DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)
No.: 36 /TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Daklak, September 22, 2026

INFORMATION DISCLOSURE

To: State Securities Commission;
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. Person authorized to disclose information: Tran Van Duc - Person in charge of corporate governance.

- Authorization document: Power of Attorney No. 08/GUQCT dated May 30, 2025 of the Legal Representative of the Company.

3. Contents of disclosure: Dak Lak Rubber Joint Stock Company hereby respectfully announces the supplementation of the meeting documents for the 2026 Extraordinary General Meeting of Shareholders, specifically as follows:

- Supplementation of Proposal No. 26/TTr-HĐQT dated September 22, 2026, regarding the approval of the Operating Regulations of the Audit Committee of Dak Lak Rubber Joint Stock Company for the term II (2023-2028).

4. This information was published on the Company's website date 03/9/2026 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:
Proposal No. 26/TTr-HĐQT dated September 22, 2026.

PERSON AUTHORIZED TO DISCLOSE INFORMATION
PERSON IN CHARGE OF CORPORATE GOVERNANCE

M.S.D.N: 6000175829 CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK T.P BUÔN MA THUỘT - T. ĐẮK LẮK

Tran Van Duc

CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK

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

No.: 26/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, September 22 2026

PROPOSAL

Regarding the Approval of the Regulations on the Operation of the Audit Committee of Dak Lak Rubber Joint Stock Company for Term II (2023–2028)

To: The Shareholders

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

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

- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, elaborating some articles of the Law on Securities;

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

- Pursuant to Resolution No. 22/NQ-HĐQT dated September 21, 2026, of the Board of Directors of Dak Lak Rubber Joint Stock Company.

The Board of Directors of the Company respectfully submits to the 2026 Extraordinary General Meeting of Shareholders for consideration and approval of the Regulations on the Operation of the Audit Committee of Dak Lak Rubber Joint Stock Company for Term II (2023–2028).

The contents of the Regulations on the Operation of the Audit Committee consist of 6 Chapters and 19 Articles, prescribing the personnel organizational structure, operating principles, rights, and obligations of the Audit Committee and its members, to ensure operations in compliance with the Law on Enterprises, the Company's Charter, and other relevant legal provisions.

The General Meeting of Shareholders assigns the Chairman of the Board of Directors to sign, on behalf of the General Meeting of Shareholders, the Decision promulgating the aforementioned Regulations on the Operation of the Audit Committee for implementation.

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

Respectfully submitted.

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

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

M.S.D.N: 6000175 C.T.C.P CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK TP.BUÔN MA THUỘT - ĐẮK LẮK

Nguyen Tran Giang

DAK LAK RUBBER JOINT STOCK COMPANY (DAKRUCO)

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CÔNG TY CỔ PHẦN CAO SU ĐẮK LẮK
M.S.D.N: 6000175829 - C.T.CP
TP. BUÔN MA THUỘT - T. ĐẮK LẮK

(DRAFT)

REGULATIONS
ON THE OPERATION OF THE AUDIT COMMITTEE

(Adopted by the General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company attached to Resolution No. 02/NQ-ĐHĐCĐ dated September 24, 2026, and promulgated attached to Resolution No. .../NQ-HĐQT dated September 24, 2026 of the Board of Directors)

Legal Bases for the Regulations

1. Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;

2. Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending and supplementing documents;

3. Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government;

4. Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

5. Pursuant to the Charter of Organization and Operation of Dak Lak Rubber Joint Stock Company;

6. Pursuant to the Internal Regulations on Corporate Governance of Dak Lak Rubber Joint Stock Company;

7. Pursuant to Resolution No. .../NQ-ĐHĐCĐ dated September 24, 2026 of the General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

Chapter I
GENERAL PROVISIONS

Article 1. Scope of regulation and applicable entities

1. These Regulations prescribe the position, functions, organizational structure, operational principles, duties, powers, working mechanisms, working relationships, and operational resources of the Audit Committee of Dak Lak Rubber Joint Stock Company.

2. Applicable entities include:

a) The Audit Committee and its members;

b) The Board of Directors, General Director, Executive Officers, and Corporate Managers;

c) The Internal Audit Department;

d) Departments, divisions, branches, and dependent units of the Company;

e) Capital representatives of the Company in other enterprises;

f) Subsidiaries and enterprises with capital contribution from the Company, within the scope of the Company's rights as owner, contributing member, or shareholder;

g) Other relevant organizations and individuals.

Article 2. Interpretation of terms

1. Terms used in these Regulations that have been defined in the Charter of the Company shall be understood consistently with the Charter of the Company. A number of frequently used terms in these Regulations are defined as follows:

a) **Executive Officer** means the General Director, Deputy General Director, Chief Accountant, and other executive officers appointed by the Board of Directors;

b) **Corporate Manager** means a company manager, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management positions elected by the General Meeting of Shareholders or appointed by the Board of Directors;

c) **Related Person** means an individual or organization as prescribed in Clause 46, Article 4 of the Law on Securities;

d) **Company** refers to Dak Lak Rubber Joint Stock Company;

e) **Dependent Unit** means branches (farms, factories, centers, etc.) keeping accounting books of internal entry, performing all or part of the Company's business operations as assigned or authorized by the Company;

f) **Subsidiary** means an independently accounting company in which the Company holds 100% of the charter capital or holds controlling shares/contributed capital;

g) **Associate** means a company in which the Company holds non-controlling shares or contributed capital;

h) **Controlling shares / Controlling contributed capital of the Company** means the Company's shares or contributed capital accounting for over 50% of the charter capital of such enterprise, or another ratio as prescribed by law or the Charter of such enterprise;

i) **Control / Controlling right** means the Company's rights over another enterprise, including at least one of the following rights: rights of the sole owner of the enterprise; rights of a shareholder or contributing member holding controlling shares or contributed capital of the enterprise; rights to directly or indirectly appoint a majority or all members of the Board of Directors, Board of Members, or General Director (Director) of the enterprise; rights to directly or indirectly decide to approve, amend, or supplement the Charter of the enterprise; rights to directly or indirectly decide the strategies and business plans of the enterprise; and other control cases as agreed between the Company and the controlled enterprise and specified in the controlled enterprise's Charter;

j) **Capital Representative of the Company** means an individual authorized in writing by the Board of Directors of the Company to exercise the Company's rights and responsibilities with respect to the capital invested by the Company in another enterprise.

2. In these Regulations, abbreviations are understood as follows:

a) **GMS**: General Meeting of Shareholders of the Company.

b) **BOD**: Board of Directors of the Company.

c) **AC**: The Audit Committee under the BOD.

d) **IA**: Internal Audit.

e) **IAD**: Internal Audit Department of the Company.

3. Other terms not defined in these Regulations shall be interpreted in accordance with the Charter of the Company and relevant legal provisions.

Article 3. Position and functions of the Audit Committee

1. The AC is a specialized committee under the BOD, reporting directly to and accountable to the BOD for the performance of its assigned functions, duties, and powers.

2. The AC performs advisory and support functions to assist the BOD in overseeing:

a) The integrity of financial statements and official financial information disclosures;

b) The internal control system and risk management system; business operations and internal management processes of the Company; and the system of the Company's Charter, regulations, and rules;

c) Internal audit activities;

d) Independent audit activities;

e)Transactions with related persons;

f) Compliance with laws, the Charter, and internal regulations of the Company;

g) The management, preservation, and development of capital invested by the Company in subsidiaries, associates, and other enterprises within the scope of the Company's rights, interests, and responsibilities as owner, shareholder, or contributing member; and the exercise of rights and duties of the Capital

Representatives of the Company in accordance with the Charter of the Company and relevant internal rules;

h) Other matters as prescribed by law, the Charter of the Company, and assignments by the BOD.

Chapter II

ORGANIZATION AND OPERATIONAL PRINCIPLES

Article 4. Operational principles

1. The AC operates independently and objectively; reports directly to the BOD; and shall not be unlawfully interfered with during the performance of its duties. The AC shall prepare annual, quarterly, and monthly activity plans and notify the entities specified in Clause 2, Article 1 of these Regulations for coordination.

2. Members of the AC shall perform their duties honestly, prudently, and objectively, for the legitimate interests of the Company and its shareholders.

3. Members of the AC must maintain confidentiality regarding information and documents accessed during the performance of their duties, except when required to provide them under legal provisions or at the request of competent authorities.

4. The AC performs the functions of oversight, review, evaluation, and recommendation; it does not perform executive management functions over the business operations of the Company or other enterprises.

5. The AC shall not unlawfully interfere with the independence, objectivity, and professional judgment of the IAD, internal auditors, or the independent audit firm.

6. Members of the AC must proactively identify and report actual or potential conflicts of interest. An AC member shall not participate in reviewing, directing inspections, discussing, evaluating, concluding, or voting on matters directly related to units, areas, or activities under their direct management, responsibility, or where they have related interests.

Article 5. Composition, qualifications, and conditions for AC members

1. The AC shall consist of 02 to 03 members. The specific number shall be determined by the BOD in compliance with the Company's Charter.

2. The Chairman of the AC must be an independent member of the BOD.

3. Other members of the AC must be non-executive BOD members as prescribed by law and the Company's Charter; the performance of their duties must ensure independence, objectivity, and compliance with the principles of conflict of interest prevention set out in Clause 6, Article 4 of these Regulations.

4. AC members must possess competence, knowledge, and experience suitable for their assigned tasks; and necessary understanding of accounting, auditing, law, and the Company's operations. The structure of the AC members

shall ensure complementary expertise and experience in finance, accounting, auditing, law, corporate governance, agricultural production, and the main operating sectors of the Company, while satisfying the criteria and conditions required by law and the Company's Charter.

5. AC members must not fall into any of the following categories:

a) Working in the accounting department of the Company;

b) Being a partner or employee of an audit firm approved to audit the financial statements of the Company within the preceding 03 consecutive years;

c) Falling under other circumstances failing to meet the criteria and conditions prescribed by law and the Company's Charter.

6. The Chairman of the AC must hold a university degree or higher in specialized fields as prescribed by law and meet professional standards according to the Company's Charter.

7. The appointment and dismissal of the Chairman and members of the AC shall be decided by the BOD in accordance with the law and the Company's Charter.

8. In cases where an AC member concurrently holds management positions or duties at a unit subject to inspection/oversight, or has related interests in matters under AC consideration, such member must report and refrain from participating in reviewing, directing inspections, discussing, and voting in accordance with the conflict of interest prevention principles under Article 4 of these Regulations.

Article 6. Functions of the Chairman and members of the AC

1. Chairman of the AC:

a) Organize and coordinate overall AC operations;

b) Formulate work programs and plans of the AC;

c) Convene and chair meetings;

d) Assign tasks to members;

e) Sign reports, recommendations, notices, and conclusions within the AC's authority on behalf of the AC;

f) Report to the BOD on AC activities;

g) Perform other duties under the Charter, these Regulations, and assignments by the BOD.

2. Members of the AC:

a) Perform assigned tasks as delegated by the AC Chairman;

b) Proactively research, review, and express independent opinions on matters within their responsibilities;

c) Attend all meetings, vote, and take responsibility for their expressed opinions;

d) Have access to necessary information, files, and documents to perform their duties;

e) Report to the AC Chairman on any arising conflicts of interest;

f) Exercise other rights and obligations as prescribed.

Chapter III

DUTIES AND POWERS

Article 7. Rights and obligations of the AC

1. Oversee the integrity of financial statements and official disclosures related to the financial performance of the Company.

2. Review the internal control system and risk management system.

3. Review related-party transactions subject to approval by the BOD or the GMS; make recommendations regarding transactions requiring approval.

4. Oversee internal audit activities.

5. Recommend independent audit firms, remuneration levels, and related terms in audit contracts for BOD review prior to submission to the GMS as prescribed.

6. Monitor and evaluate the independence, objectivity, and effectiveness of the independent audit firm and audit process.

7. Oversee compliance with laws, the Charter, GMS resolutions, BOD resolutions, and internal regulations of the Company.

8. Access records, documents, and data relating to Company operations; engage in discussions with BOD members, the General Director, Chief Accountant, Executive Officers, Managers, and relevant individuals.

9. Access branches, dependent units, work locations, and production/business operational sites of the Company to carry out duties.

10. Request organizations and individuals within the Company to report, provide information/documents, and explain matters within the AC's functional scope.

11. Request representatives of the independent audit firm to attend and clarify matters related to audited financial statements.

12. Engage internal experts, specialized staff of the Company, or external legal, accounting, auditing, or independent advisory services when necessary to perform duties, within the approved budget and Company rules; if exceeding authority or approved budget, report to the BOD for consideration and approval.

13. Report in writing to the BOD upon discovering that a BOD member, General Director, Executive Officer, or Manager fails to fully fulfill their responsibilities as required.

14. Attend BOD meetings in accordance with the Company’s Charter.

15. Exercise other rights and obligations under the law, the Charter, and assignments by the BOD.

Article 8. Oversight of internal audit activities

1. The AC oversees the operations of the IAD in accordance with the law, the Charter, and Internal Audit Regulations.

2. The AC is responsible for:

a) Drafting and submitting the Internal Audit Regulations, internal audit procedures, and annual internal audit plans to the BOD;

b) Reviewing the development of internal audit plans based on risk assessments and corporate governance status;

c) Monitoring the execution of approved internal audit plans;

d) Reviewing internal audit reports, findings, and recommendations;

e) Tracking the implementation of post-audit recommendations;

f) Monitoring and evaluating the independence, objectivity, and operational conditions of internal audit;

g) Reporting material risks, deficiencies, and non-compliance or delayed execution of audit recommendations to the BOD;

h) Recommending ad-hoc internal audits to the BOD upon detecting signs of material risk or when deemed necessary.

3. The organization and operation of internal audit shall comply with legal provisions, the Company's Charter, Internal Audit Regulations, and related regulations.

Article 9. Oversight of the Company's invested capital in other enterprises

1. Within its assigned functions and duties, the AC oversees and reviews the management, preservation, and growth of capital invested by the Company in subsidiaries, associates, and other enterprises; and monitors the exercise of rights and responsibilities of the Capital Representatives.

2. For enterprises invested in, owned, or controlled by a subsidiary, the AC conducts oversight at the parent company level regarding:

a) The subsidiary's management, preservation, and growth of capital invested in such enterprise;

b) The exercise of rights by the subsidiary as owner, shareholder, or contributing member;

c) Risks, transactions, financial obligations, and material issues that may impact the subsidiary and the rights/interests of the Company;

d) Compliance with reporting regimes, financial statement consolidation, and relevant governance obligations.

3. The AC may request Capital Representatives, subsidiaries, and managed organizations/individuals to provide reports, records, documents, and explanations necessary to fulfill oversight functions under these Regulations.

4. For enterprises in which the Company does not hold direct capital ownership, the AC does not directly exercise owner, shareholder, or member rights at such enterprise. Requirements and recommendations of the AC shall be implemented through the BOD and corporate governance mechanisms/rights of the Company over the subsidiary.

5. Upon detecting risks, deficiencies, or issues requiring handling, the AC shall report and recommend to the BOD for consideration and decision within its authority.

Article 10. Internal audit regarding subsidiaries and enterprises with Company investment capital

1. The scope of internal audit is determined based on ownership percentage, control rights, governance structure, operating locations, and applicable legal regulations for each enterprise.

2. For subsidiaries 100% owned by the Company, the IAD may directly conduct internal audits according to the annual internal audit plan approved by the BOD or by decision of competent authorities, in compliance with the subsidiary's Charter, Internal Audit Regulations, and governance mechanisms.

3. For subsidiaries in which the Company holds controlling shares/contributed capital but less than 100% of charter capital, the Company's IAD shall directly conduct or coordinate with relevant departments of the subsidiary to perform internal audits under the annual internal audit plan approved by the Company's BOD or pursuant to BOD decisions. Such audit execution must be within the scope of the Company's rights and consistent with the subsidiary's Charter, governance mechanisms, Regulations on Capital Representatives, and applicable laws.

4. For enterprises in which a subsidiary holds 100% of charter capital or controlling rights, the AC may recommend the BOD to include the management of such investments in the internal audit scope. Direct audits by the IAD at such enterprises must be conducted through the rights and governance mechanisms of the directly investing subsidiary, while complying with the audited enterprise's Charter and applicable laws.

5. For enterprises specified in Clause 4 of this Article established and operating overseas, internal audits must also comply with the laws of the host country, the enterprise's Charter and governance regulations, and relevant Vietnamese laws governing overseas investment.

6. For associates and other enterprises where the Company lacks controlling rights, oversight activities shall be conducted through the Company's rights as a shareholder, contributing member, and through the Capital Representatives. The IAD shall only directly conduct or participate in audits when

there is an appropriate legal basis and mechanism. Upon detecting risk issues, it must report to the BOD to direct Capital Representatives to deploy authorized measures to mitigate risks.

7. Internal audit results at subsidiaries and entities invested/owned/controlled by subsidiaries shall be compiled and reported to the AC and BOD in accordance with the Internal Audit Regulations and corresponding governance mechanisms.

8. The BOD shall specify coordination mechanisms for internal audit across the Parent - Subsidiary system and invested enterprises within the Internal Audit Regulations, Regulations on Capital Representatives, and related corporate governance rules, ensuring alignment with ownership levels, control rights, individual company Charters, and host country laws.

Chapter IV

WORKING AND REPORTING MECHANISMS

Article 11. Meetings, voting, and minutes

1. The AC shall meet at least once every 03 months and hold a joint meeting with the BOD at least once every 06 months.

2. Extraordinary meetings may be convened when deemed necessary by the AC Chairman or upon appropriate request by the BOD.

3. Decisions of the AC shall be adopted by voting at meetings, written consultations, or other formats decided by the AC Chairman in alignment with the Company Charter.

4. Each AC member has one vote.

5. Decisions are passed if approved by a majority of attending members.

6. In the event of a tie, the matter shall be submitted to the BOD for consideration and decision.

7. Members with a conflict of interest regarding a matter shall not participate in discussions or voting on that matter.

8. Minutes of meetings and written opinion collection must be detailed, clear, and fully archived.

Article 12. Reporting regime

1. The AC shall report periodically to the BOD on its activities, and submit ad-hoc reports when:

a) Requested by the BOD;

b) Discovering material risks, violations, or issues requiring resolution;

c) Matters exceed the authority of the AC.

2. The AC activity report submitted to the Annual General Meeting of Shareholders shall comply with law, the Charter, and Corporate Governance Regulations.

3. Key contents of the activity report include:

a) Organizational structure and operational status of the AC;

b) Meetings, conclusions, and recommendations;

c) Results of financial statement oversight;

d) Results of reviewing internal control and risk management systems; operational/business processes and internal management rules; system of the Company's Charter, regulations, and rules;

e) Related-party transactions;

f) Internal audit and independent audit activities;

g) Compliance with legal provisions and internal rules;

h) Material issues, recommendations, and execution status of recommendations;

i) Other required contents;

j) Proposals and recommendations (if any).

Chapter V

WORKING RELATIONSHIPS

Article 13. Relationship with the Board of Directors

1. The AC reports directly to and is accountable to the BOD.

2. The AC shall respond within 05 working days from receiving requests from the BOD regarding AC tasks and activities.

3. The AC may recommend convening meetings with the BOD to address matters within its functional scope. The BOD shall decide on the agenda, timing, and method of such meetings.

4. The BOD considers AC reports and recommendations, and decides on matters within its authority.

Article 14. Relationship with the General Director and Executive Officers

1. The AC may organize meetings with the General Director and Executive Officers to receive reports, explanations, or exchange views on matters within the AC's functional scope.

2. The AC shall notify the BOD 05 days in advance regarding scheduled meetings with the General Director and Executive Officers in accordance with the Company Charter.

3. The General Director shall direct and urge Executive Officers, departments, units, and managed personnel to coordinate, provide information, and respond to AC requests.

4. The General Director shall direct and urge the remediation and enhancement of issues concluded or recommended by the AC within executive

management responsibility.

5. In case of disagreements or conflicts between the AC and the General Director or Executive Officers, the matter shall be reported to the BOD for review and resolution.

Article 15. Relationship with the Internal Audit Department

1. The IAD performs internal audit functions, ensuring professional independence and objectivity in accordance with law, the Company Charter, Internal Audit Regulations, and the BOD-approved internal audit plan.

2. The AC oversees internal audit operations, reviews audit findings, and reports/recommends matters within its authority to the BOD. The AC does not replace the IAD in performing audit procedures and shall not unlawfully interfere with the independence, objectivity, or professional judgment of internal auditors.

3. The IAD is responsible for reporting to the AC on:

a) Status of internal audit plan implementation;

b) Results of internal audit engagements;

c) Identified material risks, deficiencies, and errors;

d) Status of post-audit recommendation implementation;

e) Issues affecting or threatening the independence and objectivity of internal audit;

f) Other matters required under Internal Audit Regulations or requested by the BOD/AC within assigned duties.

4. Professional relationship, reporting lines, information access rights, audit scope, and duties of the IAD are specifically governed by the Internal Audit Regulations.

Article 16. Relationship with subsidiaries and invested enterprises

- Implemented in accordance with Article 10, Chapter III of these Regulations;

- During implementation, relevant units are responsible for coordinating and providing information/documents as requested by the AC or IAD.

Chapter VI

OPERATIONAL CONDITIONS AND IMPLEMENTATION PROVISIONS

Article 17. Budget and operational conditions

1. The annual operational budget of the AC is allocated by the BOD within the BOD operating budget approved by the GMS.

2. Remuneration, allowances, bonuses, and other benefits for AC members shall be executed pursuant to GMS Resolutions, the Charter, and Company rules.

3. Operating expenses and remuneration of the AC shall be reported to the

BOD and GMS as required.

4. The Company shall ensure necessary conditions regarding records, information, support personnel, logistics, and other reasonable resources for AC operations.

Article 18. Confidentiality and record archiving

1. AC members and supporting personnel/organizations must keep all accessed information and documents strictly confidential during the performance of their duties.

2. Files, minutes, reports, and documents of the AC must be fully managed and archived in accordance with law and Company rules.

3. The provision and disclosure of information related to AC activities shall comply with the law, Charter, and Information Disclosure Regulations of the Company.

Article 19. Implementation and effectiveness

1. These Regulations were approved by the General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company pursuant to Point k, Clause 1, Article 15 of the Company Charter.

2. The BOD shall promulgate these Regulations based on the contents approved by the GMS and organize implementation.

3. The AC, BOD, General Director, Managers, Executive Officers, IAD, Capital Representatives, Dependent Units, and relevant organizations/individuals are responsible for executing these Regulations within their functions and authority.

4. During implementation, the AC is responsible for reviewing, synthesizing, and proposing necessary amendments and supplements to these Regulations, reporting to the BOD for submission to the GMS for approval. Any amendments, supplements, and re-promulgation following GMS approval shall follow the Company Charter.

5. If any provision in these Regulations conflicts with mandatory legal provisions or the amended Charter of the Company post-effective date, the legal provisions or Company Charter shall prevail; the BOD is responsible for organizing a review and submitting amendments to the GMS accordingly.

6. These Regulations shall take effect from September 24, 2026.

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

Le Danh Thang