DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)
No: 35 /TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Daklak, September 21, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

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

- Stock code : DRG

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

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

- Website http://www.dakruco.com

- E-mail: caosu@dakruco.com

2. Authorized person to disclose information: Tran Van Duc - Person in charge of Corporate Governance.

- Power of Attorney No. 08/GUQCT dated May 30, 2025 issued by the Company's Legal Representative.

3. Contents of disclosure: Dak Lak Rubber Joint Stock Company hereby discloses information regarding Board resolution No. 22/NQ-HĐQT dated September 21, 2026.

4. This information was published on the Company's website date 21/9 /2026 at the following link: https://www.dakruco.com/index.php/shareholder.

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

Attached documents:
- Board resolution No.22/NQ-HĐQT dated 21/9/2026.

AUTHORIZED PERSON TO DISCLOSE INFORMATION
PERSON IN CHARGE OF CORPORATE GOVERNANCE

CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK

Digitally signed by CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK
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CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK
TP. BUÔN MA THUỘT - T. ĐẮK LẮK

Tran Van Duc

DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)	**SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No.: 22/NQ-HĐQT	*Dak Lak, September 21, 2026*

RESOLUTION
The 22nd Meeting of the Board of Directors in 2026, Term II (2023 – 2028)

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

Pursuant to the policy on transitioning the Company's management and organization model towards not organizing a Board of Supervisors, and establishing an Audit Committee under the Board of Directors;

Pursuant to documents from competent authorities regarding the consolidation of the organization, personnel of the Board of Directors, and the transition of the Company's governance model;

Pursuant to the results of discussion and voting at the meeting of the Board of Directors on September 21, 2026.

RESOLVES:

Article 1. Plan for the establishment and consolidation of the Audit Committee

1. Agree on the provisional plan to establish the Audit Committee under the Board of Directors after the Extraordinary General Meeting of Shareholders on September 24, 2026, approves the transition of the Company's management model in accordance with regulations.

2. The prospective personnel of the Audit Committee shall consist of 3 members of the Board of Directors, specifically:

- **Mr. Tran Khanh Tho** – Independent members of the Board of Directors, prospective Chairman of the Audit Committee;

- **Mr. Vu Van Sieu** – Non-executive members of the Board of Directors, prospective Member of the Audit Committee;

- **Mr. Ta Quang Tong** – Non-executive members of the Board of Directors, prospective Member of the Audit Committee.

The official consolidation of the Audit Committee shall be considered and decided by the Board of Directors after the General Meeting of Shareholders approves the new governance model and on the basis of ensuring standards and conditions in accordance with the Company's Charter and legal regulations.

3. Agree to report and seek opinions from the Company's Party Committee regarding the aforementioned organizational and personnel plan of the Audit Committee as a basis for the Board of Directors to continue finalizing documents and reviewing and deciding within its authority.

Article 2. Plan for the establishment of the Internal Audit Department and personnel arrangement

1. Agree on the provisional plan to establish the Internal Audit Department, initially arranging 02 personnel, to ensure that internal audit activities are deployed continuously and in alignment with the new governance model after the Board of Supervisors ceases its operation.

The Internal Audit Department shall perform internal audit functions, ensuring independence and objectivity in professional activities; and shall be subject to the supervision and direction of the Board of Directors regarding internal audit activities through the Audit Committee in accordance with the Charter, Internal Audit Regulations, and relevant legal provisions.

2. Agree on the prospective personnel plan:

- **Mr. Nguyen Thac Hoanh** – currently Head of the Board of Supervisors, prospectively appointed as Head of the Internal Audit Department;

- **Mr. Phan Thanh Tan** – currently Member of the Board of Supervisors, prospectively appointed as Deputy Head of the Internal Audit Department.

The official arrangement and appointment shall be implemented after the new governance model takes effect, based on the opinions of the Company's Party Committee, the review results of standards and conditions, and in accordance with the Company's authority and personnel management procedures.

3. Agree to report and seek opinions from the Company's Party Committee on the policy of establishing the Internal Audit Department and the specific personnel plan mentioned above.

Article 3. Salary regime, remuneration, and related regimes

1. The regime of remuneration, bonuses, and other benefits for members of the Audit Committee shall be implemented in accordance with legal provisions, the Charter, resolutions of the General Meeting of Shareholders, and the Company's regulations.

2. The salary regime, bonuses, and related regimes for the Head, Deputy Head, and personnel of the Internal Audit Department shall be implemented in accordance with the job positions, assumed titles, and the Salary Regulation and current regulations of the Company.

3. The determination, allocation of funding sources, and implementation of regimes for the Audit Committee and the Internal Audit Department must ensure proper authority and must not affect the independence and objectivity in the performance of duties.

Article 4. Organization of file finalization

1. Assign the Secretary of the Board of Directors to coordinate with the Company's Personnel and Legal Department, based on this Resolution, to finalize the Report of the Board of Directors to be submitted to the Company's Party Committee for review and comments on:

a) The establishment and personnel plan of the Audit Committee;

b) The establishment plan of the Internal Audit Department;

c) The personnel arrangement plan for the Head and Deputy Head of the Internal Audit Department.

2. Following the opinions of the Company's Party Committee and the completion of authority-bound contents regarding the transition of the governance model, consolidation of the Board of Directors, and the Company's Charter at the General Meeting of Shareholders meeting on September 24, 2026, assign the Secretary of the Board of Directors to prepare full dossiers for the Board of Directors to consider and decide on the contents within its authority at the meeting on September 24, 2026, ensuring that the new apparatus is consolidated and operates continuously.

3. The establishment of the Audit Committee, the Internal Audit Department, and the personnel arrangements mentioned in Article 1 and Article 2 do not yet generate organizational and personnel effects at the time of issuing this Resolution; this is the plan agreed upon by the Board of Directors to report and seek opinions from the Company's Party Committee and prepare for the transition of the governance model.

Article 5. Approval of the Draft Regulations on the Operation of the Audit Committee

To approve the draft Regulations on the Operation of the Audit Committee of Dakruco Rubber Joint Stock Company for submission to the Extraordinary General Meeting of Shareholders on September 24, 2026, for consideration and approval in accordance with its authority.

The Board Secretary is assigned to incorporate the opinions expressed at the Board of Directors' meeting, review and finalize the draft Regulations, ensuring consistency with the Company's amended and supplemented Charter expected to be submitted to the General Meeting of Shareholders on September 24, 2026, and applicable laws and regulations, and to complete the documents for submission to the General Meeting of Shareholders.

In the event that the General Meeting of Shareholders approves the amended and supplemented Charter or provides comments resulting in changes to the draft Regulations, the Regulations shall be updated and finalized to ensure consistency with the contents approved by the General Meeting of Shareholders.

Article 6. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, the General Director, the Board of Supervisors, the Personnel and Legal Department, the Secretary of the Board of Directors, relevant departments, and the named individuals shall be responsible for implementing this Resolution./.

Recipients:
- As per Article 6;
- Company's Party Committee;
- Board of Supervisors;
- Board of Management;
- Personnel and Legal Department;
- Administration Department (for posting on Website);
- Archived: Office, Secretary of BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
MEMBER OF THE BOARD OF DIRECTORS

M.S.D.N: 6000179829-C.T.C.P.
CÔNG TY
CỔ PHẦN
CAO SU
ĐẮK LẮK
TP. BUÔN MA THUỘT - T. ĐẮK LẮK

Nguyen Tran Giang