

Daklak, September 25, 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 Resolution and Minutes of the 2026 Extraordinary General Meeting of Shareholders of Dakruco Joint Stock Company held on September 24, 2026.
4. This information was published on the Company's website date 25/9/2026 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:

- Minutes of the 2026 Extraordinary Meeting of Shareholders;
- Resolution of the 2026 Extraordinary General Meeting of Shareholders;
- Proposals and accompanying documents.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION
PERSON IN CHARGE OF CORPORATE
GOVERNANCE**



Tran Van Duc

**CÔNG TY
CỔ PHẦN
CAO SU
ĐẮK LẮK**

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Dak Lak, September 24, 2026

**MINUTES OF THE 2026 EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS
OF DAK LAK RUBBER JOINT STOCK COMPANY**

Today, at 08:00 A.M. on September 24, 2026, at Hall Floor 3 - Dakruco Hotel, address: 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province, Dak Lak Rubber Joint Stock Company (DRG) held its 2026 Extraordinary General Meeting of Shareholders (EGM).

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

- Stock symbol: DRG
- Head Office Address: 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province
- Enterprise Registration Certificate No.: 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, 2026.

II. Meeting Attendees:

1. Board of Directors:

- Mr. Nguyen Viet Tuong – Chairman of the Board of Directors;
- Mr. Nguyen Minh – Member of the Board of Directors, General Director;
- Mr. Nguyen Tran Giang – Member of the Board of Directors;
- Mr. Nguyen Van Cuc – Member of the Board of Directors;
- Ms. Nguyen Thi Mai Quyen – 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;
- Mr. Au Quy Vinh – Member.

3. Board of Management:

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

4. Invited delegates from Dak Lak Province:



- Mr. Pham Anh Tuan – Deputy Head of Civil Servant and Public Employee Division, Department of Home Affairs of Dak Lak Province;
- Mr. Pham Trung Nghia – Deputy Secretary of Party Committee, Chairman of People's Committee of Tan An Ward;
- Delegates representing twin/sister units of the Company attending the meeting;
- Leaders of Dakruco departments, Directors of Dakruco's affiliated branches, and leaders of Dakruco's subsidiaries and associates.

5. Shareholders in attendance: 20 shareholders and proxies.

PART I: OPENING OF THE MEETING

1. Verification of shareholder eligibility:

Mr. Nguyen Thac Hoanh, Head of the Board of Supervisors, presented the Report/Minutes on the verification of shareholder eligibility for the meeting as follows:

- + Total number of shareholders invited according to the shareholder list closed on August 24, 2026, is 726 shareholders, representing 155,800,000 shares.
- + Total number of shareholders attending and proxies: 20 shareholders;
- + Representing: 154,167,000 shares;
- + Reaching 98.95% of the total charter capital.

Pursuant to Clause 1, Article 145 of the 2020 Law on Enterprises and Clause 1, Article 20 of the Charter of Dak Lak Rubber Joint Stock Company, the 2026 Extraordinary General Meeting of Shareholders of Dakruco is eligible to proceed.

2. The General Meeting of Shareholders unanimously elected the Presidium and the Secretariat as follows:

2.1. The Presidium consists of:

- Mr. Nguyen Tran Giang – Member of the Board of Directors – Chair;
- Mr. Nguyen Minh – Member of the Board of Directors, General Director – Member;
- Mr. Nguyen Van Cuc – Member of the Board of Directors, Deputy General Director – Member.

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

2.2. The Secretariat consists of:

- Mr. Tran Van Duc – Person in charge of Corporate Governance;
- Ms. Bui Thi Thanh – Deputy Head of Administration Department.

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

3. Mr. Nguyen Tran Giang: Delivered the opening speech for the 2026 Extraordinary General Meeting of Shareholders.

4. Mr. Nguyen Van Cuc: On behalf of the Presidium, presented the meeting agenda; the Working Regulations for the Extraordinary General Meeting of Shareholders; the Regulations on

dismissal of members of the BOD and Board of Supervisors, and election of additional BOD members.

Shareholders voted to unanimously approve with 100% of the shares present at the meeting.

5. The AGM unanimously elected the Vote Counting Committee and the Assisting Team:

Mr. Nguyen Tran Giang, on behalf of the Presidium, introduced the Vote Counting Committee and the Assisting Team as follows:

a. Vote Counting Committee:

1. Vo Dinh Thanh Tuan – Head
2. Le Thanh Binh – Member
3. Pham Thi Thuy Bang Huyen – Secretary

b. Assisting Team:

1. Hoang Chi Linh – Team Leader
2. Tran Thanh Toan – Member
3. Hoang Thi Thu Suong – Member

Shareholders voted to unanimously approve with 100% of the shares present at the meeting.

PART II: MAIN CONTENTS OF THE MEETING

1. Approval of Proposals: (Proposals attached)

Mr. Nguyen Tran Giang, on behalf of the Presidium, presented the proposals for the General Meeting to consider, comment, and vote on, including:

(1) Proposal No. 14/TTr-HĐQT dated June 5, 2026, of the Board of Directors regarding amendments and supplements to the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on Operation of the Board of Directors.

(2) Proposal No. 13/TTr-HĐQT dated June 5, 2026, of the Board of Directors regarding approval of the Company's governance organizational model;

(3) Proposal No. 26/TTr-HĐQT dated September 22, 2026, of the Board of Directors regarding approval of the Regulations on Operation of the Audit Committee.

2. Discussion:

Shareholders unanimously agreed with all contents of the Proposals submitted by the Board of Directors at the meeting and had no other comments.

3. Voting to approve Proposals:

Mr. Vo Dinh Thanh Tuan – Head of the Vote Counting Committee provided instructions for voting on the contents according to the ballot; the General Meeting of Shareholders proceeded to vote on the criteria in the ballot. The Vote Counting Committee collected the ballots.

4. Approval of dismissal of members of the Board of Directors and Board of Supervisors:

Mr. Nguyen Tran Giang, on behalf of the Presidium, presented Proposal No. 22/TTr-HĐQT dated August 24, 2026, of the Board of Directors regarding the dismissal of members of the Board of Directors and members of the Board of Supervisors for Term II (2023–2028) for the General Meeting to consider, comment, and vote.

Shareholders unanimously agreed with all contents of Proposal No. 22/TTr-HĐQT dated August 24, 2026, of the Board of Directors and had no other comments.

The General Meeting of Shareholders unanimously voted by voting cards to approve the dismissal of members of the Board of Directors and members of the Board of Supervisors as follows:

*** Dismissal of member of the Board of Directors for the 2023–2028 term:**

- Results: 154,167,000 voting shares present at the meeting, representing 100%, unanimously approved the dismissal of Mr. Nguyen Viet Tuong from the position of member of the Board of Directors according to his resignation letter.

*** Dismissal of members of the Board of Supervisors for the 2023–2028 term:**

- Results: 154,167,000 voting shares present at the meeting, representing 100%, unanimously approved the dismissal of members of the Board of Supervisors for the following individuals due to the Company's transition of governance model towards not organizing a Board of Supervisors:

1. Mr. Nguyen Thac Hoanh;
2. Mr. Phan Thanh Tan;
3. Mr. Au Quy Vinh.

5. Approval of adjusting the number of members of the Board of Directors and electing additional BOD members:

Mr. Nguyen Tran Giang, on behalf of the Presidium, presented Proposal No. 23/TTr-HĐQT dated August 24, 2026, of the Board of Directors regarding the adjustment of the number of BOD members for Term II (2023–2028) for the General Meeting to consider, comment, and vote according to regulations.

5.1. Approval of adjusting the number of members of the Board of Directors:

The General Meeting of Shareholders approved adjusting the number of BOD members for the 2023–2028 term from 07 members to 09 members according to Proposal No. 23/TTr-HĐQT dated August 24, 2026, of the Board of Directors, suitable for the Company's governance organizational model and provisions of the Company's Charter approved by the EGM.

The General Meeting of Shareholders unanimously voted by voting cards to approve adjusting the number of BOD members for the 2023–2028 term:

- Results: 154,167,000 voting shares present at the meeting, representing 100%, unanimously approved adjusting the number of BOD members for the 2023–2028 term from 07 members to 09 members.

5.2. Approval of electing additional members of the Board of Directors:

Mr. Nguyen Tran Giang, on behalf of the Presidium, presented Proposal No. 23/TTr-HĐQT dated August 24, 2026, of the Board of Directors regarding the election of additional BOD members for Term II (2023–2028) for the General Meeting to consider, comment, vote, and elect addition according to regulations.

The General Meeting of Shareholders unanimously voted by voting cards to approve the number of candidates and finalize the list of candidates for the Board of Directors for the 2023–2028 term.

Results: 154,167,000 voting shares present at the meeting, representing 100%, unanimously approved the number and list of candidates for the Board of Directors for the 2023–2028 term to conduct the election, specifically:

No.	Full Name	Professional Qualification	Political Theory
1	Mr. Le Danh Thang	Master of Economics	Senior
2	Mr. Vu Van Sieu	Agricultural Engineer	Senior
3	Mr. Tran Khanh Tho	Agricultural Economics Engineer, Bachelor of Finance	Senior

Mr. Vo Dinh Thanh Tuan, Head of the Vote Counting Committee, guided the election of BOD members. The General Meeting of Shareholders cast ballots to elect BOD members for the 2023–2028 term. The Vote Counting Committee collected the ballots.

6. Announcement of voting results on contents and election results of additional BOD members:

6.1. Announcement of voting results on contents:

Mr. Vo Dinh Thanh Tuan – Head of the Vote Counting Committee, announced the results of vote counting on criteria as follows:

(Calculated by the ratio of voting shares / ratio of shares with voting rights)

No.	Voting Content	In Favor	%	Against	%	No Opinion / %
1	Approval of Proposal No. 14/TTr-HĐQT dated June 5, 2026, of the Board of Directors regarding amendments to the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on Operation of the BOD.	100%	100%	0	0.0%	0.0%
2	Approval of Proposal No. 13/TTr-HĐQT dated June 5, 2026, of the Board of Directors regarding change of governance organizational structure according to Point b, Clause 1, Article 137 of Law on Enterprises No. 59/2020/QH14.	100%	100%	0	0.0%	0.0%
3	Approval of Proposal No. 26/TTr-HĐQT dated September 22, 2026, of the Board of	100%	100%	0	0.0%	0.0%



	Directors regarding Regulations on Operation of the Audit Committee.					
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(Vote counting minutes attached)

6.2. Announcement of election results for additional BOD members for Term II (2023–2028):

Mr. Vo Dinh Thanh Tuan, Head of the Vote Counting Committee, announced the results of vote counting for the election of BOD members for Term II (2023–2028) as follows:

No.	Full Name	Total Voting Shares	Total Shares with Voting Rights	Ratio (%)
1	Mr. Le Danh Thang	154,167,000	155,800,000	99.99%
2	Mr. Vu Van Sieu	154,167,000	155,800,000	99.99%
3	Mr. Tran Khanh Tho	154,167,000	155,800,000	99.99%

(Vote counting minutes attached)

Thus, the individuals named in the above list have been unanimously elected by the General Meeting of Shareholders as members of the Board of Directors for Term II (2023–2028).

7. Break:

The 2026 Extraordinary General Meeting of Shareholders took a 30-minute break. The Board of Directors organized a meeting.

PART III: CLOSING OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Announcement of results of Board of Directors meeting to elect Chairman of the BOD, Audit Committee, and Chairman of Audit Committee:

Mr. Nguyen Tran Giang, on behalf of the Presidium, announced the results of the Board of Directors meeting to elect the Chairman of the BOD, Audit Committee, and Chairman of the Audit Committee for Term II (2023–2028) as follows:

No.	Full Name	Position	Effective Date
1	Mr. Le Danh Thang	Chairman of BOD, First Legal Representative	24/9/2026
2	Mr. Tran Khanh Tho	Independent BOD Member, Chairman of Audit Committee	24/9/2026
3	Mr. Ta Quang Tong	Independent BOD Member, Member of Audit Committee	24/9/2026
4	Mr. Vu Van Sieu	Non-executive BOD Member, Member of Audit Committee	24/9/2026

– Chairman of the BOD, new BOD Members, Chairman of the Audit Committee, and Members of the Audit Committee introduced themselves and assumed their duties.

– Presented flowers to the outgoing Chairman of the BOD and members of the Board of Supervisors.

2. Approval of Meeting Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders:

– Ms. Bui Thi Thanh – on behalf of the Secretariat, read and approved the Minutes of the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

– Mr. Tran Van Duc – on behalf of the Secretariat, read and approved the Resolution of the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

The General Meeting of Shareholders voted to unanimously approve with 100% of voting shares present at the meeting the Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

The Meeting Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders, along with related documents, are posted on the website of Dak Lak Rubber Joint Stock Company at <https://www.dakruco.com/index.php/shareholder> (Shareholder Relations / General Meeting of Shareholders section).

3. Mr. Nguyen Tran Giang – On behalf of the Presidium: Declared the closing of the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company.

The minutes were prepared at 11:30 A.M. on September 24, 2026, immediately after the Extraordinary General Meeting of Shareholders concluded its agenda./.

FOR THE SECRETARIAT

Tran Van Duc

FOR THE PRESIDIUM

MEMBER OF THE BOARD OF DIRECTORS



Nguyen Tran Giang



Dak Lak, 24 September 2026

No.: 02/NQ-ĐHĐCĐ

RESOLUTION
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
OF DAK LAK RUBBER JOINT STOCK COMPANY

The 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company (Dakruco) was convened at 08:00 A.M. on September 24, 2026, at the 3rd Floor Hall, Dakruco Hotel, 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province.

At the time of commencement, there were 20 shareholders present in person and shareholders represented by proxy, representing 154.167.000 voting shares, accounting for 98,95% of the total voting shares of the Company. The 2026 Extraordinary General Meeting of Shareholders is eligible to proceed in accordance with the provisions of the law and the Company's Charter.

Pursuant to the Law on Enterprises No. 59/2020/QH14 of the National Assembly of the Socialist Republic of Vietnam and the laws amending the Law on Enterprises;

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

Pursuant to the Minutes of the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company dated September 24, 2026.

RESOLVES:

Article 1. Approval of the amendment of the Company's Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors, Regulations on the Operation of the Audit Committee

The General Meeting of Shareholders approves the amendment and supplementation of the Company's Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors in accordance with the contents of Proposal No. 14/TTr-HĐQT dated June 5, 2026, of the Board of Directors; Approve the Regulations on the Operation of the Audit Committee in accordance with the contents of Proposal No. 26/TTr-HĐQT dated September 22, 2026, submitted by the Board of Directors.

The General Meeting of Shareholders authorizes the Board of Directors to finalize and sign for the issuance of the Company's Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors



in accordance with the contents approved by the General Meeting of Shareholders and to organize the implementation of the regulations.

Article 2. Approval of the change in the Company's management organizational model

The General Meeting of Shareholders approves the Company's management organizational model in accordance with the provisions of Point b, Clause 1, Article 137 of the Law on Enterprises and the contents of Proposal No. 13/TTr-HĐQT dated June 5, 2026, of the Board of Directors, specifically including:

1. General Meeting of Shareholders;
2. Board of Directors;
3. Audit Committee under the Board of Directors;
4. General Director.

Article 3. Approval of the dismissal of members of the Board of Directors and members of the Supervisory Board

1. The General Meeting of Shareholders approves the dismissal of Mr. Nguyen Viet Tuong from the position of member of the Board of Directors, following his resignation letter.

2. The General Meeting of Shareholders approves the dismissal of the following individuals from their positions as members of the Supervisory Board, as the Company is transitioning its management organizational model to one without a Supervisory Board:

- Mr. Nguyen Thac Hoanh;
- Mr. Phan Thanh Tan;
- Mr. Au Qui Vinh.

The dismissal of the above-mentioned members of the Supervisory Board shall take effect from the time the Company's new management organizational model is applied pursuant to this Resolution.

Article 4. Approval of the adjustment of the number of members of the Board of Directors

The General Meeting of Shareholders approves the adjustment of the number of members of the Board of Directors for the 2023-2028 term from 07 members to 09 members in accordance with the contents of Proposal No. 23/TTr-HĐQT dated August 24, 2026, of the Board of Directors, in line with the Company's management organizational model and the provisions of the Company's Charter approved by the General Meeting of Shareholders.

Article 5. Approval of the results of the supplementary election of members of the Board of Directors for the 2023-2028 term

The General Meeting of Shareholders approves the results of the supplementary election of 03 members of the Board of Directors for the 2023-2028 term, specifically:

No.	Full Name	Professional Qualifications	Political Theory
1	Mr. Lê Danh Thắng	Master of Economics	Advanced Level
2	Mr. Vũ Văn Siêu	Agricultural Engineer	Advanced Level
3	Mr. Trần Khánh Thơ	Agricultural Economics Engineer; Bachelor of Finance	Advanced Level

The newly elected members of the Board of Directors shall exercise the rights and perform the obligations of members of the Board of Directors from the time of their election by the General Meeting of Shareholders in accordance with the provisions of the law, the Company's Charter, and the Company's internal regulations.

Article 6. Implementation

1. The General Meeting of Shareholders authorizes the Board of Directors to direct and organize the implementation of the contents approved by the 2026 Extraordinary General Meeting of Shareholders in this Resolution, in accordance with the provisions of the law, the Company's Charter, and the Company's internal regulations.

2. Documents and records approved by the 2026 Extraordinary General Meeting of Shareholders are an integral part of this Resolution.

3. This Resolution was approved by the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company with a 100% approval rate of the total voting shares of shareholders present and entitled to vote at the meeting.

This Resolution takes effect from September 24, 2026./.

Recipients:

- Members of the Board of Directors;
- Board of General Directors;
- Audit Committee;
- Company departments;
- Person in charge of corporate governance;
- Administration Department (for posting on the Company's website);
- Archives, Office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Nguyen Tran Giang



AGENDA

2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS DAK LAK RUBBER JOINT STOCK COMPANY

(Thuday, September 24, 2026)

I. TIME AND LOCATION:

1. Time: 07:30 A.M., September 24, 2026.

2. Location: 3rd Floor Conference Hall - Dakruco Hotel - 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province

II. AGENDA CONTENT:

No.	Content	Responsible Party	Time
A	PREPARATORY WORK		
1	Reception and verification of delegate eligibility	Organizing Committee	07:30 A.M. - 08:00 A.M.
B	OPENING CEREMONY		
2	Statement of purpose and introduction of delegates	Secretary	08:00 A.M. - 08:05 A.M. (5 minutes)
3	Report on results and attendance rate of shareholders at the Meeting	Shareholder Eligibility Verification Committee	08:05 A.M. - 08:10 A.M. (5 minutes)
4	Introduction and approval of the list of the Presidium and Secretariat of the Meeting (Voting)	Representative of the Board of Directors	08:10 A.M. - 08:15 A.M. (5 minutes)
5	Opening remarks	Presidium	08:15 A.M. - 08:20 A.M. (5 minutes)
6	Approval of the Meeting Agenda; Working Regulations of the General Meeting of Shareholders; Regulations on dismissal and election of members of the Board of Directors and Board of Supervisors (Voting)	Presidium	08:20 A.M. - 08:30 A.M. (10 minutes)
7	Election of the Vote Counting Committee and assisting staff (Voting).	Presidium	08:30 A.M. - 08:35 A.M. (5 minutes)
C	MAIN CONTENT		
8	Proposals (1) Proposal on the Approval of Amendments to the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors; (2) Proposal on the Approval of Changes to the Company's Organizational and Management Structure. (3) Proposal on the Approval of the Regulations on the Operation of the Audit Committee	Presidium	08:35 A.M. - 09:00 A.M. (25 minutes)
9	Discussion and dialogue with shareholders	Presidium	09:00 A.M. - 09:30 A.M. (30 minutes)
10	Voting instructions and voting on reports and proposals.	Vote Counting Committee	09:30 A.M. - 09:40 A.M. (10 minutes)

[illegible]

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, September 24, 2026

WORKING REGULATIONS 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Law on Securities No. 54/2019/QH14 and the Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

The Charter of Dak Lak Rubber Joint Stock Company;

To ensure that the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company is conducted successfully and in accordance with the law, the Board of Directors has developed these Regulations, which set forth the principles for working, conduct, and voting during the Meeting, and hereby submits them to the General Meeting of Shareholders for approval as follows:

1. PURPOSE

- To ensure that the procedures, principles of conduct, and voting at the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company are conducted in accordance with regulations and are successful.

- The Resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

2. SUBJECTS AND SCOPE

Subjects: All shareholders, representatives (authorized persons), and guests attending the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company must abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.

Scope of application: These Regulations are used for organizing the 2026 Extraordinary General Meeting of Shareholders.

3. DEFINITION OF TERMS/ABBREVIATIONS

- Company	Dak Lak Rubber Joint Stock Company;
- BOD	Board of Directors;
- BOS	Board of Supervisors;
- AC	Audit Committee;
- OC	Meeting Organizing Committee;
- GMS	General Meeting of Shareholders;

- Meeting	General Meeting of Shareholders Meeting;
- Delegate	Shareholder, representative (authorized person)

4. CONTENT OF REGULATIONS

4.1. Conditions for conducting the General Meeting of Shareholders

The General Meeting of Shareholders of the Company shall be conducted when the number of attending delegates represents more than 50% of the total voting shares.

In case there is an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the Meeting shall be reconvened within thirty (30) days from the intended date of the first C. The reconvened EGM shall only be conducted when the attending members are delegates representing at least 33% of the voting shares.

In case the second Meeting cannot be conducted due to an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the third EGM may be convened within twenty (20) days from the intended date of the second Meeting. In this case, the Meeting shall be conducted regardless of the number of attending delegates and shall be considered valid and have the authority to decide on all issues that the first GMS could have approved.

4.2. Conditions for shareholders to attend the Meeting

Shareholders with voting rights of the Company according to the list closed on May 29, 2026, have the right to attend the EGM; they may attend in person or authorize their representatives to attend. In case there is more than one authorized representative as prescribed by law, the specific number of shares and votes of each representative must be determined.

4.3. Guests at the Meeting

These are the Company's management titles, guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.

Guests are not allowed to speak at the Meeting, except when invited by the Chairperson of the Meeting, or have registered in advance with the Meeting Organizing Committee and received the consent of the Chairperson of the Meeting.

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

- Be on time, wear polite and formal attire, and undergo security checks (if any), identity verification, etc., as required by the Meeting Organizing Committee.

- Receive documents and papers serving the Meeting at the reception desk before entering the Meeting hall.

- Shareholders arriving late have the right to register immediately and subsequently have the right to participate and vote right at the Meeting. The Chairperson is not responsible for stopping the Meeting to allow late-arriving shareholders to register; the voting results for issues that have already been voted on before the arrival of such delegates shall not be affected.

- Keep mobile phones in vibration mode or turned off; step outside if a call is

necessary.

- Do not smoke and maintain order in the Meeting room.
- Comply with the regulations of the Organizing Committee and the Chairperson presiding over the Meeting.

In case a delegate does not comply with the regulations regarding inspection or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or invite said delegate to leave the venue of the Meeting to ensure that the Meeting proceeds normally according to the planned program.

4.5. Chairperson and Presidium

- The Presidium consists of 03 people, including 01 Chairperson and 02 Members elected by the GMS; the Chairman of the Board of Directors is the Head of the Presidium and the Chairperson of the Meeting. The Head of the Presidium directs the work of the Meeting according to the content and program approved by the EGM.

- In case the Chairman of the Board of Directors is absent or temporarily unable to work or is suddenly absent while the Meeting is taking place for more than 30 minutes, the remaining members of the Board of Directors shall elect one among them to act as the Chairperson of the Meeting by majority vote. In case there is no one who can act as the Chairperson, the Head of the Board of Supervisors shall preside over the election of the Chairperson of the Meeting by the General Meeting of Shareholders from among those present, and the person with the highest number of votes shall act as the Chairperson of the Meeting.

- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the election of the Chairperson of the Meeting by the General Meeting of Shareholders, and the person with the highest number of votes shall be appointed as the Chairperson of the Meeting.

Duties of the Presidium:

* Direct the activities of the Company's GMS according to the expected program of the Board of Directors that has been approved by the EGM;

* Guide the delegates and the Meeting to discuss the contents included in the program;

* Present drafts and conclude necessary issues for the EGM to vote on;

* Respond to issues requested by the Meeting;

* Resolve issues arising throughout the duration of the Meeting.

- Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and decision-making by majority.

- Meeting Secretary:

* The Chairperson of the Meeting appoints 02 people to act as Meeting secretaries for the EGM to approve by raising voting cards.

* Duties and powers: Record the content of the Meeting fully and honestly; receive registration forms for speaking from delegates; prepare the Meeting Minutes and draft the GMS Resolution; assist the Chairperson in disclosing information related to the GMS meeting and notify Shareholders in accordance with the law and the Company

Charter.

- The Chairperson and the Meeting secretary have the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program, and to reflect the wishes of the majority of those present.

4.7. Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee of the Meeting consists of 03 people, including 01 Head and 02 members introduced by the Chairperson 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 reports to the GMS 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 required by Article 145 of the Law on Enterprises, the Company's GMS shall be conducted.

4.8. Vote Counting Committee

The Vote Counting Committee is introduced by the Chairperson for the EGM to approve by raising voting cards. Candidates participating in the election or nomination (when conducting an election) are not allowed to participate in the Vote Counting Committee.

Duties of the Vote Counting Committee:

- * Disseminate principles, rules, and instructions on voting and election methods.

- * Count and record voting ballots, prepare vote counting minutes, and announce the results; transfer the minutes to the Chairperson to approve the voting and election results.

- * Promptly notify the secretary of the voting and election results.

- * Review and report to the Meeting on cases of violation of voting and election rules or complaints regarding voting and election results.

4.9. Speaking at the Meeting

Delegates attending the Meeting who wish to express their opinions must obtain the consent of the Chairperson of the Meeting. Delegates shall speak concisely and focus on the key issues that need to be discussed, in line with the program content approved by the EGM, or submit their opinions in writing to the Meeting Secretary for consolidation and reporting to the Chairperson.

The Chairperson of the Meeting shall arrange for delegates to speak in the order of registration, and simultaneously answer shareholders' questions at the Meeting or record them for a later written response.

4.10. Voting to approve issues at the Meeting

4.10.1. Principles

All issues in the program and content of the Meeting must be discussed and voted

on publicly by the EGM.

Voting cards and Voting ballots are printed by the Company, contain barcodes, and are sent directly to delegates at the Meeting (accompanied by the set of documents for attending the GMS meeting published on the Company's website). The Voting card and Voting ballot clearly state the shareholder code, full name, number of shares owned, and authorized voting shares of that shareholder.

- Voting forms are as follows:

* Voting by raising Voting cards: This form is used to approve issues such as: Electing the Presidium, Secretariat, and Vote Counting Committee; Meeting Program; Working Regulations at the Meeting; Regulations on dismissal and supplementary election of members of the Board of Directors and members of the Board of Supervisors; Voting on the dismissal of members of the Board of Directors and members of the Board of Supervisors; approving the Meeting Minutes, GMS Resolution, and other contents at the Meeting (if any);

* Voting by completing the Voting Ballot: This method shall be used for the approval of the matters set forth in the Proposals submitted to the Meeting, except for the election of members of the Board of Directors.

Voting method

* Delegates perform voting to Approve, Disapprove, or Abstain on an issue brought to a vote at the Meeting by raising their Voting cards or filling in the selected options on the Voting ballot corresponding to the contents that need to be voted on in accordance with the provisions of Section 4.10.1.

* When voting by raising Voting cards, the front of the Voting card must be raised towards the Presidium. In case a delegate does not raise the Voting card in all three instances of voting to approve, disapprove, or abstain on an issue, it shall be considered as voting to approve that issue. In case a delegate raises the Voting card more than one (01) time when voting to approve, disapprove, or abstain on an issue, it shall be considered an invalid vote. For the form of voting by raising Voting cards, members of the Shareholder Eligibility Verification Committee/Vote Counting Committee mark the shareholder code and the corresponding number of voting shares of each shareholder who approves, disapproves, abstains, or is invalid.

* When voting by filling out Voting ballots, for each content, shareholders choose one of the three options "Approve", "Disapprove", "Abstain" printed on the Voting ballot by marking an "X" or "" in the box of their choice. After completing all contents that need to be voted on by the General Meeting, the delegate sends the voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The voting ballot must be signed and clearly state the full name of the delegate. For ballots for electing members of the Board of Directors, follow the Regulations on election of the Board of Directors.✓

4.10.2 Validity of Voting ballots

- Valid Voting ballot: Is a ballot according to the pre-printed form issued by the Organizing Committee, without erasures, scraping, tearing, damage, etc., without writing any other content other than what is prescribed for this ballot, and must be signed, and below the signature must be the full handwritten name of the attending delegate.

On the voting ballot, each voting content (Report, Proposal,...) is valid when the delegate marks one (01) out of three (03) voting squares.

- Invalid Voting ballot:

* Writing additional content on the voting ballot;

* Voting ballot not according to the pre-printed form issued by the Organizing Committee, ballot without the Company's red seal or barcode; ballot without the signature and full name of the delegate; ballot that has been erased, scraped, or has additional content written other than what is prescribed for the voting ballot, in which case all voting contents on the voting ballot are invalid.

- Valid ballot for each content:

Voting ballots marked in boxes are considered invalid for each content if a content is not marked in any of the three boxes (left blank) or marked in two to three boxes, then that content is considered invalid; other contents, if marked validly, are still counted for each valid content.

4.10.3 Voting rules

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

As of the shareholder list closing date (August 24, 2026), the total number of shares of the Company is: 158,800,000 shares, equivalent to 158,800,000 voting rights.

Issues requiring voting at the Meeting shall only be approved when they achieve a voting rate of over 50% of the voting shares of the shareholders attending the meeting who approve.

4.10.4. Recording voting/election results

- At the Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.

- The Vote Counting Committee is responsible for distributing and collecting voting ballots and election ballots.

- The Vote Counting Committee shall check the number of votes to approve, disapprove, and abstain for each content and is responsible for recording, summarizing, and reporting the vote counting results at the EGM. For ballots for electing members of the Board of Directors, follow the Regulations on election of the Board of Directors.

4.11. Minutes, EGM Meeting Resolution

The Meeting minutes and EGM resolution must be read and approved before the Meeting closes.

5. IMPLEMENTATION

All delegates, representatives, and guests attending the Meeting are responsible for fully complying with the contents prescribed in these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant legal provisions.

The person convening the EGM Meeting has the right to:

* Require all attendees to undergo inspection or other legal and reasonable security

measures.

* Postpone the EGM meeting when there is an attendee who obstructs or disturbs the order, with the risk of causing the meeting not to be conducted fairly and legally, and other contents according to Clause 8, Article 146 of the Law on Enterprises.

Contents not detailed in these regulations shall be uniformly applied according to the provisions of the Company Charter, the Law on Enterprises, and current legal documents of the State.

These Regulations take effect immediately after being voted and approved by the Company's EGM.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON



Nguyen Tran Giang
MEMBER OF THE BOARD OF
DIRECTORS



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

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Dak Lak, Septemberr 24, 2026

**REGULATIONS
ON THE DISMISSAL AND ELECTION OF ADDITIONAL MEMBERS OF
THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS
TERM II (2023-2028)
AT THE 2026 EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS
DAK LAK RUBBER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

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

In order to ensure that the 2026 Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company dismisses and elects additional members of the Board of Directors and the Board of Supervisors in accordance with the provisions of the law and the Company's Charter, the Board of Directors has developed these Regulations and submits them to the General Meeting of Shareholders for approval as follows:

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

**Article 1. Conditions for dismissal of members of the Board of Directors and
Board of Supervisors**

1- Pursuant to Clause 1, Article 52 of the Internal Regulations on Corporate Governance, a member of the Board of Directors shall be proposed for dismissal in the following cases:

- Failing to meet the standards and conditions prescribed in Article 155 of the Law on Enterprises;
- Submitting a resignation letter which is then accepted;
- Other cases as prescribed in the Company's Charter.

2- The Board of Supervisors and its members shall be proposed for dismissal when the General Meeting of Shareholders approves the selection of a new organizational structure model in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises and the provisions of Article 11 of the Company's Charter, whereby the Company no longer has a Board of Supervisors and replaces it with an Audit Committee under the Board of Directors.

**Article 2. Voting on the 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 ballot for each case issued by the Organizing Committee of the General Meeting of Shareholders. Each shareholder or shareholder representative shall have a total number of voting rights corresponding to the number of shares owned or represented by proxy.

When voting by raising a voting card, the front of the voting card must be held high facing the Presidium. In the event that a delegate does not raise their voting card during all three rounds of voting (in favor, against, or abstaining) on an issue, it shall be deemed a vote in favor of that issue. In the event that a delegate raises their voting card more than one (01) time when voting in favor, against, or abstaining on an issue, the vote shall be deemed invalid. Under the form of voting by raising a voting card, members of the Shareholder Eligibility Verification Committee/Vote Counting Committee shall mark the shareholder code and the corresponding number of voting rights for each shareholder voting in favor, against, abstaining, or invalid.

2- If the statistical results show that the number of shares in favor of dismissing a member of the Board of Directors or a member of the Board of Supervisors exceeds 50% of the total number of shares with voting rights at the General Meeting of Shareholders, that member of the Board of Directors or the Board of Supervisors shall be dismissed, effective immediately upon the announcement of the results. If the number of shares not in favor of dismissal accounts for less than 50% of the total number of shares with voting rights at the General Meeting of Shareholders, the member of the Board of Directors or 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 a vote counting report in accordance with regulations and included in the results of the General Meeting of Shareholders.

II. NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOARD OF DIRECTORS

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

- The number of additional members to be elected to the Board of Directors is 03, including one member serving as an independent member of the Board of Directors;

- The term of the Board of Directors is the 2023-2028 term.

Article 4. Standards and conditions for members of the Board of Directors

For members of the Board of Directors, in addition to the standards and conditions under Article 155 of the Law on Enterprises No. 59/2020/QH14, Decree No. 155/2020/ND-CP, and Decree No. 245/2025/ND-CP, the following additional conditions must be met:

- Having full civil act capacity, and not being a person prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

- Having professional qualifications and experience in business administration or in the Company's business lines and sectors, and not necessarily being a shareholder of the Company;

- Not being a person with a family relationship (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, son,

adopted son, son-in-law, daughter-in-law, biological brother, biological sister, younger sibling, brother-in-law, sister-in-law, or spouse's/husband's siblings) with the General Director and other managers of the Company; or with managers or persons authorized to appoint managers of the parent company.

- A member of the Board of Directors of the Company shall not simultaneously serve as a member of the Board of Directors or the Board of Members at more than 05 other companies.

- In addition to the general standards mentioned above, an independent member of the Board of Directors must ensure compliance with the provisions of Point b, Clause 1, Article 137 of the 2020 Law on Enterprises and must meet the following standards and conditions:

+ Not being a person currently working for the Company, its parent company, or its subsidiaries; not being a person who has worked for the Company, its parent company, or its subsidiaries for at least the 03 consecutive years prior;

+ Not being a person currently receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to receive as prescribed;

+ Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, or adopted child is a major shareholder of the Company; or is a manager of the Company or its subsidiaries;

+ Not being a person who directly or indirectly owns at least 01% of the total number of shares with voting rights of the Company;

+ Not being a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least the 05 consecutive years prior, except in cases of being appointed for two consecutive terms.

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

1- Shareholders holding shares with voting rights have the right to aggregate their voting rights to nominate candidates for the Board of Directors.

- A shareholder or group of shareholders holding from ten (10)% to less than twenty (20)% of the total number of shares with voting rights may nominate one (01) candidate;

- A shareholder or group of shareholders holding from twenty (20)% to less than thirty (30)% may nominate a maximum of two (02) candidates;

- A shareholder or group of shareholders holding from thirty (30)% to less than forty (40)% may nominate a maximum of three (03) candidates;

- A shareholder or group of shareholders holding from forty (40)% to less than fifty (50)% may nominate a maximum of four (04) candidates;

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

2- In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the required number, the remaining candidates shall be nominated by the incumbent Board of Directors to meet the required number for election.



Article 6. Dossier for candidacy and nomination of candidates for election to the Board of Directors

- Application for nomination or candidacy for membership of the Board of Directors;
- Curriculum vitae self-prepared by the candidate;
- A certified copy of the Citizen Identity Card or Passport, and degrees, diplomas, and certificates certifying the candidate's educational and professional qualifications.

Article 7. Selection of candidates

Based on the applications for nomination and candidacy from shareholders/groups of shareholders, the Organizing Committee of the 2026 Extraordinary General Meeting of Shareholders of the Company shall prepare a list of candidates who meet the prescribed conditions and submit it to the General Meeting of Shareholders for approval to elect members of the Board of Directors.

III. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 8. Subjects eligible to vote

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights of the Company.

Article 9. Ballots and marking ballots

1. List of candidates for the Board of Directors:

Full names must be written on the ballot.

Ballots and marking ballots:

- Ballots shall be printed uniformly, containing the total number of shares with voting rights according to the attendance code; ballots shall be used to elect members of the Board of Directors.

- Shareholders or authorized representatives shall be issued 01 ballot for members of the Board of Directors according to their attendance code (including owned and authorized shares).

- Shareholders or authorized persons must personally write the number of votes for each candidate in the blank space provided for that candidate on the ballot, then sign and clearly write their full name.

- In case of an error, if the ballot has not yet been cast into the ballot box, the shareholder may request the Vote Counting Committee to exchange it for another ballot.

3. Cases where ballots are invalid:

- Ballots not following the template issued by the Meeting Organizing Committee, or lacking the seal or barcode of Dak Lak Rubber Joint Stock Company.

- Ballots that are torn, crossed out, altered, added to, or contain incorrect names not on the list of candidates approved by the General Meeting of Shareholders prior to voting; ballots voting for more than the prescribed number of people or left blank.

- Ballots where the total number of votes cast for candidates exceeds the total number of voting rights held by the shareholder (including owned and authorized shares).

- Ballots submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.

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

- Voting for members of the Board of Directors shall be conducted by secret ballot using the cumulative voting method (equal or unequal distribution).

- Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including owned and authorized shares) 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, several people, or all candidates; the remaining votes may not be cast for any candidate. The total number of votes cast for candidates shall not exceed the total number of votes the shareholder is entitled to cast as recorded in the shareholder information section, nor shall it exceed the number of candidates approved by the General Meeting of Shareholders.

- Regarding marking ballots:

There are 02 ways to mark a ballot:

+ Cumulative voting (unequal): Shareholders write the number of votes directly for each candidate in the "cumulative voting (unequal)" column. The number of votes for each candidate may vary depending on the voter's confidence in the candidates, but the total number of votes distributed to the selected candidates shall not exceed the total number of votes the voter is entitled to cast.

+ Cumulative voting (equal): Shareholders simply place a cross (X) in the "cumulative voting (equal)" column corresponding to the number of members of the Board of Directors they trust.

Article 11. Vote Counting Committee, voting and vote counting principles

1. Vote Counting Committee:

- The Vote Counting Committee shall be nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

- The Vote Counting Committee is responsible for:

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

+ Distributing ballots and providing instructions on how to mark them.

+ Conducting vote counting using vote counting software.

+ Announcing the election results before the General Meeting of Shareholders.

- Members of the Vote Counting Committee shall not be included in the list of nominees and candidates for the Board of Directors.

2. Voting and vote counting principles:

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.

- Voting shall begin once the distribution of ballots is completed and shall end when the last shareholder casts their ballot into the box.

- Vote counting must be conducted immediately after voting concludes, using vote counting software.

- Vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the General Meeting of Shareholders; vote counting data shall be stored in the Company's Administration Department, and ballots shall be sealed and stored in the Company's archives.

- Ballots shall be kept at the Company's headquarters after counting.

Article 12. Principles of cumulative voting and principles for election of members of the Board of Directors

- Cumulative voting principle: The Vote Counting Committee shall provide specific instructions at the General Meeting of Shareholders.

- Principle for election of members of the Board of Directors: The person elected as a member of the Board of Directors shall be the person with the highest number of votes.

- The election results shall be recorded in the Report on the election of members of the Board of Directors.

Article 13. Preparation and announcement of the Vote Counting Report

- After counting the votes, the Vote Counting Committee must prepare a Vote Counting Report.

- The full text of the Vote Counting Report must be announced before the General Meeting of Shareholders.

Article 14. Complaints regarding voting and vote counting.

- In the event that a shareholder files a complaint or requests a re-examination of the election results after they have been announced, the Vote Counting Committee shall directly re-examine them.

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

These Regulations consist of 14 articles, which were read publicly before the 2026 Extraordinary General Meeting of Shareholders for voting and approval, and shall take effect immediately during the Meeting./.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON



Nguyễn Tran Giang
MEMBER OF THE BOARD OF
DIRECTORS



No.: 14/TTr-HĐQT

Dak Lak, June 05, 2026

Regarding the approval of amendments to the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Directors.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

- 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/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

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

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

The Board of Directors of the Company submits to the 2026 Annual General Meeting of Shareholders for consideration of the following issues:

1. Consideration for the approval of amendments to the Company Charter:

1.1. Amendment to Clause 3, Article 2 – Registered office of the Company;
Amendment to Clause 4, Article 2 – Branches, dependent units, subsidiaries

- Reason: Change of address for Branches due to the merger of provincial-level administrative units, removal of district-level units, and implementation of a two-tier local government system; simultaneously dissolving the Dak Lak Rubber Joint Stock Company Branch – Cuor Dang Farm.

1.2. Amendment to Clause 5, Article 2 – Term of Operations

Reason: Current enterprise law does not stipulate a general term for all enterprises; the Company shall only be dissolved when the General Meeting of Shareholders decides so in accordance with Point i, Clause 2, Article 138 of the 2020 Law on Enterprises. Therefore, the term of operations of the Company is indefinite, and there is no need to refer to the current Article 62 and Article 63.

1.3. Amendment to Clause 1, Article 10 – Transfer of Shares



Reason: The Company has completed equitization for over 06 years; the phrase regarding the 03-year term for preferred shares upon the equitization of Daklak Rubber One Member Limited Liability Company is no longer necessary to be kept in the Charter.

1.4. Repeal of Article 11 – Share Redemption

Reason: The Company has been equitized for over 07 years; the content stipulated in Article 11 is no longer suitable for the actual situation of the Company.

1.5. Amendment to Clause 1, Article 12 – Organizational structure of management, administration, and control

Reason: Applying the governance model under Point b, Clause 1, Article 137 of the 2020 Law on Enterprises (General Meeting of Shareholders – Board of Directors – General Director, with independent Board members and an Audit Committee under the Board of Directors). This model is consistent with modern governance trends in public and listed companies; enhances the effectiveness of operational supervision, internal control systems, and risk management under the direct guidance of the Board of Directors; ensures the objectivity and independence of independent and non-executive Board members; complies with the Law on Securities for public companies; and streamlines the apparatus, reducing management costs.

1.6. Amendment and supplementation to Clause 2, Article 31 – Meetings of the Board of Directors

- Reason: To ensure the General Principles and scope of application for the form of written consultation, consistent with the current operational situation of the Company; and to clearly stipulate that written consultation only applies to extraordinary meetings, avoiding the misunderstanding that written consultation is a substitute for regular meetings of the Board of Directors.

1.7. Amendment to the name of Chapter VIII – from "Board of Supervisors" to "Audit Committee"

- Reason: To synchronize with the change in the organizational structure of management and the operational model of the Company as presented in item 1.5 above.

1.8. Repeal of Article 37 – Company Secretary

- Reason: The rights and obligations of the Company Secretary have already been stipulated in Article 33 of the Charter; it is unnecessary to repeat them in Article 37.

1.9. Amendment to Point e, Clause 3, Article 49 – Relationship with subsidiaries

- Reason: Amendment and supplementation to comply with the provisions of Clause 1, Article 18 of the Government's Decree No. 366/2025/ND-CP dated December 31, 2025, on the management of state capital in enterprises where the State holds over 50% to less than 100% of charter capital.

1.10. Amendment to Point b, Clause 1, Article 54 – Profit distribution and appropriation of funds

- Reason: Amendment and supplementation to comply with the provisions of Point e, Clause 2, Article 27 of the 2025 Law on Management and Investment of State Capital in Enterprises.

1.11. Addition of Clause 4, Article 61 – Enterprise Seal

- Reason: Consistent with the actual operational situation at the Company; ensuring the legal basis for the use of the seal by the Representative of State Capital in transactions with the owner's representative agency and relevant state management agencies.

1.12. Amendment to Clause 1, Article 62 – Dissolution of the Company

- Reason: The term of operations of the Company is indefinite (as amended in Clause 5, Article 2 – item 3 above); therefore, the case of "Expiration of the term of operations stated in the Company Charter without a decision for extension" is not necessary to be stipulated in the Charter.

1.13. Repeal of Article 63 – Extension of operations

- Reason: Synchronized with item 1.2 and item 1.13 above: the term of operations of the Company is indefinite, so there is no occurrence of extending operations.

Attached document: Amended Company Charter.

2. Consideration for the approval of amendments to the Internal Regulations on Corporate Governance:

2.1. Content of amendment: Specifically, the provisions for "Board of Supervisors" and "Member of the Board of Supervisors" are repealed;

Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with Article 137 and Article 161 of the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

2.2. Amendment to Article 49 regarding standards and conditions for members of the Board of Directors;

Reason: To be consistent with the 2020 Law on Enterprises and the Government's Decree No. 155/2020/ND-CP.

2.3. Amendment to Chapter IV including 06 Articles (from Article 71 to Article 76) regulating the Audit Committee.

- Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

Attached document: Amended Internal Regulations on Corporate Governance.

3. Consideration for the approval of amendments to the Operational Regulations of the Board of Directors:



3.1. Content of amendment: Specifically, the provisions for "Board of Supervisors" and "Member of the Board of Supervisors" are repealed.

Reason: To be consistent with the change in the organizational structure of management of the joint stock company in accordance with Article 137 and Article 161 of the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

3.2. Amendment to Article 6 regarding standards and conditions for members of the Board of Directors.

- Reason: To be consistent with the 2020 Law on Enterprises and the Government's Decree No. 155/2020/ND-CP.

3.3. Amendment to Article 14 regarding sub-committees assisting the Board of Directors and the Secretary of the Board of Directors;

Reason: To be consistent with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

3.4. Article 22 regarding the relationship with the Audit Committee.

Reason: To be consistent with the 2020 Law on Enterprises and consistent with the content amended in the Company Charter.

Attached document: Amended Operational Regulations of the Board of Directors.

4. Implementation

The Chairman of the Board of Directors is authorized to sign, on behalf of the General Meeting of Shareholders, the decisions to issue the aforementioned Charter and regulations for implementation.

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

Thank you very much!

Recipient:

- Shareholders;
- EGM Meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (posted on Website);
- Archive: VT.

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

Signed

Nguyen Viet Tuong



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

No.: 13/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, June 05, 2026

PROPOSAL

Regarding the change of the Company's management organizational model

To: Shareholders

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and guiding documents;

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

Pursuant to Resolution No.11/NQ-HĐQT dated 19/5/2026 of the Board of Directors.

To enhance management practices in line with modern trends, the Board of Directors hereby submits to the General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company for consideration and approval the change of the Company's management organizational model from the model with a Board of Supervisors to the model with an Audit Committee under the Board of Directors, with specific details as follows:

1. Change of the Company's management organizational model:

Current management organizational model (Pursuant to Point a, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14)	Management organizational model after amendment (Pursuant to Point b, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14)
1. General Meeting of Shareholders 2. Board of Directors 3. Board of Supervisors 4. General Director	1. General Meeting of Shareholders 2. Board of Directors 3. Audit Committee under the Board of Directors 4. General Director

2. Implementation organization

- The Board of Directors is responsible for establishing the Audit Committee, issuing the Operating Regulations of the Audit Committee, and relevant internal regulations in accordance with current laws. The legal representative shall sign and issue the amended and supplemented Company Charter and disclose information as prescribed.

- The Board of Supervisors shall continue to perform its duties until the Resolution of the 2026 Annual General Meeting of Shareholders takes effect and the Audit Committee is established, ensuring no gap in supervision; simultaneously, the

Board of Supervisors shall hand over files and work to the Audit Committee in accordance with regulations.

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

Recipients:

- Shareholders;
- EGM meeting;
- Board of Supervisors;
- Person in charge of Corporate Governance;
- Administration Department (posted on Website);
- Archives, Office

**ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

Nguyen Viet Tuong

Dak Lak, 24 August 2026

No. 22/TTr-HĐQT

PROPOSAL

Regarding the dismissal of members of the Board of Directors and members of the Supervisory Board for the 2023-2028 term (Term II)

To: Esteemed Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and related guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related guiding documents;
- 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 Charter of Dak Lak Rubber Joint Stock Company;
- Pursuant to Resolution No. 19/NQ-HĐQT dated August 17, 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 the dismissal of members of the Board of Directors and members of the Supervisory Board for the 2023-2028 term, specifically as follows:

1. Dismissal of members of the Board of Directors

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Nguyen Viet Tuong from his position as a member of the Board of Directors for the 2023-2028 term.

- Reason: Mr. Nguyen Viet Tuong has submitted a resignation letter from his position as a member of the Board of Directors (attached).

- Effective date of dismissal: From the date the Resolution of the 2026 Extraordinary General Meeting of Shareholders regarding the dismissal is passed.

2. Dismissal of members of the Supervisory Board

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of the following individuals from their positions as members of the Supervisory Board for the 2023-2028 term (Term II):

Approval of the dismissal of members of the Supervisory Board for the 2023-2028 term (Term II) for:

No.	Full Name	Current Job Title
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No.	Full Name	Current Job Title
1	Nguyen Thac Hoanh	Head of the Supervisory Board
2	Phan Thanh Tan	Member of the Supervisory Board
3	Au Qui Vinh	Member of the Supervisory Board

- Reason: The Company is transitioning its management organizational model from a model with a Supervisory Board to a model without a Supervisory Board, with an Audit Committee under the Board of Directors, in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises and the content of Proposal No. 13/TTr-HĐQT dated June 5, 2026, of the Board of Directors regarding the change in the Company's management organizational model.

- Effective date of dismissal: From the time the Resolution of the 2026 Extraordinary General Meeting of Shareholders regarding the change in the Company's management organizational model takes effect.

To ensure continuity in oversight during the transition period, the Supervisory Board shall hand over records, documents, tasks, and related matters to the Audit Committee in accordance with the decision of the Board of Directors and the provisions of the law.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely thank you!

Recipients:

- Shareholders;
- GMS meeting;
- Supervisory Board;
- Person in charge of Corporate Governance;
- Administrative Department (for website posting);
- Archived at Office.

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



Nguyen Tran Giang

Dak Lak, 24 August 2026

No.: 23/TTr-HĐQT

PROPOSAL

**Regarding the adjustment of the number of members of the
Board of Directors and the election of additional members to the
Board of Directors
for the 2023 - 2028 term (Term II)**

To: The Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;

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

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Company Charter, as amended and supplemented at the General Meeting of Shareholders on November 24, 2023;

Pursuant to Resolution No. 19/NQ-HĐQT dated August 17, 2026, of the Board of Directors of Dak Lak Rubber Joint Stock Company.

The Board of Directors submits the following matters to the 2026 Extraordinary General Meeting of Shareholders for consideration:

1. Adjusting the number of members of the Board of Directors for the 2023 - 2028 term (Term II):

Adjust the number of members of the Board of Directors for the 2023 - 2028 term from 07 (seven) members to 09 (nine) members.

2. Election of additional members to the Board of Directors for the 2023 - 2028 term (Term II) as follows:

2.1. Number and criteria for additional election candidates:

** Regarding the number:*

Number of additional Board of Directors members to be elected: 03 (three) persons, with the following expected structure: 01 member for the Board of Directors to elect as Chairman of the Board of Directors; 01 independent member for the Board of Directors to elect as Chairman of the Audit Committee; and 01 non-executive member.

Maximum number of candidates for the Board of Directors: Unlimited (in

accordance with the provisions of the Law on Enterprises, the Company Charter, and the Election Regulations).

** Regarding criteria:*

Candidates for the Board of Directors must fully meet the criteria stipulated in Clause 1 and Clause 2, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of the Government's Decree No. 155/2020/NĐ-CP, the Company Charter, and as specified in the Regulations on the dismissal of members of the Board of Directors and Supervisory Board and the additional election of Board of Directors members submitted to the 2026 Extraordinary General Meeting of Shareholders.

2.2. List of candidates for the Board of Directors for the 2023 - 2028 term (Term II):

No.	Full Name	Professional qualifications	Political Theory
1	Mr. Le Danh Thang	Master of Economics	Advanced
2	Mr. Vu Van Sieu	Agricultural Engineer	Advanced
3	Mr. Tran Khanh Tho	Agricultural Engineer, Bachelor of Economics Finance	Advanced

(Curriculum vitae and candidate profiles are attached)

Other matters related to the additional election of members of the Board of Directors for the 2023 - 2028 term (Term II) shall be conducted in compliance with the Regulations on the dismissal of members of the Board of Directors and Supervisory Board and the additional election of Board of Directors members approved at the 2026 Extraordinary General Meeting of Shareholders.

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

Recipient:

- Shareholders;
- General Meeting of Shareholders;
- Supervisory Board;
- 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



Nguyễn Trần Giang

Dak Lak, September 22, 2026

No.: 26/TTr-HĐQT

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**



Nguyen Tran Giang



ĐẮK LAK RUBBER JOINT STOCK COMPANY
Address: 30 Nguyen Chi Thanh - Tan An Ward - Dak Lak Province
Tel: (+84) 2623 865 015 - Fax: (+84) 2623 865 041
Website: <http://www.dakruco.com>; Email: caosu@dakruco.com



DAKRUCO

VOTING BALLOT

**Number of voting shares
(including authorized shares)**

(Specific number of shares held by the shareholder)

Name of Shareholder: **NGUYEN VAN A**

Name of authorized representative/proxy: **NGUYEN VAN B (if any)**

Citizen ID/Passport/Business Registration No.:

Correspondence Address/Registered Office: House No., Street,
Ward/Commune, Province/City

Note: The voting ballot is used to vote on the following Content:

- *Approval of the selection of the Chairing Committee, Secretariat, and Vote Counting Committee.*
- *Approval of the Meeting Agenda, the Meeting Working Regulations, and the Regulations on dismissal and supplementary election of members of the Board of Directors at the General Meeting.*
- *Approval of the dismissal of members of the Board of Directors and members of the Supervisory Board.*
- *Approval of the minutes and resolutions of the General Meeting.*



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

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**VOTING BALLOT AT THE 2026 EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS**

(September 24, 2026)

Shareholders:		No. of Shares:		
ID Card No./Business Registration No.		Total No. of voting Shares:		
No.	Voting content	Approve	Disapprove	No opinion
1	Approve Proposal No. 14/TTr-HĐQT dated 05/6/2026 of the Board of Directors of the Company on the amendment of the Company's Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Directors. (with the Company's Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors attached)			
2	Approve Proposal No. 13/TTr-HĐQT dated 05/6/2026 of the Board of Directors of the Company on changing the management organizational structure in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14.			

Dak Lak, September 24, 2026

Shareholders, representative (authorized person)
(Signature, full name, and seal if institutional shareholder)

Note:

- Shareholders shall mark (X) in **one** of the boxes: Approve, Disapprove, No opinion
- An invalid ballot is one with no option selected or with 2 or more options selected for a single voting item

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CURRICULUM VITAE

(For candidates for the Board of Directors of Dak Lak Rubber Joint Stock Company)

Term II (2023 - 2028)

1/ Full name:	LE DANH THANG
2/ Gender:	Male
3/ Date of birth:	June 10, 1972
4/ Place of birth:	Pho Yen Ward, Thai Nguyen Province
5/ Citizen ID Card:	019072000381
6/ Nationality:	Vietnam
7/ Ethnicity:	Kinh
8/ Permanent address:	107 Mai Hac De, Buon Ma Thuot, Dak Lak Province
9/ Company phone number:	0262.3865015
10/ Email address:	Thangvpub@gmail.com
11/ Professional qualifications:	Master of Economics
12/ Work history:	
+ September 1997 – July 2001:	Specialist, Department of Planning and Investment of Dak Mil District, Dak Lak Province.
+ August 2001 – February 2002:	Specialist, Department of Finance and Planning of Dak Song District, Dak Lak Province.
+ March 2002 – June 2002:	Specialist, Project Management Board of Dak Song District, Dak Lak Province.
+ July 2002 – April 2004:	Deputy Director, Construction Project Management Board of Dak Song District, Dak Lak Province.
+ May 2004 – September 2009:	Specialist, Finance and Trade Division, Office of the Dak Lak Provincial People's Committee.
+ October 2009 – October 2014:	Deputy Head, Finance and Trade Department, Office of the Dak Lak Provincial People's Committee.
+ November 2014 – May 2019:	Head, Finance and Trade Department, Office of the Dak Lak Provincial People's Committee.
+ June 2019 – July 2026:	Deputy Director, Department of Finance of Dak Lak Province.

+ August 2026 – Present:	Party Secretary, State Capital Representative at Dak Lak Rubber Joint Stock Company.
13/ Current positions held:	Party Secretary, State Capital Representative at Dak Lak Rubber Joint Stock Company.
14/ Total shares held (as of August 1, 2026): 92,484,960 shares, accounting for 59.36% of the charter capital, in which:	
+ Representing the capital of the State shareholder:	92,484,960 shares, accounting for 59.36% of the charter capital
+ Personally owned:	0 shares, accounting for 0% of the charter capital.
15/ Holding commitments (if any)	
16/ Related persons holding company shares:	 – Relationship:; holding: shares, accounting for of charter capital
	 – Relationship:.....; holding: shares, accounting for% of charter capital
17/ Related interests with the Company:	

I hereby certify that the information provided above is completely truthful; if found to be false, I accept full responsibility before the law.

Dak Lak, August 19, 2026

Declarant

(Signature and full name)

(signed)

Le Danh Thang

(For candidates for the Board of Directors of Dak Lak Rubber Joint Stock Company Term II (2023-2028))

1

+ From May 2023 to April 2025	Daknoruco Rubber Joint Stock Company. Director of Dak Lak Rubber Joint Stock Company branch - 19/8 Farm.
<i>From May 2025 - August 2026</i>	
13/ Current positions held:	Director of Dak Lak Rubber Joint Stock Company branch - 19/8 Farm.
14/ Total shares held (as of July 31, 2026) 1,900 shares, accounting for 0.0012% of charter capital, in which:	
+ Representing the capital of (name of organization as State shareholder/strategic shareholder/other):	 shares, accounting for% of charter capital
+ Personally owned:	1,900 shares, accounting for 0.0012% of charter capital
15/ Holding commitments (if any)	
16/ Related persons holding company shares:	 – Relationship:; holding: shares, accounting for of charter capital
	 – Relationship:; holding: shares, accounting for% of charter capital
17/ Related interests with the Company:	
18/ Rights conflicting with the Company:	

I hereby certify that the above information is completely truthful; if incorrect, I will take full responsibility before the law.

	<i>Dak Lak, August 13, 2026</i> Declarant Signed Vu Van Sieu
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CURRICULUM VITAE

**(For candidates for the Board of Directors of Dak Lak Rubber Joint Stock Company
Term II (2023 - 2028))**

1/ Full name:	TRAN KHANH THO
2/ Gender:	Male
3/ Date of birth:	June 10, 1965
4/ Place of birth:	Ha Tinh
5/ ID card: 042065000381	Date of issue: May 26, 2025
6/ Nationality:	Vietnam
7/ Ethnicity:	Business
8/ Permanent address:	No. 33 Kpa Nguyen, Tan An Ward, Dak Lak Province
9/ Personal phone number:	Mobile phone number: 09 11 99 22 33
10/ Email address:	thoTCDN@gmail.com
11/ Professional qualifications:	Agricultural Economics Engineer, Bachelor of Finance

12/ Work history:

From year... to year...	Workplace	Position
1987-1992	Ea Kar District Party Committee	General Administrative Officer
1993-1996	Dak Lak Sub-Department of Plant Protection	Head of Economics Division
1997-1999	Dak Lak Department of State Capital and Asset Management	Specialist
2000-2001	Dak Lak Department of Finance	Office Specialist
2002-2003	Dak Lak Department of Finance	Inspector
2004-2008	Dak Lak Department of Finance	Specialist, Corporate Finance Division
2009-2014	Dak Lak Department of Finance	Deputy Head of Corporate Finance Division
2015-2024	Dak Lak Department of Finance	Head of Corporate Finance Division
2024-March 2025	Dak Lak Department of Finance	Chief of Office
April 2025- present		Retired

I hereby certify that the information provided above is completely truthful; if found to be false, I accept full responsibility before the law.

Dak Lak, August 18, 2026

Declarant

Signed

Tran Khanh Tho

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is: NGUYEN VIET

To: The Board of Directors of Dakruco Company.

Date of Birth: January 01, 1965

I am writing this letter to the Board of Directors and the General Meeting of Shareholders (GMS) of Dakruco to request my resignation as a member of the Board of Directors before the 2026 Annual General Meeting of Shareholders. This is to allow the BOD to prepare a replacement for submission at the 2026 Annual General Meeting.

During my nearly 11-year tenure with Dakruco as the Chairman of the Board, I, along with the Board members through various terms, have strived to fulfill our duties, leading Dakruco through difficulties to its current stage of development. While certain errors were inevitable, I would like to take this opportunity to express my sincere gratitude to the shareholders, Board members past and present, the Executive Board, and all employees and workers within the Dakruco ecosystem for everything.

Recipients:

- ## THE APPLICANT

NGUYEN VIET TUONG