DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

No: 26/2026/CBTT-DRI

SOCIALIST REPUBLIC OF VIET NAM
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DakLak, July 27, 2026

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

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

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

Address: 59 Cao Thang str, Tan An Ward, Buon Ma Thuot City, Dak Lak Province

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

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

Stock symbol at Ha Noi stock exchange: DRI

Submitted by: **Mrs Nguyen Thi Hai**

Position: Corporate governance officer – Authorized person for information disclosure

Telephone: 0084-262-3867676

Information disclosure type:

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

Contents of information disclosure:

Dak Lak Rubber Investment Joint Stock Company hereby discloses Resolution No. 12/NQ-BOD dated July 27, 2026 of the Board of Directors.

This information was also published on the official website of Dak Lak Rubber Investment Joint Stock Company on July 27, 2026 at the following link: http://www.dri.com.vn, under the Investor Relations / Internal Documents section.

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

Respectfully announced./.

Attachments:
- Resolution No. 12/NQ-BOD;

AUTHORIZED PERSON FOR INFORMATION DISCLOSURE

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

Nguyen Thi Hai

DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY
DRI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 12/NQ-BOD

Dak Lak, date 27 *month* 07 *year 2026*

RESOLUTION
BOARD OF DIRECTORS
DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY

The Board of Directors of Dak Lak Rubber Investment Joint Stock Company based on:

- The Law on Enterprises No. 59/2020/QH14 of the National Assembly of the Socialist Republic of Vietnam and the Laws amending and supplementing a number of articles of the Law on Enterprises;
- The Charter of Organization and Operation of Dak Lak Rubber Investment Joint Stock Company;
- The Minutes of the Company's Board of Directors Meeting held on July 23, 2026.

RESOLVED

Article 1. Business Performance in the First Six Months of 2026 and Key Tasks for the Last Six Months of 202

The Board of Directors agrees with Report No. 21/BC-CT dated 22 July 2026 submitted by the General Director regarding the business performance in the first six months of 2026 and the directions and key tasks for the remaining six months of 2026.

The Board highly appreciates the Executive Management for effectively implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, as well as directing and managing the Company's operations to achieve outstanding results in rubber latex production, profit generation, and cost management, thereby establishing a solid foundation for exceeding the business targets for 2026.

During the remaining six months of 2026, priority shall be given to the following key tasks:

1. At DRI (Parent Company)

-Direct, inspect and supervise subsidiaries to ensure the successful completion of the 2026 business and investment plans in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors.

-Proactively manage product sales in line with market developments while enhancing selling prices and strengthening the Company's brand.

-Exercise strict control over capital, costs, cash flow and investment projects to improve capital utilization efficiency.

-Focus on implementing the key assignments entrusted by the Board of Directors, particularly the transfer of the Company's stock listing from the UPCoM market to the Ho Chi Minh Stock Exchange (HOSE), together with the implementation of approved investment projects.

-Assign the Executive Management to coordinate with Daklaoruco, based on the survey results provided by the consulting firm, to develop an overall crop restructuring plan aimed at maximizing land-use value and efficiency. Based on such plan, adjust the roadmap for rubber plantation liquidation and replanting for submission to the Board of Directors, while preparing the five-year business plan for the 2027–2032 term.

-Continue studying and identifying feasible solutions for the liquidation and sale of rubber wood at Daklaoruco

2. At Daklak Rubber Company Limited (Daklaoruco)

-Mobilize all available resources to achieve and strive to exceed the 2026 production and revenue targets.

-Intensify the management of rubber tapping, processing and sales activities in order to improve labour productivity, product quality and operational efficiency.

-Complete the planting of an additional 37.21 hectares of durian plantation; strengthen cost control and ensure operational efficiency.

-Coordinate with DRI in implementing solutions to expand export markets, increase export volume and improve product selling prices.

-Ensure that all approved investment projects are implemented on schedule.

-Continue maintaining good relationships with local authorities and effectively fulfilling corporate social responsibility and social welfare activities

3. At DRI High-Tech Agriculture Company Limited

-Focus on the cultivation and maintenance of durian plantations in strict compliance with technical procedures, minimizing adverse weather impacts on productivity and product quality.

-Strictly manage investment costs, utilize capital efficiently, and make adequate preparations for harvesting and marketing activities.

-Coordinate closely with the Parent Company in operational management, product marketing and the digitalization of plantation management.

-Engage qualified consultants to prepare and obtain planting area codes for durian products

Article 2. Approval of Remuneration and Bonus Coefficients

The Board of Directors approves the remuneration and bonus coefficients applicable to members of the Board of Directors, the Supervisory Board, the Person in Charge of Corporate Governance, the Secretary to the Board of Directors, and the bonus coefficients applicable to the Executive Management, as follows:

No.	Position	Remuneration Coefficient	Bonus Coefficient
I.	**Board of Directors**		
1	Chairman of the Board of Directors	1.5	1.5
2	Member of the Board of Directors	1.0	1.0
3	Member of the Board of Directors cum General Director	1.0	1.2
4	Person in Charge of Corporate Governance (concurrent position)	0.5	-
5	Secretary to the Board of Directors (concurrent position)	0.5	0.5
II.	**Supervisory Board**		
1.	Head of the Supervisory Board	1.0	1.0
2.	Member of the Supervisory Board	0.8	0.8
3.	Concurrent Member of the Supervisory Board	0.5	0.5
III.	**Executive Management**		
1	Deputy General Director	-	0.8
2	Chief Accountant	-	0.8

The above coefficients shall serve as the basis for allocating the annual remuneration and bonus funds for the Board of Directors, the Supervisory Board and individuals concurrently assisting the Board of Directors. These coefficients shall take effect from 01 January 2026 until superseded by a new resolution or other replacement document.

Article 3. Approval in Principle of Investment Projects and the Implementation of Certain Activities Outside the 2026 Business and Financial Plan of Daklaoruco

Pursuant to Proposal No. 30/TTr-CT dated 22 July 2026 submitted by the General Director, the Board of Directors resolves as follows:

1. Construction of a Warehouse at the Durian Plantation

The Board of Directors approves in principle the construction of a warehouse at the Durian Plantation with the following preliminary investment scale:

- Warehouse floor area: 2,750 m²**.**
- Main structure: reinforced concrete foundation and columns, heavy-duty concrete flooring, brick walls, prefabricated steel frame, ventilated metal roofing with natural lighting, together with complete electrical and lightning protection systems.
- Estimated investment cost:

  2,750 m² × LAK 3,200,000/m² = LAK 8,800,000,000 *(Eight billion eight hundred million Lao Kip).*

Funding source: Capital expenditure budget for 2026.

The General Director is assigned to instruct Daklaoruco to engage a qualified consulting firm to conduct site surveys and prepare the technical design, cost estimates and total investment budget during August 2026, and submit the investment dossier to the Parent Company for consideration and approval by the Board of Directors before implementation.

2. Pilot Cultivation of 23.45 Hectares of Robusta Coffee at Plot 13.2 of the Durian Plantation

The Board of Directors approves in principle assigning the General Director of DRI to instruct Daklaoruco to engage a qualified consulting firm to survey and evaluate natural conditions and other relevant factors across all plantation land currently managed by Daklaoruco, including the area covered by the Coffee Cultivation, Development and Business Project in Laungam District, Salavan Province pursuant to Article 2 of Resolution No. 10/NQ-HĐQT dated 09 June 2026.

Subject to favorable survey results, Daklaoruco shall report to DRI for implementation of a pilot coffee cultivation model at Plot 13.2 covering 23.45 hectares in 2027, which will subsequently serve as the basis for an intercropping model under the rubber replanting program.

3. Supplementary Incentive Fund from Cashew Harvesting Profits

The Board of Directors approves in principle the allocation of 30% of the net profit generated from incidental cashew harvesting activities to supplement the salary-based incentive fund for participating departments and operating units. For 2026, the approved bonus allocation shall be LAK 385,000,000.

This incentive mechanism shall continue to apply in subsequent years.

The General Director is assigned to instruct Daklaoruco to develop an allocation plan and organize the implementation of the incentive program in a transparent manner and in compliance with applicable regulations.

4. Financial Mechanism for Latex Recovered from Wastewater Ponds and Field-Collected Scrap Latex

The Board of Directors approves in principle assigning the General Director to instruct DRI's Finance and Accounting Department to coordinate with Daklaoruco in conducting a comprehensive assessment of the effectiveness and impact of supplementing the payroll fund based on latex recovered from wastewater ponds and scrap latex collected from plantations. Based on such assessment, an appropriate payment mechanism shall be proposed and submitted to the Board of Directors for consideration and approval.

5. Establishment of Laungam – Salavan Coffee Company Limited

The Board of Directors approves in principle the establishment by Daklaoruco of a new legal entity tentatively named: Laungam – Salavan Coffee Company Limited. This company shall be established as a single-member limited liability company, wholly owned (100% charter capital) by Daklaoruco, for the implementation of the Coffee Cultivation, Development and Business Project in Laungam District, Salavan Province, Lao People's Democratic Republic.

The Board further approves: appointing the Director of Daklaoruco as the legal representative of the new company; locating the project in Laungam District, Salavan Province; an expected investment scale of 300–400 hectares; charter capital not exceeding LAK 50 billion, funded from Daklaoruco's Development Investment Fund.

The General Director of DRI is assigned to instruct Daklaoruco to complete all procedures for the establishment of the company in accordance with the laws of the Lao PDR, while preparing the Company's Charter, Organization and Operation Regulations, and the techno-economic report for the project based on the consultant's survey and assessment of soil, climate, hydrology and the suitability of coffee cultivation in the project area, for submission to the Board of Directors for consideration and approval.

6. Establishment of the Rubber General Services Enterprise

The Board of Directors approves in principle the establishment of the Rubber General Services Enterprise (formerly the General Services Unit) as a dependent unit of Daklaoruco.

The Rubber General Services Enterprise shall perform auxiliary production and business support services for Daklaoruco in accordance with the laws of the Lao People's Democratic Republic and Daklaoruco's Organization and Operation Regulations.

The General Director is assigned to instruct Daklaoruco to complete the establishment procedures, organizational structure and personnel arrangements, and to put the Enterprise into operation during August 2026.

7. Resumption of the Office Building and Vehicle Garage Construction Project at Daklaoruco

The Board of Directors approves in principle the resumption of the Office Building and Vehicle Garage Construction Project at Daklaoruco based on the previously approved project location and design documents.

The General Director is assigned to instruct Daklaoruco to review and update the total investment amount in line with prevailing market prices and inflation in the Lao People's Democratic Republic, complete the investment dossier and submit it to DRI for consideration and approval by the Board of Directors before commencing contractor selection procedures and project implementation in accordance with applicable regulations.

Article 4. Approval in Principle for the Adjustment of the Business Plan Applicable to the Durian Plantation Established in 2020 at DRI High-Tech Agriculture Company Limited

Pursuant to Proposal No. 29/TTr-CT dated 22 July 2026 submitted by the General Director, the Board of Directors hereby resolves as follows:

The Board of Directors approves in principle the continued investment in and maintenance of the durian plantation established in 2020 during the basic construction (immature plantation) period through the end of 2026. All costs incurred for cultivation, maintenance and rehabilitation of the plantation shall be capitalized as part of the plantation asset value before the plantation is put into commercial operation from 2027, in accordance with applicable regulations.

Revenue generated from the initial harvest of the 2020 plantation shall be recognized as a reduction of the plantation's investment costs in compliance with the accounting principle of matching revenues with related expenses.

The Board of Directors authorizes DRI's representative for the contributed capital at DRI High-Tech Agriculture Company Limited to vote in favor of the foregoing matters at the Members' Council Meeting of the Company. The General Director is assigned to direct and supervise the implementation of the above resolutions, ensuring consistency with the approved financial plan, investment efficiency objectives, and applicable laws.

Article 5. This Resolution shall take effect as from the date of its signing. Members of the Board of Directors, the General Director of DRI, the Director of Daklaoruco, and DRI's Representative of the Contributed Capital at **DRI High-Tech Agriculture Company Limited** shall be responsible for the implementation of this Resolution.

Recipients:
- *As per Article 5;*
- *Supervisory Board;*
- *Archived at Clerical Dept.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

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

Nguyen Minh