERAL MEETING

(Sign)

Nguyen Viet Tuong





Buon Ma Thuot, June 26, 2025

VOTE COUNTING MINUTES

**On the Election of Additional Members to the Board of Directors and the
Supervisory Board For Term II (2023–2028)
At the 2025 Annual General Meeting of Shareholders**

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company as approved by the General Meeting of Shareholders on November 24, 2023;

Pursuant to the voting results at the AGM; the Vote Counting Committee is composed of:

1. Mr. Vo Dinh Thanh Tuan – Head of the Committee
2. Ms. Pham Thi Thuy Bang Huyen – Member
3. Mr. Le Thanh Binh – Member

Based on the nomination and candidacy list for the election of additional members to the Board of Directors and Supervisory Board of Dak Lak Rubber Joint Stock Company for Term II (2023–2028), including the following candidates:

1. Candidates for the Board of Directors:

- Ms. Nguyen Thi Mai Quyen

2. Candidates for the Supervisory Board:

- Mr. Au Qui Vinh

The Vote Counting Committee announced the list of nominated candidates, and the General Meeting unanimously agreed on the nominated candidates to be elected. The number of members to be elected is one (01) for the Board of Directors and one (01) for the Supervisory Board.

The Vote Counting Committee explained the voting regulations and principles to the General Meeting; the election results are based on the number of voting shares owned or represented by each participating shareholder.

The Committee distributed ballots, supervised the voting process, collected the ballots, and conducted vote counting. The results are as follows:

- Total ballots issued: 26 ballots, representing 154,190,000 shares with voting rights
- Total ballots collected: 25 ballots, representing 154,189,300 shares
- Number of unsubmitted ballots: 01 ballots, representing 700 shares



1. Candidate List – Board of Directors

Ms. Nguyen Thi Mai Quyen

Board of Directors Election Results:

- Valid ballots: 25 ballots, representing 154,189,300 shares (including 154,189,300 shares cast)
- Invalid ballots: 0 ballots, equivalent to 0 shares

No.	Full Name	Valid Voting Shares	Percentage (%)
1	Nguyen Thi Mai Quyen	154,189,300	100

Based on the vote counting results, the approved election regulations, and the Company Charter, the following person was elected as a member of the Board of Directors of Dak Lak Rubber Joint Stock Company for Term II (2023–2028):

Elected Member – Board of Directors

No.	Full Name	Votes Received	Percentage (%)
1	Nguyen Thi Mai Quyen	154,189,300	100

2. Candidate List – Supervisory Board

Mr. Au Qui Vinh

Supervisory Board Election Results:

- Valid ballots: 26 ballots, representing 154,190,000 shares (including 154,190,000 shares cast)
- Invalid ballots: 0 ballots, equivalent to 0 shares

No.	Full Name	Valid Voting Shares	Percentage (%)
1	Au Qui Vinh	154,190,000	100

Based on the vote counting results, the approved election regulations, and the Company Charter, the following person was elected as a member of the Supervisory Board of Dak Lak Rubber Joint Stock Company for Term II (2023–2028):

Elected Member – Supervisory Board

No.	Full Name	Votes Received	Percentage (%)
1	Au Qui Vinh	154,190,000	100

**WORKING REGULATION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The socialist republic of Vietnam on June 17, 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Charter of Dak Lak Rubber Joint Stock Company;

To ensure that the 2025 Annual General Meeting of Shareholders (AGM) of Dak Lak Rubber Joint Stock Company is conducted successfully and in compliance with the law, the Board of Directors establishes the regulations, principles of working procedure, conduct, and Voting at the Meeting; submitted to the General Meeting of Shareholders (GMS) for approval as follows:

1. PURPOSE

- Ensure that the procedures, code of conduct, and voting at the 2025 AGM of Dak Lak Rubber Joint Stock Company are carried out in accordance with regulations and successfully.
- The Resolutions of the GMS reflect the unified will of the GMS, fulfill the aspirations and rights of Shareholders, and comply with the law.

2. SCOPE AND APPLICABILITY

Applicability: All Shareholders, representatives (authorized persons), and guests attending the 2025 AGM of Dak Lak Rubber Joint Stock Company must comply with and adhere to the regulations in this regulation, the Company Charter, and current legal provisions.

Scope of Application: This regulation is used for organizing the 2025 AGM.

3. INTERPRETATION OF TERMS/ABBREVIATIONS

- | | | |
|---------------|---|--|
| - The Company | : | Dak Lak Rubber Joint Stock Company; |
| - BOD | : | Board of Directors; |
| - BOS | : | Board of Supervisors; |
| - Supervisor | : | Member of the Board of Supervisors; |
| - OC | : | Organizing Committee for the General Meeting; |
| - GMS | : | General Meeting of Shareholders; |
| - Meeting | : | Meeting of the General Meeting of Shareholders; |
| - Delegates | : | Shareholders, representatives (authorized persons) |

4. CONTENT OF REGULATIONS

4.1. Conditions for conducting the GMS

The AGM of the Company shall be conducted when the number of Delegates attending represents at least over 50% of the total number of shares with voting rights.

In case the required number of Delegates is not sufficient within thirty (30) minutes from the scheduled opening time of the Meeting, the Meeting must be reconvened within thirty (30)



days from the scheduled date for the first GMS. The reconvened GMS may only proceed if the attendees include Delegates representing at least 33% of the shares with voting rights.

In case the second Meeting is not conducted due to insufficient required Delegates within thirty (30) minutes from the scheduled opening time of the Meeting, a third GMS may be convened within twenty (20) days from the scheduled date for the second Meeting, and in this case, the Meeting shall proceed regardless of the number of Delegates attending and shall be considered valid and entitled to decide on all matters that the first GMS could have approved.

4.2. Conditions for Shareholders to attend the Meeting

All Shareholders with Voting rights of the Company according to the list closed on May 27, 2025 are entitled to attend the AGM; they may attend in person or authorize their representative to attend. In case there is more than one authorized representative in accordance with the law, the specific number of Shares and votes for each representative must be clearly specified.

4.3. Guests at the Meeting

Refers to the Company's Management titles, guests, members of the Meeting Organizing Committee who are not Company Shareholders but are invited to attend the Meeting.

Guests are not allowed to speak at the Meeting, except when invited by the Chairman of the Meeting, or upon prior registration with the Organizing Committee of the Meeting and consent from the Chairman of the Meeting.

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

- Be on time, dress politely and formally, undergo security checks (If any), provide personal identification papers, etc., as required by the Organizing Committee of the Meeting.

- Receive meeting documents and papers at the reception desk located before the meeting hall.

- Late Shareholders are entitled to register immediately and thereafter entitled to participate and vote at the Meeting. The Chairman is not obligated to halt the Meeting for late Shareholders to register their attendance; the results of Voting on matters that have been voted upon before the arrival of such Delegates shall not be affected.

- Set Telephones to vibrate mode or turn them off; exit the room to make calls if necessary.

- Do not smoke, maintain order in the meeting room.

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

Should any Delegate fail to comply with the inspection regulations or the aforementioned measures and regulations, the Chairman, after careful consideration, may refuse entry to or request the said Delegate to leave the meeting venue, to ensure the Meeting proceeds normally according to the planned agenda.

4.5 Chairman and The Presiding

- The Presiding consists of 03 members, including 01 Chairman and 02 Members elected by the GMS; the Chairman of The Board of Directors is the Head of The Presiding and is the Chairman of the GMS (Chairperson). The Head of The Presiding presides over the affairs of the Meeting according to the Content and agenda approved by the GMS.

- In the event that the Chairman of The Board of Directors is absent or temporarily incapacitated or is suddenly absent for more than 30 minutes during the Meeting, the remaining Members of the Board of Directors shall elect one person among themselves to chair the Meeting based on the majority principle. If no one is available to serve as Chairman, the Head of the Board of Supervisors shall direct the AGM to elect a Chairman of the meeting from among the attending persons, and the person receiving the highest number of votes shall serve as the Chairman of the meeting.

- In other cases, the person signing the convocation for the AGM shall preside to allow the AGM to elect the Chairman of the meeting, and the person receiving the highest number of votes shall be appointed as the Chairman of the meeting.

Tasks of The Presiding:

- * Presiding over the Operations of the Company's GMS according to the proposed agenda of the Board of Directors which has been approved by the GMS;

- * Guiding the Delegates and the Meeting in discussing the Content included in the agenda;

- * Presenting the Draft, concluding necessary matters for the GMS to vote on;

- * Answer issues requested by the Meeting;

- * Settle issues that incurred during the Meeting.

- Working principle of The Presiding: The Presiding operates on the principles of collectivism, democratic centralism, and Decision-making by majority vote.

- Meeting Secretary:

- * The Chairman of the Meeting appoints 02 persons to serve as meeting secretaries for election by the GMS.

- * Responsibilities and powers: Fully and truthfully record the Content of the Meeting; receive registration forms for Delegates to speak; Draft the Meeting Minutes and Draft the GMS Resolution; Assist the Chairman in Announcing information related to the GMS meeting and notifying Shareholders in accordance with legal regulations and the Company's Charter.

- The Chair and Secretary of the Meeting shall have the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, strictly according to the approved agenda, and to reflect the wishes of the majority of meeting attendees.

4.7 Shareholder Eligibility Verification Committee

The Meeting's Shareholder Eligibility Verification Committee shall consist of 03 persons, including 01 Head and 02 members nominated by the Chair 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 shall report to the General Shareholders' Meeting 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 present as stipulated by Article 145 of the Law on Enterprises, the Company's General Shareholders' Meeting may be organized and held.

4.8 Ballot Counting Committee



The Ballot Counting Committee shall be nominated by the Chair for approval by the General Shareholders' Meeting through Voting by raising the voting card. Candidates participating in self-nomination, nomination (when conducting elections) are not allowed to participate in the Ballot Counting Committee.

Duties of the Ballot Counting Committee:

- * Disseminate principles, regulations, and instruct the method of Voting and election.
- * Verify and record Ballots, prepare ballot counting minutes, and Announced the results; submit the minutes to the Chair for approval of the Voting results, Election Results.
- * Quickly inform the secretary of the Voting results and Election Results.
- * Review and report to the Meeting cases violating Voting or election regulations or petitions/complaints about the Voting or election results.

4.9 Speaking at the Meeting

Delegates attending the Meeting who wish to speak must obtain the consent of the Chair of the Meeting. Delegates shall speak concisely and focus on the core Contents to be discussed, consistent with the agenda approved by the General Shareholders' Meeting, or submit their opinions in writing to the Meeting Secretary for synthesis and reporting to the Chair.

The Chair of the Meeting shall arrange for Delegates to speak in the order of registration, concurrently addressing Shareholders' questions at the Meeting or recording them for a written response later.

4.10 Voting on issues at the Meeting

4.10.1 Principles

All issues in the agenda and meeting Contents of the Meeting must be discussed and voted upon publicly by the GMS.

The Voting card and Ballot shall be printed by the Company, with a barcode, and sent directly to Delegates at the Meeting (together with the General Shareholders' Meeting documents). The Voting card and Ballot shall clearly indicate the Shareholder code, full name, the number of owned Shares, and Shares represented by proxy for Voting by that Shareholder.

- Method of Voting is as follows:

* Voting by raising the Voting card: This method is used to approve issues such as: Election of the Presidium, Secretary, and Ballot Counting Committee; Meeting Agenda; Meeting Working Regulations; Regulations on dismissal and supplementary election of Board of Directors' members and Member of the Board of Supervisors; Composition of the Ballot Counting Committee; dismissal of Board of Directors' members and Member of the Board of Supervisors; finalizing the number and list for supplementary election of Board of Directors' members and Member of the Board of Supervisors; approving the Meeting Minutes, General Shareholders' Meeting Resolution, and other Contents at the Meeting (If any);

* Voting by filling in the Ballot: This method is used to approve issues: Activities of the Board of Directors Report; General Director's business performance report; Board of Supervisors' Activities Report; Financial statements for 2024, which have been Audited; and Voting to approve the Contents of the submissions at the Meeting; election of Board of Directors' members and Member of the Board of Supervisors.

Voting Method

* Delegates shall cast their votes to approve (For), disapprove (Against), or abstain (Abstain) on an issue put to vote at the Meeting by raising the Voting Card or by marking their chosen option on the Ballot corresponding to the content requiring voting as stipulated in Section 4.10.1.

* When voting by raising the Voting Card, the front side of the Voting Card must be raised high facing the Presidium. If a delegate does not raise the Voting Card during all three instances of voting (for, against, or abstain) on an issue, it shall be deemed as voting in favor of that issue. If a delegate raises the Voting Card more than once (01) when voting for, against, or abstaining on an issue, it shall be considered an invalid vote. According to the method of voting by raising the Voting Card, Members of the Shareholder Eligibility Verification Committee/Ballot Counting Committee shall mark the shareholder code and corresponding number of votes for each shareholder casting votes for, against, abstaining, and invalid votes.

* When voting by filling out the Ballot, for each content item, the shareholder shall choose one of the three options "For", "Against", "Abstain" pre-printed on the Ballot by marking an "X" or "✓" in the box they choose. After completing all content items requiring voting at the General Meeting, the delegate shall submit the ballot into the sealed ballot box provided at the Meeting as instructed by the Ballot Counting Committee. The ballot must bear the signature and full name written by hand of the delegate.

4.10.2 Validity of the Ballot

- **Valid Ballot:** Is a ballot printed according to the form issued by the Organizing Committee, free from erasure, alteration, tearing, damage, etc., containing no additional content other than what is prescribed for this ballot, and must bear the handwritten signature and full name of the delegate attending below the signature.

On the ballot, each voting content item (Report, Submission, etc.) is valid when the delegate marks one (01) out of the three (03) voting boxes.

- Invalid Ballot:

* Adding other content to the ballot;

* Ballots not according to the printed form issued by the Organizing Committee, ballots without the red seal or barcode of the Company; ballots without the signature and full name of the delegate; ballots that have been erased, altered, or have additional content written on them outside of what is prescribed for ballots, in which case all voting content on such ballots is invalid.

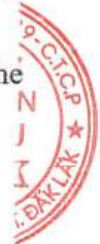
- Item-by-item validity:

Ballots where the boxes are marked are considered invalid for each content item if a content item is not marked in any of the three boxes (left blank) or is marked in two to three boxes; that content item is deemed invalid. Other content items, if marked validly, shall still be counted as valid for each respective item.

4.10.3 Voting Regulations

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

As of the shareholder list record date (May 27, 2025), the Company's total number of shares is: 158,800,000 shares, equivalent to 158,800,000 voting rights.



Issues requiring a vote at the General Meeting shall only be approved if the voting rate of shares with voting rights of shareholders attending the meeting who vote in favor is over 50%.

4.10.5 Recording of voting results

- At the Meeting, the GMS shall adopt the Ballot Counting Committee.
- The Ballot Counting Committee shall be responsible for collecting ballots.
- The Ballot Counting Committee shall verify the number of votes for, against, and abstentions for each Content item and shall be responsible for recording, compiling, and reporting the Vote Counting Result at the GMS.

4.11 Minutes, Resolution of the GMS meeting

The Meeting minutes and the GMS Resolution must be read and approved before the Meeting adjourns.

5. IMPLEMENTATION

All attendees, representatives, and guests participating in the Meeting shall be responsible for fully complying with the contents stipulated in This regulation, the Company's current management regulations, rules, and charter, and relevant legal provisions.

The convener of the AGM has the right to:

* Request all participants to undergo inspection or other lawful and reasonable security measures;

* Postpone the AGM when Attendees obstruct, disrupt order, posing a risk that the meeting cannot be conducted fairly and lawfully, and other matters according to Clause 8, Article 146 of the Law on Enterprises.

Matters not stipulated in detail in this regulation shall be uniformly applied according to the provisions of the Company's Charter, the Law on Enterprises 2020, and current legal documents of the State.

This regulation takes effect immediately after being approved by the Company's General Meeting of Shareholders through Voting.

ON BEHALF OF THE GMS
CHAIRPERSON

Nguyễn Việt Tuong
CHAIRMAN OF THE BOD

REGULATION
**DISMISSAL AND ELECTION OF ADDITIONAL MEMBERS OF THE BOARD
OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS
TERM II (2023-2028) AT THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

DAK LAK RUBBER JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;

- Pursuant to the Charter of Dak Lak Rubber Joint Stock Company amended and supplemented by the extraordinary General Meeting of Shareholders, term 2023-2028, on 24/11/2023.

**I. DISMISSAL OF MEMBER OF THE BOARD OF DIRECTORS AND
MEMBER OF THE BOARD OF SUPERVISORS**

Article 1. Conditions for dismissing members of the Board of Directors, members of the Board of Supervisors

1- Members of the Board of Directors proposed for dismissal no longer satisfy the criteria and conditions for being members of the Board of Directors as prescribed in Clause 1, Article 52 of the Internal Regulations on Corporate Governance:

- Failing to satisfy the criteria and conditions prescribed in Article 155 of the Law on Enterprises;

- Having a resignation letter and being approved;

- Other cases prescribed in the Company Charter.

2 - Members of the Board of Supervisors proposed for dismissal no longer satisfy the criteria and conditions for being members of the Board of Supervisors as prescribed in Clause 2, Article 39 of the Company Charter or

- Having a request letter from the member of the Board of Supervisors themselves and being approved;

- Other cases prescribed by law.

Article 2. Voting for 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 ballots for each case issued by the Organizing Committee of General Meeting of Shareholders. Each Shareholder or authorized representative of Shareholder shall have a total number of votes corresponding to the number of Shares owned or the number of Shares represented by authorization. Shareholders or authorized representatives of Shareholders shall have the right to approve or not approve. If approving, when asked, the Shareholder or representative shall submit the ballot for the Vote Counting Team to count into the number of approved Shares; in case the Shareholder or representative does not approve, when asked, the Shareholder or representative shall submit



the ballot for the Vote Counting Team to count into the number of disapproved Shares. In case the Shareholder or representative does not submit the ballot in either of the above cases, it shall be counted into the number of Shares without opinion.

2- If the counted result of the number of Shares approving the dismissal of members of the Board of Directors and members of the Board of Supervisors is over 50% of the total number of voting Shares at the General Meeting of Shareholders, then members of the Board of Directors and members of the Board of Supervisors shall be dismissed and the dismissal shall take effect immediately upon announcing the result. If the number of Shares not approving the dismissal accounts for over 50% of the total number of voting Shares at the General Meeting of Shareholders, then members of the Board of Directors and members of 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 the ballot counting minutes as prescribed and included in the results of the General Meeting of Shareholders.

II. NOMINATION AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORS

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

- Number of additional members to be elected for the Board of Directors: 01; Members of the Board of Supervisors: 01;

- Term of office for the Board of Directors and Board of Supervisors: term 2023-2028

Article 4. Standards and conditions for Members of the Board of Directors and Members of the Board of Supervisors

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

- Having full civil capacity for acts, not belonging to the category of persons prohibited from enterprise Management as stipulated in Clause 2, Article 17 of Law on Enterprises No. 59/2020/QH14;

- Having Qualification and experience in business administration or in the business sector, industry, and profession of the Company, and not necessarily being a Shareholder of the Company;

- Shall not be a person with familial relations (spouse, birth father, birth mother, adoptive father, adoptive mother, father-in-law, mother-in-law (of husband), father-in-law, mother-in-law (of wife), birth child, adopted child, Younger brother-in-law, Younger sister-in-law (daughter-in-law), Order Sibling, Order Sister, Younger Sibling, Elder brother-in-law, Younger brother-in-law, Elder sister-in-law, Younger sister-in-law (sister-in-law), Elder brother of wife, Elder brother of husband, Order Sister of wife, Order Sister of husband, Younger Sibling of wife, Younger Sibling of husband) of the General Director and other Management staff of the company; or of the Management, person with authority to appoint Management of the Parent Company.

- A member of the Board of Directors of the Company shall not concurrently be a member of the Board of Directors at more than 05 other companies.

2- For members of the Board of Supervisors, the following standards must be ensured:

- Having full civil capacity for acts and not belonging to the category of persons prohibited from establishing and managing enterprises as stipulated by the Law on Enterprises;

- Trained in one of the specializations in economics, finance, accounting, Auditing, law, business administration, or a specialization suitable for the business operations of the enterprise;

- Shall not be a person with familial relations of a member of the Board of Directors, General Director, and other Management staff;

- The Inspector shall not be a person within the accounting and finance department of the Company;

- Not holding a Management Position in the Company; not necessarily being a Shareholder or employee of the Company;

- Having good health, moral qualities, being honest, incorruptible, knowledgeable, and having awareness of law observance.

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

1- Shareholders holding Shares with Voting rights and having the right to aggregate their individual Voting Shares may nominate and put forward Nominees for the Board of Directors and Members of the Board of Supervisors.

- Shareholders or a group of Shareholders holding from ten (10)% to less than twenty (20)% of the total Shares with Voting rights may nominate one (01) Nominee;

- Shareholders or a group of Shareholders holding from twenty (20)% to less than thirty (30)% may nominate a maximum of two (02) Nominees;

- Shareholders or a group of Shareholders holding from thirty (30)% to less than forty (40)% may nominate a maximum of three (03) Nominees;

- Shareholders or a group of Shareholders holding from forty (40)% to less than fifty (50)% may nominate a maximum of four (04) Nominees;

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

2- In cases where the number of Nominees nominated by Shareholders or a group of Shareholders is less than the number of Nominees they are entitled to nominate, the remaining number of Nominees shall be nominated additionally by the incumbent Board of Directors to reach the required number for election.

Article 6. Dossiers for participating in nominations, proposing nominees for election as members of the Board of Directors and members of the Board of Supervisors

- Application form for nomination or self-nomination to participate as Members of the Board of Directors;

- Curriculum Vitae self-declared by the nominee;

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- Certified copy of Citizen Identity Card, or Passport, and degrees, diplomas, certificates proving the nominee's educational background and qualification.

Article 7. Selection of nominees

Based on the Application forms for nomination and self-nomination submitted by the Shareholders/group of Shareholders, the Organizing Committee of the Company's 2025 Annual General Meeting of Shareholders shall compile a list of nominees meeting the required conditions as stipulated for submission to the General Meeting of Shareholders, which shall then compile a list of nominees meeting the required conditions as stipulated for electing members of the Board of Directors and members of the Board of Supervisors.

III. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORSS

Article 8. Eligible Voters

Shareholders holding voting Shares and authorized representatives of Shareholders holding the Company's voting Shares.

Article 9. Ballot and Marking the Ballot

1. List of Candidates for Member of the Board of Directors and Member of the Board of Supervisors:

Full name shall be listed on the ballot.

Ballot and Marking the Ballot:

- The ballots shall be printed uniformly, indicating the total number of voting Shares according to the attendance code; The ballots shall be used to elect Members of the Board of Directors and members of the Board of Supervisors.

- Each Shareholder or authorized representative shall be issued 01 ballot for Members of the Board of Directors and the Board of S' members according to the attendance code (including owned and authorized Shares).

- The Shareholder or authorized person must personally mark the number of votes for each nominee in the designated box on the ballot, sign, and clearly state their full name.

- In case of incorrect marking, if the ballot has not been cast into the ballot box, the Shareholder shall request the Ballot Counting Committee to exchange for another ballot.

3. Cases of Invalid Ballots:

- Ballots not in the prescribed form issued by the Meeting Organizing Committee, without the seal or barcode of Dak Lak Rubber Joint Stock Company.

- Ballots that are torn, crossed out, amended, added to, or where the names marked are incorrect, or not included in the List of Candidates unanimously approved by the General Meeting of Shareholders before voting takes place; ballots containing votes for more nominees than permitted, or blank ballots without votes for anyone.

- Ballots where the total number of voting rights exercised by the Shareholder for the nominees exceeds the total number of voting rights held by that Shareholder (including owned and authorized).

- Voting Ballots submitted to the Ballot Counting Committee after the voting has ended and the ballot box has been sealed.

Article 10. Voting Method (*Pursuant to Clause 3, Article 148 of the Law on Enterprises 2020*)

- Voting for the election of members of the Board of Directors and members of the Board of Supervisors shall be conducted by secret ballot using the cumulative voting method (evenly or unevenly cumulative).

- Each Shareholder shall have a total number of votes equivalent to the total number of voting Shares held (including owned and authorized) 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, a number of or all the nominees; the remaining votes may not be cast for any nominee. The total number of votes cast for the nominees must not exceed the total number of votes that the Shareholder is entitled to cast as indicated in the Shareholder information section, nor must it exceed the number of nominees approved by the General Meeting of Shareholders for voting.

- Regarding ballot marking:

There are 02 ways to mark ballots:

+ Cumulative Voting (Disproportionate): Shareholders directly record the number of votes for each Nominee in the column "cumulative voting (disproportionate)". The number of votes for each Nominee may differ depending on the voter's confidence in the Nominees, but the total number of votes allocated to the selected Nominees must not exceed the total number of votes the shareholder is entitled to cast.

+ Cumulative Voting (Proportionate): Shareholders only need to mark a cross (X) in the "cumulative voting (proportionate)" column corresponding to the number of Members of the Board of Directors and Member of the Board of Supervisors that the shareholder trusts.

Article 11. Ballot Counting Committee, Voting and Vote Counting Principles

1. Ballot Counting Committee:

- The Ballot Counting Committee is nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

- The Ballot Counting Committee is responsible for:

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

+ Distributing ballots and instructing how to mark ballots.

+ Conducting vote counting using vote counting software.

+ Announced the Election Results before the General Meeting of Shareholders.

- Members of the Ballot Counting Committee shall not be listed in the nomination and candidacy lists for the Board of Directors and Board of Supervisors.

2. Voting and Vote Counting Principles:

- The Ballot Counting Committee shall inspect the ballot box in the presence of the Shareholders.

- Voting shall commence upon completion of ballot distribution and shall conclude when the last shareholder casts their ballot into the ballot box.

- Vote counting must be conducted immediately after voting concludes and counting shall be done using the vote counting software.

- The Vote Counting Result shall be prepared in writing and Announced by the Head of the Ballot Counting Committee before the General Meeting of Shareholders, vote



counting data shall be stored in the Company's Administrative Department, and the ballots shall be sealed and stored with the Company's secretariat.

- The counted ballots shall be kept at the Company's head office.

Article 12. Cumulative Voting Principle, Election Principle for members of the Board of Directors and member of the Board of Supervisors

- Cumulative Voting Principle: The Ballot Counting Committee provides specific instructions at the General Meeting of Shareholders.

- Election Principle for members of the Board of Directors and member of the Board of Supervisors: The elected members of the Board of Directors and member of the Board of Supervisors are determined as the individuals with the highest number of votes.

- The Election Results are recorded in the Minutes of the Election for members of the Board of Directors and member of the Board of Supervisors.

Article 13. Preparation and Announcement of the Vote Counting Minutes

- After counting votes, the Ballot Counting Committee must prepare the Vote Counting Minutes.

- The full text of the Vote Counting Minutes must be Announced before the General Meeting of Shareholders.

Article 14. Complaints Regarding Voting and Vote Counting.

- In the event that after the Election Results have been Announced, a shareholder files a complaint or requests a recount of the Election Results, the Ballot Counting Committee shall directly re-examine.

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

This Charter comprises 14 articles, read aloud before the 2025 Annual General Meeting of Shareholders for Voting approval and takes effect immediately during the Meeting./.

**ON BEHALF OF THE GMS
CHAIRPERSON**



Nguyen Viet Tuong

CHAIRMAN OF THE BOD