

**DAKLAK RUBBER INVESTMENT JOINT
STOCK COMPANY**

No: 25/2025/CBTT-DRI

*Regarding discloses information Report on
corporate governance first 6 month in 2025*

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

-----oOo-----

DakLak, July 29, 2025

**To: - The State Securities Commission;
- Hanoi Stock Exchange**

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

Address: 59 Cao Thang str, Tan An Ward, Dak Lak Province

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

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

Stock Code Listed on Hanoi Stock Exchange: DRI

Submitted by: **Mrs Nguyen Thi Hai**

Position: Corporate governance officer – Authorized Information Disclosure Representative

Telephone: 0084-262-3867676

Type of Disclosed Information:

☐ 24 hours ☐ 72 hours ☐ On demand ☐ Irregular ☒ Periodic

Content of information disclosure:

Pursuant to Clause 2, Article 13 of Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance providing guidance on information disclosure in the securities market, Daklak Rubber Investment Joint Stock Company hereby discloses the Semi-Annual Corporate Governance Report for the first 6 months of 2025.

This information has been published on the Company's website at the following link:
<https://dri.com.vn/index.php/codong/bctn>

Dak Lak Rubber Investment Joint Stock Company would like to announce the above information to the State Securities Commission and the Hanoi Stock Exchange for their awareness and to carry out the disclosure in accordance with current regulations.

We hereby commit that the information published above is true and take full responsibility before the law for the content of the published information.

Attached:

- Report No. 17/BC-CT dated July 29, 2025.

Authorized person for information disclosure



Nguyen Thi Hai

No: 17/BC-CT

Daklak, 29 July 2025

REPORT

Corporate Governance Situation **First 6 months – Year 2025**

To:

- **The State Securities Commission;**
- **The Stock Exchange.**

- Company name: DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY
- Head office address: 59 Cao Thang Street, Tan An Ward, Daklak Province
- Telephone: 0084-0262.3867676
- Fax: 0084-0262.3865303
- Email: dri@dri.com.vn
- Charter capital: 732.000.000.000 VND
- Stock code: DRI
- Corporate governance model:
 - + General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director/Director
- Internal Audit Function: Not yet implemented;

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions adopted in the form of written consultations).

No	Resolution/ Decision No.	Date	Content
01	01/NQ-ĐHĐCĐ	24/4/2025	<p>Annual General Meeting of Shareholders:</p> <ol style="list-style-type: none"> 1. Approval of the following reports: <ol style="list-style-type: none"> 1.1. Reports on the activities of The Board of Directors in 2024 and the plans for 2025; 1.2. Reports on the business performance in 2024 and the business plan for 2025 by the Executive Board of Daklak Rubber Investment Joint Stock Company; 1.3. Financial Statement for 2024 audited by AFC Vietnam Auditing Company.; 1.4. Reports on the activities of The Supervisory Board in 2024 and the plans for 2025. 2. Approval of key production, business, and investment targets for 2025 according to Proposal No. 06/TTr-HĐQT dated March 31, 2025. 3. Approval of the profit distribution plan and fund allocations for 2024 according to Proposal No. 07/TTr-HĐQT dated March 31, 2025. 4. Approval of remuneration for the Board of Directors and Supervisory Board for 2025 under Proposal No. 08/TTr-HĐQT dated March 31, 2025. 5. Authorization for the Board of Directors and the Supervisory Board to select an auditing firm for the 2025 financial statements in accordance with Proposal No. 09/TTr-HĐQT dated March 31, 2025. 6. Approval of contracts and transactions with related parties of the Company in accordance with Proposal No. 10/TTr-HĐQT dated March 31, 2025. 7. Approval of the project for replanting, cultivating, and exploiting 4,081.64 hectares of rubber trees of Dak Lak Rubber Co., Ltd. in the Lao People's Democratic Republic, in accordance with Proposal No. 11/TTr-HĐQT dated March 31, 2025. 8. Approval to transfer the Company's stock trading registration from the UpCOM exchange to be officially listed on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with Proposal No. 12/TTr-HĐQT dated March 31, 2025. 9. The General Meeting of Shareholders approved the dismissal of Mr. Bui Quang Ninh and Mr. Le Thanh Can from their positions as

			<p>members of the Board of Directors in accordance with Proposal No. 13/TTr-HĐQT dated March 31, 2025.</p> <p>10. The General Meeting of Shareholders elected additional members to the Board of Directors for the 3rd term (2022–2027), including the following individuals:</p> <ul style="list-style-type: none"> • Mr. Nguyen Do, born on March 2, 1966, with a professional background in Agricultural Engineering. • Mr. Tran Ngoc Duyen, born on January 20, 1963, with a Doctorate in Crop Science.
--	--	--	--

II. The Board Of Directors (6 months - 2025):

1. Information on the Board of Directors' members

No.	Member of the BOD	Position (Independent/ Non-executive member of the BOD)	Start date / end date as a member of the Board of Directors / Independent Director	
			Date of Appointment	Date of Dismissal
01	Mr. Nguyen Viet Tuong	Chairman of the Board, Non-executive Director	16/09/2015	
02	Mr. Bui Quang Ninh (*)	Vice Chairman of the Board, Non-executive Director	25/10/2012	25/04/2024 (by law) 24/4/2025 (dismissed by GMS)
03	Mr. Le Thanh Can	Executive Director	15/04/2017	24/4/2025
04	Mr. Ta Quang Tong	Independent Director	19/04/2022	
05	Mr. Nguyen Tran Giang	Non-executive Director	05/04/2019	
06	Mr. Nguyen Minh	Non-executive Director	15/04/2017	
07	Mr. Le Dinh Huyen	Independent Director	25/04/2024	
08	Mr. Nguyen Do	Executive Director	24/4/2025	

2. Meetings of the Board of Directors:

No	Member of the BOD	Number of Board Meetings Attended (*)	Attendance Rate	Reason for Non-attendance
01	Mr. Nguyen Viet Tuong	6/6	100%	
02	Mr. Le Thanh Can	3/6	50%	Dismissed on 24/4/2025
03	Mr. Ta Quang Tong	6/6	100%	
04	Mr. Nguyen Tran Giang	5/6	100%	
05	Mr. Nguyen Minh	6/6	100%	
06	Mr. Le Dinh Huyen	6/6	100%	
07	Mr. Nguyen Do	3/6	50%	Appointed on 24/4/2025
08	Mr. Tran Ngoc Duyen	3/6	50%	Appointed on 24/4/2025

(*)- Total number of meetings attended, including both in-person participation and written opinions

3. Supervisory activities of the Board of Directors over the Executive Management

The supervisory activities of the Board of Directors over the Executive Board are specifically stipulated in the Company's internal regulations, the Board of Directors' operating regulations, and the Executive Board's regulations. All directives from the Board of Directors are formalized in writing. On a monthly or ad-hoc basis, the Executive Board reports to the Board of Directors on the implementation status of the targets set by the Board and the General Meeting of Shareholders, along with any proposals or recommendations (if any).

The Board of Directors has authorized the Chairman and the General Director to exercise certain powers within the Board's competence to facilitate business operations, subject to reporting at the next BOD meeting.

After each Board of Directors (BOD) meeting, the adopted resolutions are sent to all BOD members and the Supervisory Board for monitoring. Prior to each BOD meeting, the BOD Secretary reports on the implementation status of previous resolutions and updates the BOD on matters executed by the Chairman and the General Director under delegated authority, enabling the BOD to stay informed and vote accordingly.

On a quarterly and ad-hoc basis, the Executive Board submits reports on the performance of production and business activities, evaluates the implementation of resolutions passed by the General Meeting of Shareholders (GMS) and the BOD, outlines the direction for the remaining months, and proposes solutions for the BOD to provide timely guidance.

In the first six months of 2025, the BOD convened and issued 03 resolutions and conducted written consultations to issue another 03 resolutions, totaling 06 resolutions adopted. The BOD's directives primarily focused on implementing production and business activities, consolidating the organizational structure and leadership team, amending and supplementing the Company's organizational and operational regulations, digital transformation planning, maintaining FSC-FM/CoC certification for rubber latex and wood products, selling liquidated rubberwood, and handling internal transactions.

In general, the Executive Board has strictly implemented the BOD's resolutions in accordance with the Company's Charter, regulations, and internal policies.

4. Activities of the subcommittees under the Board of Directors (if any): None

5. Resolutions/Decisions of the Board of Directors (Semi-Annual Report):

No.	Resolution/ Decision No.	Date	Content	Approval Rate
01	01/NQ-HĐQT	20/01/2025	<p>@/Consultation with the Board of Directors on the following matters:</p> <p>1. Personnel matters at Daklaoruco:</p> <ul style="list-style-type: none"> - Approved the dismissal of Mr. Nguyen Duc Hanh from the position of Director of Dak Lak Rubber Co., Ltd. (Daklaoruco), based on his personal request. The effective date of dismissal shall be before February 15, 2025. - Agreed to appoint Mr. Do Thien Nghia currently the Director of Dak Lak – Mondulkiri Rubber Development Co., Ltd. (Dakmoruco) – as the new Director of Daklaoruco (brief résumé attached). The appointment term shall be five years and effective before February 15, 2025, immediately after Dakruco and DRI complete all labor-related procedures and documentation. - The Board of Directors authorizes the General Director of DRI to issue the dismissal and appointment decisions for the Director of Daklaoruco in accordance with the Charter of Dak Lak Rubber Co., Ltd. <p>2. Proposal to prepare a replanting, cultivation, and exploitation project for 4,081.64 hectares of rubber at Daklaoruco:</p> <ul style="list-style-type: none"> - Agreed to hire a consulting firm to prepare the investment project for the replanting of rubber plantations in Laos, to be 	7/7/7

			<p>submitted to the Annual General Meeting of Shareholders for approval of the investment policy for replanting, new planting, care, and exploitation of 4,081.64 hectares of rubber at Daklaoruco.</p> <ul style="list-style-type: none"> - The total maximum cost for hiring the consulting firm to prepare the replanting project: VND 738,000,000. - Implementation period: Within the first quarter of 2025. - This project will be added to the 2025 capital construction investment plan to be presented at the 2025 Annual General Meeting of Shareholders. The cost will be included in the total investment budget of the project during implementation at Daklaoruco. 	
02	02/NQ-HĐQT	05/03/2025	<p>@/Consultation with the Board of Directors on the following matters:</p> <p>1. Policy on Appointing an Additional Deputy Director for Daklaoruco:</p> <ul style="list-style-type: none"> - Approval of the policy to add one more Deputy Director position at Daklak Rubber Co., Ltd. (Daklaoruco), responsible for office administrative management, labor organization, and oversight of ISO, FSC programs, etc - Agreement with the Executive Board of DRI to appoint Mr. Huynh The Phuc, currently Deputy Director of Dakruco Hotel, as Deputy Director of Daklaoruco. The appointment term is 5 years, expected to commence on April 1, 2025, immediately after Dakruco completes all labor-related procedures and documentation. The General Director of DRI is authorized to issue the appointment decision for the Deputy Director of Daklaoruco in accordance with regulations. <p>2. Regarding the content and expected date of the 2025 Annual General Meeting of Shareholders:</p> <ul style="list-style-type: none"> - Planned date of the meeting: Thursday, April 24, 2025 - Form of meeting: In person, expected to be held at Dakruco Hotel, No.30 Nguyen Chi Thanh, Buon Ma Thuot City. - Record date for the list of shareholders eligible to attend the 2025 AGM: March 26, 2025 - Tentative meeting agenda: <ul style="list-style-type: none"> + Approval of the 2024 performance reports and 2025 plans of the Board of Directors, Supervisory Board, and Executive Board; + Approval of the 2024 audited financial statements; profit distribution plan for 2024; + Approval of business and investment plan for 2025, remuneration of the Board of Directors and Supervisory Board for 2025; selection of the auditing firm for the 2025 financial statements; 	7/7/7

			<p>+ Approval of the investment project for replanting, caring for, and exploiting 4,081.64 hectares of rubber trees by Daklak Rubber Co., Ltd. in Laos;</p> <p>+ Approval of the policy to transfer DRI stock listing from UPCOM to HOSE;</p> <p>+ Approval of the dismissal and election of additional members to the Board of Directors of DRI;</p> <p>+ Other matters under the authority of the General Meeting of Shareholders in accordance with laws and the Company's Charter.</p> <p>- The Executive Management is assigned to prepare all necessary documents and conditions for holding a Board of Directors meeting in advance of the 2025 AGM, in compliance with applicable laws.</p>	
03	03/NQ-HĐQT	28/03/2025	<p>@/ Board of Directors' Meeting Resolutions on the Following Matters:</p> <p>1. Regarding the Implementation of Board Resolutions: The Board unanimously approved the report from the Secretary of the Board on the implementation status of the following Board Resolutions: No. 12 dated December 31, 2024; No. 01 dated January 20, 2025; and No. 02 dated March 5, 2025.</p> <p>2. On Q1 2025 Business Performance and Q2 2025 Directions and Tasks:</p> <p>The Board approved Report No. 07/BC-CT dated March 26, 2025, from the Executive Board regarding Q1 2025 business performance. . Generally, the directives of the Board, Parent Company, and Subsidiaries followed the Resolution No. 12/NQ-HĐQT dated December 31, 2024, in implementing key tasks. The DRI Executive Board will continue executing tasks under this Resolution, with focus on unfinished items. For Q2 2025, the Executive Board will focus on the following</p> <p><i>1. At DRI:</i></p> <ul style="list-style-type: none"> - Oversee business operations; for Daklaoruco, focus on latex tapping and product protection. - Continue supporting Daklaoruco in recruiting indirect labor, especially technical staff, and conducting online rubber technical training. - Collaborate and monitor Daklaoruco in durian planting and rubber replanting. - Continue the 2025 digital transformation plan: finalize and deploy production management and latex traceability software; complete iOffice document management software in April 2025; hire consultants to redesign the DRI 	7/7/7

			<p>and Daklaoruco websites; develop a 2025–2030 digital transformation plan for Board approval.</p> <ul style="list-style-type: none"> - Closely manage durian orchard care at DRI High-Tech Agriculture Co., focusing on flowering and fruiting for effective commercial farming. <p><i>2. At Daklaoruco:</i></p> <ul style="list-style-type: none"> - Expedite preparations and equipment setup to start tapping latex by April 17, 2025; prioritize orchards ready for harvesting. - Accelerate clearance and replanting of old rubber orchards according to planned schedules; complete replanting by July 2025. - Ensure full readiness for durian planting by June 2025. - Implement robust product protection and community engagement strategies; strengthen internal security forces, install barriers at plantations, and issue strict internal sanctions and regulations. - Review and revise company regulations and policies. Address inconsistencies with Parent Company’s policies and propose adjustments for efficient governance and operations. - Collaborate closely with the Parent Company for indirect labor recruitment and training, especially for technical positions. - Work with the Parent Company to complete IT applications and website upgrades for improved management and operations. <p><i>3. At DRI High-Tech Agriculture Co., Ltd.:</i></p> <p>The DRI capital representative at DRI High-Tech Agriculture Co., Ltd. will organize a members’ meeting to implement 2025 plans. Focus will be placed on caring for the durian orchard and ensuring effective flowering and fruiting.</p> <p>3. Approval of the Programs and Documents for the 2025 Annual General Meeting of Shareholders:</p> <p>1- Approval of the meeting agenda (attached); expected personnel; and the submission to the General Meeting for approval of the following lists:</p> <ul style="list-style-type: none"> - Presiding Committee: Chair: Mr. Nguyen Viet Tuong (Chairman of the Board); Members: Mr. Nguyen Minh (Board Member), Mr. Le Thanh Can (Board Member, General Director). 	
--	--	--	---	--

			<ul style="list-style-type: none"> - Credentials Verification Committee: Head: Mr. Nguyen Thac Hoanh (Head of Supervisory Board); Member: Mr. Phan Thanh Tan (Supervisory Board Member). - Vote Counting Committee: Head: Mr. Le Thanh Cuong (Chief Accountant); Members: Mr. Tran Van Tinh (Supervisory Board Member, Head of Technical Production Department), Ms. Do Thi Ninh (Professional Staff). - Secretariat: Head: Ms. Nguyen Thi Hai (Corporate Governance Officer, Deputy General Director); Member: Ms. Bui Thi Tuyet Nhung (Board Secretary, Head of HR-Admin Department). <p>2- Reports to be submitted to the General Meeting (drafts attached):</p> <ul style="list-style-type: none"> (1) Report on the activities of the Board of Directors in 2024 and plans for 2025; (2) Report on business operations in 2024 and tasks for 2025 from the Executive Board; (3) Summary of the audited 2024 Financial Report; (4) Report on the activities of the Supervisory Board in 2024 and plans for 2025. <p>3- Proposals to be submitted to the General Meeting (drafts attached):</p> <ul style="list-style-type: none"> (1) Proposal for approval of main business targets for 2025; (2) Proposal for profit distribution and fund allocation for 2024; (3) Proposal for remuneration of the Board of Directors and Supervisory Board for 2025; (4) Proposal for selection of audit firm for the 2025 Financial Report; (5) Proposal for approval of contracts and transactions with related parties; (6) Proposal for replanting and management project of 4,081.64 ha of rubber trees in Laos by Daklak Rubber Co., Ltd.; (7) Proposal for transferring DRI stock listing from UpCom to HOSE; (8) Proposal on dismissal of members of the Board of Directors for Term III (2022–2027). <p>4- Regulations to be submitted to the General Meeting:</p> <ul style="list-style-type: none"> - Operating regulations for the 2025 Annual General Meeting of Shareholders; - Regulations on dismissal and election of additional members of the Board of Directors for Term III (2022–2027). <p>4. Evaluation Results of the Board of Directors and General Director in 2024:</p> <ul style="list-style-type: none"> - Board of Directors as a whole: Successfully fulfilled assigned tasks. - Individual evaluation results for each Board Member: 	
--	--	--	---	--

No	Full name	Position	Self-Assessment Classification	Result of Secret Ballot
1	Nguyen Viet Tuong	Chairman, BOD	Good performance	Good performance
3	Le Thanh Can	BOD member, General Director	Outstanding performance	Good performance
4	Nguyen Tran Giang	BOD member	Good performance	Good performance
5	Nguyen Minh	BOD member	Good performance	Good performance
6	Ta Quang Tong	BOD member	Good performance	Good performance
7	Le Dinh Huyen	BOD member	Good performance	Good performance
<p>The General Director's Evaluation results: Completed tasks with good performance.</p> <p>5. Unanimous approval was given for the contents of Proposal No. 05/TTr-CT dated March 25, 2025, regarding the approval of transactions and contracts with a value less than 10% of DRI's total asset value as recorded in the most recently published financial statements, specifically as follows:</p> <p>5.1. Contractual Parties:</p> <p>(1) Daklak Rubber Co., Ltd. (a wholly owned subsidiary of DRI); (2) DRI High-Tech Agriculture Co., Ltd. (a subsidiary in which DRI holds 83.87% equity); (3) Daklak Rubber Joint Stock Company (a major shareholder of DRI).</p> <p>5.2. Scope of Contracts and Transactions:</p> <ul style="list-style-type: none"> - Lending/borrowing, loan guarantees, and other collateral measures (pledging, mortgaging), excluding transactions involving loans or loan guarantees that the Company is prohibited from conducting under applicable laws; - Sale and purchase of products such as fresh bananas, durians, materials, machinery, equipment, rubber seedlings, and other plants... serving the production and business activities of the Company and its subsidiaries; 				

			<ul style="list-style-type: none"> - Other contracts and transactions to ensure continuity of business operations and procurement to maintain regular activities of DRI and its subsidiaries. <p>5.3. Specific value of each transaction: Determined based on the value at the time of execution and on a per-contract basis, ensuring the interests of the Company.</p> <p>5.4. Implementation Period for Contracts and Transactions: Effective from the date this Board Resolution comes into effect until replaced by a new Resolution of the Board of Directors.</p> <p>5.5. Authorization Details:</p> <ul style="list-style-type: none"> - The Board of Directors delegates authority to the General Director to decide on matters related to negotiation, signing, and implementation of specific contracts and transactions based on the Company's actual situation. - This authorization is valid from the effective date of this Board Resolution until a new Resolution is issued by the Board of Directors and is not restricted by the one-year validity limit from the effective date of this Resolution. <p>6. Approval of Submission No. 04/TTr-CT dated March 25, 2025, for the DRI Capital Representative at DRI High-Tech Agriculture Co., Ltd. to Vote at the Members' Council Meeting, Specifically:</p> <ol style="list-style-type: none"> 1. Approval of the 2024 Financial Statements audited by AFC Vietnam Auditing Co., Ltd. 2. Profit Distribution and Fund Allocation for 2024: <ul style="list-style-type: none"> - Accumulated after-tax profit as of December 31, 2024: VND 6,652,205,029 - Allocation to Bonus and Welfare Fund: 10% of undistributed after-tax profit = VND 665,220,503 - Allocation to Investment and Development Fund: 10% of undistributed after-tax profit = VND 665,220,503 - Dividend distribution for 2024: 10% of charter capital (2024 plan: no dividend) - Advance dividend payment for 2024 in January 2025: 10% - Remaining profit carried forward to 2025: VND 2,221,764,023 3. The planned labor wage fund for 2025, in accordance with Resolution No. 12/NQ-HĐQT dated December 31, 2024, of the DRI Board of Directors (average planned salary × number of employees × 12 months), specifically: VND 9.046 million × 75 employees × 12 months = VND 8,141.83 	
--	--	--	---	--

			<p>million.</p> <p>4. The remuneration fund for non-executive members of the Members' Council (02 members) is VND 240 million.</p> <p>7. Regarding the call for investment in a wood and pellet processing plant to utilize rubberwood from liquidation at Daklaoruco:</p> <p>1. The Board does not agree with the proposal from Hong Tram Phat Wood Processing Co., Ltd. regarding cooperation to purchase liquidated rubber trees at Daklaoruco, as the proposals are not aligned with the Resolutions of the General Meeting of Shareholders and the Board of Directors. The Executive Board is assigned to respond to Hong Tram Phat Wood Processing Co., Ltd.</p> <p>2. Continue calling for investment in a wood and pellet processing plant to consume liquidated rubberwood at Daklaoruco within 2025.</p> <p>3. Assign the Director of Daklaoruco to re-evaluate the 285.12 ha of rubber plantations planned for replanting in 2026, and propose to the Board a replanting plan for areas with significantly low productivity. The remaining area should continue to be exploited to avoid wasting the Company's assets.</p> <p>8. It was unanimously agreed to submit to the 2025 Annual General Meeting of Shareholders a proposal to dismiss the following members of the Board of Directors:</p> <ul style="list-style-type: none"> - Mr. Bui Quang Ninh, who no longer meets the eligibility criteria for a DRI Board Member; - Mr. Le Thanh Can, who submitted a resignation letter on March 7, 2025, to retire according to regulations. <p>The Board of Directors is assigned to work with the Ho Chi Minh City Stock Exchange (HOSE) to confirm the status of DRI's independent Board member in order to determine the number and composition of members to be additionally elected for the 2022–2027 term.</p>	
04	04/NQ-HĐQT	25/04/2025	<p>@/ Board of Directors Meeting Resolution on the Following Matters:</p> <p>1. On Personnel Policy:</p> <p>1.1. Approved the dismissal of Mr. Le Thanh Can from the position of General Director of Daklak Rubber Investment Joint Stock Company (DRI), due to his retirement. The dismissal is effective from May 1, 2025.</p> <p>1.2. Approved the appointment of Mr. Nguyen Do – a member of the Board of Directors of DRI – as the General Director of DRI.</p>	7/7/7

			<p>The appointment term corresponds to the remaining term of the Board of Directors for Term III (2022–2027), effective from May 1, 2025.</p> <p>2. Assignment of Responsibilities within the Board of Directors – Term III (2022–2027):</p> <p>(1) Mr. Nguyen Viet Tuong – Chairman of the Board – Non-executive Board Member; (2) Mr. Nguyen Minh – Non-executive Board Member; (3) Mr. Nguyen Tran Giang – Non-executive Board Member; (4) Mr. Ta Quang Tong – Non-executive Board Member; (5) Mr. Nguyen Do – Executive Board Member; (6) Mr. Le Dinh Huyen – Independent Board Member; (7) Mr. Tran Ngoc Duyen – Independent Board Member.</p> <ul style="list-style-type: none"> - Mr. Nguyen Viet Tuong, as Chairman of the Board, is responsible for overall oversight and direction. - Mr. Nguyen Minh oversees and advises the Board in agriculture, production technology, product trading, and investment. - Mr. Nguyen Tran Giang is responsible for financial, investment, labor, and salary matters. - Mr. Ta Quang Tong advises the Board on legal affairs. - Mr. Le Dinh Huyen and Mr. Tran Ngoc Duyen, in addition to their roles as independent Board Members, also advise the Board on agriculture and production techniques. - Mr. Nguyen Do, as General Director, carries out his duties in accordance with the Company’s Charter, Organizational and Operational Regulations, and Internal Governance Regulations. <p>3. Approved the appointment of Mr. Nguyen Do – General Director of DRI – as the Capital Representative of DRI at DRI High-Tech Agriculture Co., Ltd., and as the Legal Representative of DRI High-Tech Agriculture Co., Ltd., replacing Mr. Le Thanh Can, effective from May 1, 2025. DRI introduces Mr. Nguyen Do to DRI High-Tech Agriculture Co., Ltd. for election as a Member of the Members' Council and Chairman of the Members' Council of DRI High-Tech Agriculture Co., Ltd. This is scheduled to be carried out within May 2025.</p>	
05	05/NQ-HĐQT	29/04/2025	<p>@/ Resolutions from the Board of Directors’ Meeting on the Following Matters:</p> <p>1. Approval of the Selection of the Audit Firm for the 2025 Financial Statements:</p> <ul style="list-style-type: none"> - The Board approved the selection of AFC Vietnam Auditing Co., Ltd. as the auditor for DRI's 2025 financial statements. This includes the review of the semi-annual financial 	7/7/7

			<p>statements and the audit of the annual financial statements for the Parent Company, subsidiaries, and the consolidated financial statements.</p> <ul style="list-style-type: none"> - The Board authorized the General Director of DRI to negotiate a reasonable fee in line with the approved financial plan and to sign the audit contract with the audit firm. - Audit timeline: <ul style="list-style-type: none"> o Review of the semi-annual financial statements: July 2025 o Audit of the 2025 financial statements: January–February 2026 <p>2. Approval of Policy on Selling Liquidated Rubber Wood from Rubber Plantations at Daklaoruco Based on a Pricing Formula to Attract Investment in a Wood Processing Plant:</p> <p>1. Approval of the pricing formula for selling liquidated rubber wood to determine the price for calling investment in a rubber wood processing plant, replacing Article 3 of Resolution No. 06/NQ-HĐQT dated July 10, 2023, specifically:</p> <p>1.1 – The price is determined as a minimum of 39% of the selling price of liquidated rubber wood in Ho Chi Minh City, the Southeast Region, and other equivalent markets. The reference price is the average price from at least three successful auction results at auction centers, preceding the latest adjacent liquidation sale transaction. If the rubber wood market price in Laos increases beyond the above rate, for every 10% increase, the buyer shall pay an additional 5% of the unit price to the seller.</p> <p>1.2 – This pricing formula will be applicable throughout the liquidation period from 2025 to 2032.</p> <p>1.3 – The specific selling price each year shall be determined by the Board of Directors based on the average price of rubber wood as per clause 1.1, coordinated between Daklaoruco and DRI.</p> <p>1.4 – For certified FSC-FM rubber wood, bidders requesting FSC certification documents shall be subject to a minimum 6% surcharge on the prevailing selling price of liquidated rubber wood.</p> <p>2. The timber volume measurement shall be carried out using detailed counting methods and general forestry formulas used in Vietnam, as proposed in Report No. 19/BC-CT dated July 7, 2023, on the liquidation sale plan at Daklaoruco.</p> <p>3. To ensure timely plantation liquidation, Daklaoruco (Daklak Rubber Co., Ltd. in Laos) shall support the winning bidder in completing procedures and site preparation for establishing a wood processing plant on company premises, including power grid connection</p>	
--	--	--	---	--

			<p>procedures. These costs shall be borne by the winning bidder. The bidder must deposit 5% of the total contract value at signing, which will be deducted from the final shipments of liquidated rubber wood. Daklaoruco commits to selling the entire volume of rubber wood from 3,987.09 hectares, as stated in Article 7 of the 2024 AGM Resolution. In case of breach, Daklaoruco will compensate the investor in accordance with the laws of the Lao People's Democratic Republic.</p> <p>4. The General Director of DRI is authorized to direct Daklaoruco to:</p> <ul style="list-style-type: none"> - Prepare the necessary documents and conduct the liquidation sale of rubber wood in a transparent and legal manner per Laos' laws, while applying Vietnamese regulations and internal company policies. - Implementation timeline: May 2025. - Develop a plan to tap latex for salvage on the rubber plantations scheduled for liquidation one year in advance, immediately after the liquidation contract is signed under the provisions outlined above. 	
06	06/NQ-HĐQT	06/06/2025	<p>@/ Written Consultation on the Following Matter:</p> <p>Approval of the Policy to Grant a Loan to DRI High-Tech Agriculture Co., Ltd. for 2025 Investment Purposes, as Follows:</p> <ul style="list-style-type: none"> - Loan limit: VND 7,500,000,000 (Seven billion, five hundred million dong). - Loan term: 36 months (3 years). - Interest rate: Floating interest rate, not lower than the lending rate of VietinBank – Dak Lak Branch. - Loan type: Unsecured loan. <p>The Board of Directors authorizes the General Director of DRI to:</p> <ul style="list-style-type: none"> - Manage cash flow to disburse the loan to DRI High-Tech Agriculture Co., Ltd. at appropriate times, ensuring business continuity for both DRI and the subsidiary. - Negotiate and sign the loan agreement and any related documents in accordance with the laws and the Company's internal regulations. 	7/7/7

III. Supervisory Board (Report for the First Half of 2025)

1. Information on Supervisory Board Members

No.	Member of the Supervisory Board	Position	Date of Appointment as Supervisory Board Member	Professional Qualification
01	Mr. Nguyen Thac Hoanh	Head of Supervisory Board	03/06/2012	Bachelor of Economics – Major in Industrial Accounting
02	Mr. Phan Thanh Tan	SB Member	01/10/2013	Bachelor of Economics – Major in Corporate Finance and Accounting
03	Mr. Tran Van Tinh	SB Member	19/04/2022	Agricultural Engineer – Major in Plant Protection

2. Meetings of the Supervisory Board / Audit Committee

No.	Member of the Supervisory Board	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
01	Mr. Nguyen Thac Hoanh	2	100%	100%	
02	Mr. Phan Thanh Tan	2	100%	100%	
03	Mr. Tran Van Ti	2	100%	100%	

3. Supervisory Activities of the Supervisory Board Over the Board of Directors, Executive Management, and Shareholders

- Regarding the Board of Directors (BOD): The Supervisory Board monitored the implementation of the General Meeting of Shareholders' (GMS) resolutions by the BOD, participated in meetings, and actively reviewed strategic decisions. It supervised the coordination between the BOD and Executive Management in operating the company's business activities.

- Regarding the Executive Management: The Supervisory Board monitored the execution of BOD resolutions, tracked key business performance indicators and investments, and oversaw financial management, asset management, and resource usage within the company, including compliance with labor regulations. After each

inspection, the Supervisory Board discussed findings and provided recommendations to the Executive Management.

- Regarding Shareholders: The Supervisory Board performed verification and provided responses upon request in accordance with its functions and company regulations.

Overall Evaluation: The Supervisory Board recognized that the BOD and Executive Management complied well with regulations, performed their roles and responsibilities diligently, maintained internal unity, and avoided conflicts of interest. The BOD members demonstrated high responsibility, dedication, and commitment in their assigned duties. No conflict of interest was identified during the first half of 2025.

4 Coordination Between the Supervisory Board / Audit Committee and the BOD, Executive Management, and Other Managers:

- The Supervisory Board cooperated effectively with the Company’s leadership in implementing the planned control programs. Discussions were held to reach consensus on information feedback and in the evaluation of year-end and end-of-term activities.
- The Executive Board facilitated favorable conditions regarding working facilities, arranged working schedules and personnel, and provided necessary means for the Supervisory Board to carry out its inspection and supervision activities according to the planned schedule. The Executive Board also provided full sets of documents, records, and data for review upon the Supervisory Board’s request.
- Suggestions and recommendations related to accounting and financial data, asset management, and cost control were acknowledged and amended by the Executive Board and the Accounting Department in accordance with legal regulations.

5 Other Activities of the Supervisory Board: (if any):

IV. Executive Board

No.	Member of the Executive Board	Date of Birth	Professional Qualification	Appointment / Relieved from Duty Date
01	Mr. Le Thanh Can	20/08/1963	Agricultural Engineer	App:16/09/2017 RFD: 24/4/2025
02	Mr. Nguyen Do	02/03/1966	Agricultural Engineer	App: 24/4/2025
03	Ms. Nguyen Thi Hai	18/03/1970	Agricultural Engineer / Master of Economics	App:05/06/2012

--	--	--	--	--

V. Chief Accountant

Full Name	Date of Birth	Professional Qualification	Appointment Date/Relieved from Duty Date
Mr. Le Thanh Cuong	10/05/1985	Bachelor of Economics – Major in Accounting	App: 01/10/2013

VI. Corporate Governance Training

List of corporate governance training courses attended by members of the Board of Directors, Supervisory Board, Executive Management, other managers, and the Company Secretary in accordance with corporate governance regulations.

No.	Full Name	Position	Training Content	Time of Participation
1	Mr. Nguyen Viet Tuong	Chairman of the BOD, Non-executive BOD Member	Corporate Governance Training Program for Public Companies organized by the SSC's Scientific Research and Training Center	20-21/09/2018
2	Mr. Bui Quang Ninh	Vice Chairman of the BOD, Non-executive BOD Member		5-6/10/2017
3	Mr. Le Thanh Can	Executive BOD Member / General Director		Corporate Governance Course / Professional Accounting Course
4	Mr. Nguyen Thac Hoanh	Head of Supervisory Board		Corporate Governance Course: 5-6/10/2017
5	Mr. Phan Thanh Tan	Supervisory Board Member		Corporate Governance Course: 5-6/10/2017
6	Ms. Nguyen Thi Hai	Deputy General Director / Corporate Governance Controller / Authorized Information Disclosure Officer		Corporate Governance Course: 5-6/10/2017
7	Mr. Le Thanh Cuong	Chief Accountant		Corporate Governance Course: 5-6/10/2017
8	Mr. Nguyen Tran Giang	Non-executive BOD Member		Not yet attended

9	Mr. Nguyen Minh	Non-executive BOD Member		Not yet attended
10	Mr. Ta Quang Tong	Non-executive BOD Member		Not yet attended
11	Mr. Le Dinh Huyen	Independent BOD Member		Not yet attended
12	Mr. Nguyen Do	BOD Member / General Director		Not yet attended
13	Mr. Tran Ngoc Duyen	Independent BOD Member		Not yet attended
14	Mr. Tran Van Tinh	Supervisory Board Member		Not yet attended
15	Ms. Bui Thi Tuyet Nhung	Company Secretary		Not yet attended

VII. List of Related Persons of the Public Company and Transactions between Related Persons and the Company

1. List of Related Persons of the Company (According to Clause 23, Article 4 of the 2020 Enterprise Law): See Appendix 1 attached to this Report.
2. Transactions between the Company and its Related Persons; or between the Company and Major Shareholders, Insiders, or Persons Related to Insiders.

No.	Name of Organization/ Individual	Relationship with the Company	Business Registration No	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution/Decision No. of the General Meeting of Shareholders (GMS) / Board of Directors (BOD), if applicable (specify date of issuance)	Transaction Details, Quantity, and Total Value	Notes
01	Daklak Rubber Joint Stock Company (Dakruco)	The company holds 45% of DRI's charter capital	6000175829	30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province	28/02/2025		Dakruco paid loan interest for the year 2025 to DRI: 3.843.479.451 VND	
					From 01/01/2025 to 30/06/2025		Interest receivable from Dakruco for the first half of 2025: 3.669.589.041 VND	
02	DRI High-Tech Agriculture Limited Company	Subsidiary, with DRI holding 83.87% of charter capital	6001605111	59 Cao Thang Street, Tan An Ward, Dak Lak Province	20/01/2025	Resolution No. 06/NQ-MB dated December 31, 2024 and Resolution No. 02/NQ-MB dated April 16, 2025 issued by the Members' Council.	Advance dividend payment for 2024 to DRI: 2.600.000.000 VND	
					27/06/2025	Loan Agreement No. 01/2025/HĐVV dated June 10, 2025 (pursuant to Resolution No. 06/NQ-BOD dated June 6, 2025)	A loan of VND 7,500,000,000 (Seven billion five hundred million dong) was granted to DRI High-Tech Agriculture Co., Ltd. with a loan term of 36 months. – On June 27, 2025: One billions VND was disbursed.	

					13/03/2025		DRI High-Tech Agriculture Co., Ltd. paid loan interest for 2024 to DRI: 320.712.329 VND	
					From 01/01/2025 to 30/06/2025		Interest receivable for the first half of 2025: 590.109.589 VND	
					21/04/2025		Payment of 2024 financial statement audit fee advanced by DRI: 32.400.000 VND	
03	Daklak Rubber Co., Ltd. (Daklaoruco)	Subsidiary, with DRI holding 100% of charter capital	Amended concession registration certificate No. 016-16/KĐ/ĐT4 (4th revision), dated March 30, 2016, issued by the Ministry of Planning and Investment of the Lao People's Democratic Republic to Daklaoruco	Tha Luong Village, Pakse District, Champasak Province, Laos	The first half of 2025	Resolution No. 01/2025/AGM dated April 24, 2025 (Annual General Meeting of Shareholders)	DRI purchased 2,859.24 tons of rubber latex from Daklaoruco, including: SVR3L (2.859,24 tons), SVR10 (488,04 tons), SVRCV50 (20,16 tons), and SVRCV60 (483,84 tons), with a total value of 139.618.734.201.	
					The first half of 2025		Daklaoruco must reimburse DRI for expenses advanced during the first half of 2025, totaling 5.186.420.600 VND	

					22/01/2025		Daklaoruco reimbursed DRI for expenses advanced in 2024 and the 2025 plantation insurance fee, totaling: 3.388.088.675 VND	
					30/06/2025	Resolution No. 01/2025/AGM dated April 24, 2025 (Annual General Meeting of Shareholders)	The remaining after-tax profit that Daklaoruco is required to transfer to its parent company DRI amounts to LAK 65,894,441,269, equivalent to 80.476.845.712 VND	

Note: NSH Number: Identity Card/Passport number (for individuals) or Business Registration Certificate number, Operating License, or equivalent legal document (for organizations)

3 Transactions between the company's insiders or their related persons and the subsidiary companies or entities controlled by the company

No.	Transacting Party	Relationship with Insider	Position at the Listed Company	ID/Passport Number, Date of Issue, Place of Issue	Address	Name of the subsidiary or the company controlled by the listed company	Transaction Date	Transaction Details, Quantity, and Total Value	Note

4 Transactions between the company and unrelated parties

4.1. Transactions between the company and any company in which members of the Board of Directors, members of the Supervisory Board, the General Director (CEO), or other managers have been or are currently founders, members of the Board of Directors, or General Directors (CEOs) within the past three (03) years (as of the reporting date).

4.1.1. Transaction between DRI and Daklak Rubber Joint Stock Company (Dakruco), a major shareholder holding 45% of DRI's charter capital:

- Interest on Loan Agreements No. 01/2023/HĐVV dated May 22, 2023, and No. 01/2024/HĐVV dated November 22, 2024, payable by Dakruco to DRI in the first half of 2025 is 3.669.589.041 VND.

- Dakruco remitted loan interest to DRI totaling 3.843.479.451 VND

4.1.2 Transaction between DRI and its subsidiary: a/ Daklak Rubber Limited Liability Company (Daklaoruco), a subsidiary wholly owned by DRI:

- DRI purchased 2,859.24 tons of rubber latex from Daklaoruco, including the following types: SVR3L: 1,867.2 tons, SVR10: 488.04 tons, SVRCV50: 20.16 tons, SVRCV60: 483.84 tons, total transaction value: 139.618.734.201 VND.

- The after-tax profit of 2024 to be transferred by Daklaoruco to its parent company DRI, in accordance with Resolution No. 01/NQ-AGM of the 2025 Annual General Meeting of Shareholders dated 24/04/2025, amounts to 65.894.441.269 LAK, equivalent to 80.476.845.712 VND.

- Daklaoruco reimbursed DRI for amounts advanced in 2024 and for the 2025 plantation insurance premium, totaling 3.388.088.675 VND.

- Daklaoruco must reimburse DRI for advances made during the first half of 2025, totaling 5.186.420.600 VND.

b/ DRI High-Tech Agriculture Limited Liability Company is a subsidiary in which DRI holds 83.87% of the charter capital:

- DRI provided a loan of 7.500.000.000 VND (Seven billion five hundred million dong) to DRI High-Tech Agriculture Co., Ltd., with a loan term of 36 months, under Loan Agreement No. 01/2025/HĐVV dated 10/06/2025, in accordance with Resolution No. 06/NQ-BOD dated 06/06/2025. On 27/06/2025, 1.000.000.000 VND was disbursed.

- Dividend payment for 2024 to DRI: 2.600.000.000 VND, based on Resolution No. 06/NQ-MB dated 31/12/2024 and Resolution No. 02/NQ-MB dated 16/04/2025 of the Members' Council.

- Loan interest paid to DRI for 2024: 320.712.329 VND.

- Interest receivable by DRI for the first half of 2025: 590.109.589 VND.

- Audit fee for 2024 financial statements paid on behalf of the company by DRI: 32.400.000 VND.

4.2. Transactions between the company and other companies in which related persons

of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), or other managers serve as members of the Board of Directors or as Directors (General Directors): None

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), or other manager: None

VIII. Transactions in shares by insiders and related persons of insiders (Six-Month Report of 2024)

1. List of insiders and related persons of the company's insiders:
Please refer to Appendix 2 attached to this Report.

2. Transactions in the company's shares conducted by insiders and related persons.

No.	Person conducting the transaction	Relationship with the insider	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
01	Daklak Rubber Joint Stock Company (Dakruco)	Major Shareholder / Parent Company	44.537.500	60,84%	32.940.000	45%	Sale
02	Nguyen Thi Hai	Deputy General Director	175.000	0,24%	16500	0,02%	Sale

IX. Other Noteworthy Issues

Recipients:

- SSC, HNX;
- Filed at: Administration Office;
- Published on DRI website.

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Viet Tuong

APPENDIX 1: LIST OF RELATED PERSONS OF THE COMPANY

Issued with Report No: 17 /BC-CT 29 July 2025 Report on the corporate governance situation in the first 6 months of 2025
of Dak Lak Rubber Investment Joint Stock Company

STT No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
I. Organization									
01	Dak Lak Rubber Joint Stock Company (Dakruco)	002C038989	Major Shareholder	Business Registration Certificate No. 6000175829, issued on 01/10/2018 by Dak Lak Department of Planning and Investment	30 Nguyen Chi Thanh, Buon Ma Thuot Ward, Dak Lak Province	30/12/2016			Major shareholder owning 45% of DRI's charter capital
02	Dak Lak Rubber Co., Ltd (Daklaoruco)		Subsidiary	Amended Concession Registration Certificate No. 016-16/KĐ/ĐT4 dated 30/03/2016 issued by the Ministry of Planning and Investment of the Lao PDR to Daklaoruco	Ban Tha Luong, Pakse, Champasak Province, Laos	24/2/2012			DRI holds 100% of charter capital
03	DRI High-tech Agriculture Co., Ltd		Subsidiary	Business Registration Certificate No. 6001605111 first issued on 01/3/2018, 3rd amendment on 28/12/2022, issued by Dak Lak Department of Planning and Investment	59 Cao Thang, Tan An Ward, DakLak Province	01/03/2018			DRI holds 83.87% of charter capital

II. Individual									
1. Manager, legal representative of the parent company: Point a, clause 23, article 4-LDN 2020									
2. Manager, legal representative of the subsidiary company: Point b, clause 23, article 4-LDN 2020									
2.1 Dak Lak Rubber Co., Ltd in Laos (Daklaoruco)									
1	Nguyen Viet Tuong		Chairman, Legal Representative			16/09/2015			
2	Do Thien Nghia		Company Director			15/02/2025			
2.2 DRI High-tech Agriculture Co., Ltd									
1	Nguyen Do		Chairman of the Board of Members, Legal Representative/ DRI Capital Representative			1/5/2025			
2	Dam Anh Tuan		Member of the Board of Members			01/03/2018			

3	Dang Huu Minh		Member of the Board of Members			19/12/2022			
4	Nguyen Thi Ngoc Lan		Member of the Board of Members			19/12/2022			
5	Nguyen Luong Tri		Director			06/9/2018			

III. Enterprise manager, legal representative, Supervisor (DRI) item d, clause 23, article 4-LDN

1	Nguyen Viet Tuong		Chairman, Legal Representative			16/09/2015			
2	Nguyen Do		Chairman of the Board of Members, Legal Representative/ DRI Capital Representative			1/5/2025			
3	Nguyen Minh		Member of the Board of Directors			15/04/2017			
4	Nguyen Tran Giang		Member of the Board of Directors/Chief Accountant			05/04/2019			

5	Ta Quang Tong		Independent Member of the Board of Directors			19/04/2022			
6	Le Dinh Huyen		Independent Member of the Board of Directors			25/04/2024			
7	Tran Ngoc Duyen		Independent Member of the Board of Directors			25/4/2025			
8	Nguyen Thac Hoanh		Head of the Supervisory Board			03/06/2012			
9	Phan Thanh Tan		Member of the Supervisory Board			01/10/2013			
10	Tran Van Tinh		Member of the Supervisory Board; Head of Production Technical Department			19/04/2022			
IV. Spouse, birth father, birth mother, adoptive father, adoptive mother, father-in-law, mother-in-law, birth child, adopted child, son-in-law, daughter-in-law, birth brother, birth sister, birth younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law of the company's manager, legal representative, Supervisor, member and controlling shareholder (DRI)									

1	Nguyen Viet Tuong		Chairman, Legal Representative			16/09/2015			
1.1	Nguyen Trieu		Birth Father	Deceased					
1.2	Tran Thi Xuyen		Birth Mother	Deceased					
1.3	Nguyen Thi Ngoc Lan		Wife			16/09/2015			
1.4	Nguyen Viet Tinh		Son			16/09/2015			
1.5	Nguyen Viet Thong		Son			16/09/2015			
1.6	Nguyen Long Bao Nguyen		Daughter-in-law			20/02/2022			
1.7	Nguyen Viet Pho		Younger brother	Deceased					
1.8	Nguyen Viet Sy		Younger brother			16/09/2015			
1.9	Nguyen Thi Bich Van		Younger brother			16/09/2015			
1.10	Nguyen Viet Tuan		Younger brother			16/09/2015			
1.11	Nguyen Duy Gioi		Father-in-law	Deceased					

1.12	Nguyen Thi Ngoc Diep		Mother-in-law			16/09/2015			
1.13	Nguyen Thi Lieu		Younger sister-in-law			16/09/2015			
1.14	Vo Duc Nga		Younger brother-in-law			16/09/2015			
1.15	Phan Thi Thanh Thuong		Younger sister-in-law			16/09/2015			
2	Nguyen Do		Chairman of the Board of Members, Legal Representative /DRI Capital Representative			24/4/2025			
2.1	Nguyen Tam		Birth Father	None					Deceased
2.2	Luu Thi Luom		Birth Mother	None					Deceased
2.3	Tran Van Rang		Father-in-law						
2.4	Tran Thi Nguyet		Mother-in-law			24/4/2025			Deceased
2.5	Tran Thi Thu Hong		Wife			24/4/2025			

2.6	Nguyen Thi Thu Trang		Daughter			24/4/2025			
2.7	Nguyen Hoan		Son			24/4/2025			
2.8	Nguyen Thi Nghia		Older sister			24/4/2025			
2.9	Nguyen Nhon		Older brother			24/4/2025			
2.10	Le Duc Biet		Brother-in-law			25/04/2025			
2.11	Tran Thi Thuy		Sister-in-law			25/04/2025			
3	Nguyen Minh		Member of the Board of Directors			15/04/2017			

3.1	Nguyen Thi Bich Lien		Wife			15/04/2017			
3.2	Nguyen Phuc Nguyen Bao		Son			15/04/2017			
3.3	Nguyen Minh Thu		Daughter			15/04/2017			
3.4	Nguyen Thi Nguu		Birth Mother			15/04/2017			Deceased
3.5	Nguyen Binh		Birth Father			15/04/2017			Deceased
3.6	Nguyen Nhu Nghia		Father-in-law			15/04/2017			
3.7	Hoang Thi Huong		Mother-in-law			15/04/2017			
3.8	Nguyen Thi Duong		Older sister			15/04/2017			
3.9	Nguyen Thi Hai		Older sister			15/04/2017			
3.10	Nguyen Thi Lan		Older sister			15/04/2017			
3.11	Nguyen Quang		Older brother			15/04/2017			

3.12	Le Van Tao		Brother-in-law			15/04/2017			
3.13	Tran Tuong		Brother-in-law			15/04/2017			
3.14	Nguyen Thi Dung		Sister-in-law			15/04/2017			
4	Nguyen Tran Giang		Member of the Board of Directors/Chief Accountant			05/04/2019			
4.1	Che Thi Hoai Vy		Wife			05/04/2019			
4.2	Nguyen Nhu Cau		Birth Father			05/04/2019			
4.3	Nguyen Thi Lam		Birth Mother			05/04/2019			
4.4	Nguyen Tran Son		Younger brother			05/04/2019			
4.5	Nguyen Thi Thao		Younger sister-in-law			05/04/2019			
4.6	Nguyen Nhu Quynh		Daughter			05/04/2019			
4.7	Nguyen An Phuc		Son			05/04/2019			

4.8	Che Lao		Father-in-law			05/04/2019			
4.9	Tran Thi Lam		Mother-in-law			05/04/2019			
4.10	Che Hoai Vu		Brother-in-law			05/04/2019			
5	Ta Quang Tong		Independent Member of the Board of Directors			19/04/2022			
5.1	Nguyen Xuan Mai		Wife			19/04/2022			
5.2	Ta Quang Thach Truc		Daughter			19/04/2022			
5.3	Ta Quang Lan		Birth Father	Deceased					
5.4	Le Thi Tam		Birth Mother	Deceased					
5.5	Nguyen Ba Chinh		Father-in-law	Deceased					
5.6	Nguyen Thi Hy		Mother-in-law			19/04/2022			
5.7	Ta Quang Sum		Older Brother			19/04/2022			
5.8	Duong Thi My Lan		Sister-in-law			19/04/2022			

5.9	Ta Quang Son		Younger brother			19/04/2022			
5.10	Dao Thi Diem Tuyet		Younger Sister-in-law			19/04/2022			
5.11	Ta Thi Thanh Binh		Younger sister			19/04/2022			
5.12	Hoang Huu		Younger Brother-in-law			19/04/2022			
6	Le Dinh Huyen		Independent Member of the Board of Directors			25/04/2024			
6.1	Tran Thanh Thao Ly		Wife			25/04/2024			
6	Le Dinh Gia An		Son			25/04/2024			
6.3	Le Dinh Gia Huy		Son			25/04/2024			
6.4	Le Dinh Thanh		Birth Father			25/04/2024			
6.5	Dao Thi Xin		Birth Mother			25/04/2024			
6.6	Le Thi Dieu		Older Sister			25/04/2024			

6.7	Huynh Ngoc Dan		Brother-in-law			25/04/2024			
6.8	Le Dinh Son		Younger brother			25/04/2024			
6.9	Le Dinh Hai		Younger Sister			25/04/2024			
6.10	Le Phuong Mai		Younger Sister-in-law			25/04/2024			
6.11	Tran Thanh Bao		Father-in-law			25/04/2024			
6.12	Hồ Thị Hồng Sen		Mother-in-law			25/04/2024			
7	Tran Ngoc Duyen		Independent Member of the Board of Directors			25/4/2025			
7.1	Tran Duc		Birth Father	None					Deceased
7.2	Ho Thi Hanh		Birth Mother	None					Deceased
7.3	Nguyen Tuan Kiet		Father-in-law	None					Deceased
7.4	Ly Kim Lien		Mother-in-law	None					Deceased
7.5	Nguyen Kim Phung		Wife			24/4/2025			
7.6	Tran Tuan Minh		Birth Child						

						24/4/2025			
7.7	Tran Ngoc Uyen Phuong		Birth Child			24/4/2025			
7.8	Tran Nguyen Vu		Son-in-law			24/4/2025			
7.9	Tran Dinh		Older Brother			24/4/2025			
7.10	Phan Kim Toai		Sister-in-law			24/4/2025			
7.11	Tran Ngoc Dung		Younger brother			24/4/2025			
7.12	Hoang Le Huyen		Younger Sister-in-law			24/4/2025			
7.13	Tran Ngoc Hung		Younger brother			24/4/2025			
7.14	Nguyen Thi Lam Tuyen		Younger Sister-in-law			24/4/2025			
7.15	Tran Thi Bach Tuyet		Younger sister			24/4/2025			

7.16	Nguyen Doan Son Hai		Younger Brother-in-law			24/4/2025			
7.17	Tran Ho Cuong		Younger brother			24/4/2025			
8	Nguyen Thac Hoanh		Head of the Supervisory Board			03/06/2012			
8.1	Nguyen Thac Xuyen		Birth Father	Deceased					
8.2	Dang Thi Mui		Birth Mother	Deceased					
8.3	Tran Huu Manh		Father-in-law			03/06/2012			
8.4	Le Thi Chau		Mother-in-law			03/06/2012			
8.5	Tran Thi Yen		Wife			03/06/2012			
8.6	Nguyen Thi Ha Phuong		Child			03/06/2012			
8.7	Nguyen Thac Nam		Child			03/06/2012			
8.8	Nguyen Thac Khanh		Older Brother			03/06/2012			

8.9	Nguyen Thac Khanh		Younger brother			03/06/2012			
8.10	Nguyen Thi Thu Huong		Sister-in-law			03/06/2012			
8.11	Tran Thi Hao		Younger Sister-in-law			03/06/2012			
8.12	Truong Thi Thanh		Sister-in-law			03/06/2012			
8.13	Truong Van Ba		Younger Brother-in-law			03/06/2012			
9	Phan Thanh Tan		Member of the Supervisory Board			01/10/2013			
9.1	Luong Thi Phuc		Wife			01/10/2013			
9.2	Phan Thanh Tin		Child			01/10/2013			
9.3	Phan Thi Anh Thu		Child			01/10/2013			
9.4	Phan Thanh Luong		Birth Father	Deceased					
9.5	Vo Thi Triem		Birth Mother	Deceased					
9.6	Luong Kha		Father-in-law	Deceased					

9.7	Nguyen Thi Van		Mother-in-law			01/10/2013			
9.8	Phan Thanh Thai		Older Brother			01/10/2013			
9.9	Tran Thi Kim Thuy		Sister-in-law			01/10/2013			
9.10	Phan Thanh Son		Older Brother			01/10/2013			
9.11	Le Thi Tuyet		Sister-in-law			01/10/2013			
9.12	Phan Thi Thanh Minh		Biological Sister			01/10/2013			
9.13	Ngo Minh Hung		Brother-in-law			01/10/2013			
9.14	Phan Thanh Hai		Older Brother			01/10/2013			
9.15	Nguyen Ngoc Bich Thuy		Sister-in-law			01/10/2013			
9.16	Phan Thanh Hung		Older Brother			01/10/2013			
9.17	Trinh Thi Phuong		Sister-in-law			01/10/2013			

9.18	Phan Thanh Cuong		Older Brother			01/10/2013			
9.19	Bùi Thị Tám		Sister-in-law			01/10/2013			
10	Tran Van Tinh		Member of the Supervisory Board; Head of Production Technical Department			19/04/2022			
10.1	Tran Van Luc		Birth Father			19/04/2022			
10.2	Truong Thi Cuc		Birth Mother			19/04/2022			
10.3	Tran Do		Father-in-law	None					Deceased
10.4	Pham Thi De		Mother-in-law	None					Deceased
10.5	Tran Thi Hang		Wife			19/04/2022			
10.6	Tran An Tuong		Child	None		19/04/2022			Still young
10.7	Tran Diep Hoang Anh		Child	None		19/04/2022			Still young
10.8	Tran Van Tu		Older Brother			19/04/2022			

10.9	Tran Thi Tam		Older sister			19/04/2022			
10.10	Tran Thi Bich Thao		Younger sister			19/04/2022			
10.11	Tran Anh Dung		Younger brother			19/04/2022			
10.12	Tran Van An		Younger brother			19/04/2022			
10.13	Tran Thi Kim Ngan		Younger sister			19/04/2022			
10.14	Tran Van Yoga		Younger brother			19/04/2022			
10.15	Tran Van Dai		Younger brother			19/04/2022			
10.16	Tran Van Phuoc		Younger brother			19/04/2022			
10.17	Nguyen Cu Em		Brother-in-law			19/04/2022			
10.18	Duong Thi Hoai Phuong		Sister-in-law			19/04/2022			

10.19	Nguyen Thanh Truyen		Brother-in-law			19/04/2022			
10.20	Nguyen Hoang My Tien		Younger Sister- in-law			19/04/2022			
10.21	Nguyen Thi Thu Huyen		Younger Sister- in-law			19/04/2022			

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



Nguyen Viet Tuong

APPENDIX 2: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

*Issued together with Report No.: 17/BC-CT 29 July-2025 The Semi-Annual Corporate Governance Report for the First Half of 2025
of Dak Lak Rubber Investment Joint Stock Company*

No.	Full Name	Securities Trading Account	Position at the Company	ID/Passport No., Issue Date & Place	Contact Address	Number of Shares Held at Period End	Shareholding Ratio	Notes
1	Nguyễn Viết Tượng		Chairman of the Board of Directors			100.000	0,14 %	
1.1	Nguyễn Triều		Biological father					Deceased
1.2	Trần Thị Xuyên		Biological mother					Deceased
1.3	Nguyễn Thị Ngọc Lan		Wife					

1.4	Nguyễn Viết Tĩnh		Child					
1.5	Nguyễn Viết Thông		Child					
1.6	Nguyễn Long Bảo Nguyễn		Daughter-in-law					
1.7	Nguyễn Viết Phồ		Younger sibling					Deceased

1.8	Nguyễn Viết Sỹ		Younger sibling					
1.9	Nguyễn Thị Bích Vân		Younger sibling					
1.10	Nguyễn Viết Tuấn		Younger sibling					
1.11	Nguyễn Duy Giới		Father-in-law					Deceased
1.12	Nguyễn Thị Ngọc Diệp		Mother-in-law					
1.13	Nguyễn Thị Liễu		Sister-in-law					

1.14	Võ Đức Nga		Brother-in-law					
1.15	Phan Thị Thanh Thương		Sister-in-law					
1.16	Công ty cổ phần cao su Đắk Lắk (DAKRUCO)		Chairman of the Board of Directors					
1.17	Công ty TNHH cao su Đắk Lắk (Daklaoruco)		Chairman of the Company					
2	Nguyễn Độ		Member of the Board of Directors and General Director			112.511	0,15 %	
2.1	Trần Thị Thu Hồng					5.818	0,00 8%	Wife
2.2	Nguyễn Thị Thu Trang					None		Child

2.3	Nguyễn Hoàn					None		Child
2.4	Lưu Thị Lượm			Deceased				Biological mother
2.5	Nguyễn Tâm			Deceased				Biological father
2.6	Trần Văn Ràng					None		Father-in-law
2.7	Trần Thị Thu Nguyệt							Mother-in-law
2.8	Nguyễn Nhon					None		Elder brother
2.9	Trần Thị Thúy					None		Sister-in-law
2.10	Nguyễn Thị Nghĩa					None		Elder sister
2.11	Lê Văn Biêt					None		Brother-in-law
2.12	Công ty TNHH Nông nghiệp CNC-DRI		Chairman of the Members' Council					
3	Nguyễn Trần Giang	008C500060	Member of the Board of Directors					
3.1	Nguyễn Như Cầu		Father					
3.2	Nguyễn Thị Lâm		Mother					

3.3	Nguyễn Trần Sơn		Younger sibling					
3.4	Nguyễn Thị Thảo		Sister-in-law					
3.5	Chế Thị Hoài Vy		Wife					
3.6	Nguyễn Như Quỳnh		Child					
3.7	Nguyễn An Phúc		Child					
3.8	Chế Lào		Father-in-law					
3.9	Trần Thị Lâm		Mother-in-law					

3.10	Chế Hoài Vũ		Brother-in-law					
3.11	Công ty cổ phần cao su Đắk Lắk (DAKRUCO		BOD Member					
4	Nguyễn Minh		Member of the Board of Directors					
4.1	Nguyễn Thị Ngưu		Mother					Deceased
4.2	Nguyễn Như Nghĩa		Father-in-law					

4.3	Hoàng Thị Hường		Mother-in-law					
4.4	Nguyễn Thị Bích Liên		Wife					
4.5	Nguyễn Phúc Nguyên Bảo		Child					
4.6	Nguyễn Minh Thư		Child					
4.7	Nguyễn Thị Dương		Elder sister					

4.8	Nguyễn Thị Hải		Elder sister					
4.9	Nguyễn Thị Lan		Elder sister					
4.10	Nguyễn Quang		Elder brother					
4.11	Lê Văn Tạo		Brother-in-law					

4.12	Trần Tương		Brother-in-law					
4.13	Nguyễn Thị Dung		Sister-in-law					
4.14	Nguyễn Bình		Biological father					Martyr
4.15	Công ty cổ phần cao su Đăk Lăk (DAKRUCO)		General Director					
4.16	Công ty cổ phần cao su Daknoruco		Chairman of the Board of Directors.					
5	Tạ Quang Tòng		Member of the Board of Directors					
5.1	Tạ Quang Lan		Biological father					Deceased
5.2	Lê Thị Tâm		Biological mother					Deceased
5.3	Nguyễn Bá Chính		Father-in-law					Deceased

5.4	Nguyễn Thị Hỷ		Mother-in-law					
5.5	Nguyễn Xuân Mai		Wife					
5.6	Tạ Quang Thạch Trúc		Child					
5.7	Tạ Quang Sum		Elder brother					
5.8	Tạ Quang Sơn		Younger sibling					
5.9	Tạ Thị Thanh Bình		Younger sibling					
5.10	Hoàng Hữu		Brother-in-law					
5.11	Dương Thị Mỹ Lan		Sister-in-law					
5.12	Đào Thị Diễm Tuyết		Sister-in-law					
6	Lê Đình Huyền							

			Member of the Board of Directors					
6.1	Trần Thanh Thảo Ly		Wife			54		
6.2	Lê Đình Gia An		Child					
6.3	Lê Đình Gia Huy		Child					
6.4	Lê Đình Thanh		Biological father					
6.5	Đào Thị Xin		Biological mother					
6.6	Lê Thị Diệu		O. Sister					

6.7	Huỳnh Ngọc Dân		Brother-in-law					
6.8	Lê Đình Sơn		Sibling					
6.9	Lê Đình Hải		Sibling					
6.10	Lê Phương Mai		Sister-in-law					
6.11	Trần Thanh Bảo		Father-in-law					
6.12	Hồ Thị Hồng Sen		Mother-in-law					

6.13	Công ty cổ phần kỹ thuật cao su		BOD MSiblingber, Director					
7	Trần Ngọc Duyên		Independent BOD MSiblingber					
7.1	Trần Dục		Biological father					
7.2	Hồ Thị Hạnh		Biological mother					
7.3	Nguyễn Tuấn Kiệt		Father-in-law					
7.4	Lý Kim Liên		Mother-in-law					
7.5	Nguyễn Kim Phụng		Wife					
7.6	Trần Tuấn Minh		Biological child					
7.7	Trần Ngọc Uyên Phương	007C564282	Biological child					
7.8	Trần Nguyên Vũ		Son-in-law					
7.9	Trần Định		Elder brother					
7.10	Phan Kim Toại		Sister-in-law					
7.11	Trần Ngọc Dũng		Younger sibling					
7.12	Hoàng Lệ Huyền		Sister-in-law					

7.13	Trần Ngọc Hùng		Younger sibling					
7.14	Nguyễn Thị Lam Tuyền		Sister-in-law					
7.15	Trần Thị Bạch Tuyết		Younger sibling					
7.16	Nguyễn Đoàn Sơn Hải		Brother-in-law					
7.17	Trần Hồ Cường		Younger sibling					
8	Nguyễn Thị Hải		Deputy General Director / Governance Officer / Authorized Disclosure Representative			16500	0,02 %	
8.1	Nguyễn Sửu		Biological father					Deceased
8.2	Vũ Thị Loan		Biological mother					
8.3	Dương Tín Công		Father-in-law					Deceased

8.4	Nguyễn Thị Chiên		Mother-in-law					
8.5	Dương Tín Đức		Husband					
8.6	Dương Thùy Linh		Child					
8.7	Dương Minh Phương		Child					

8.8	Lê Xuân Nguyên		Son-in-law					
8.9	Nguyễn Thị Quý		Older sister			84		
8.10	Đỗ văn Xích		Brother-in-law					
8.11	Nguyễn Hoàng Sâm		Brother					

8.12	Lê Thị Vân Liên		Sister-in-law			8		
9	Nguyễn Thạc Hoành		Head of the Supervisory Board					
9.1	Nguyễn Thạc Xuyên		Biological father					Deceased
9.2	Đặng Thị Mùi		Biological mother					Deceased
9.3	Trần Hữu Mạnh		Father-in-law					
9.4	Lê Thị Châu		Mother-in-law					
9.5	Trần Thị Yến		Wife					

9.6	Nguyễn Thị Hà Phương		Child					
9.7	Nguyễn Thạc Nam		Child					
9.8	Nguyễn Thạc Khanh		Brother					
9.9	Nguyễn Thạc Khánh		Brother					
9.10	Nguyễn Thị Thu Hương		Sibling					

9.11	Trần Thị Hào		Sister-in-law					
9.12	Trương Thị Thanh		Sister-in-law					
9.13	Trương Văn Bá		Brother-in-law					
9.14	Công ty cổ phần cao su Đăk Lăk (DAKRUCO)		Head of the Supervisory Board					
9.15	Công ty cổ phần kỹ thuật cao su		Head of the Supervisory Board					
9.16	Công ty cổ phần cao su Daknoruco		Head of the Supervisory Board					
10	Phan Thanh Tân		Member of the Board of Supervisors					

			Member of the Board of Supervisors					
10.1	Phan Thanh Lượng		Biological father					Deceased
10.2	Võ Thị Triêm		Biological mother					Deceased
10.3	Lương Khả		Father-in-law					Deceased
10.4	Nguyễn Thị Vân		Mother-in-law					
10.5	Lương Thị Phúc		Wife					
10.6	Phan Thanh Tín		Child					
10.7	Phan Thị Anh Thư		Daughter					

10.8	Phan Thanh Thái		Brother					
10.9	Trần Thị Kim Thúy		Sister-in-law					
10.10	Phan Thanh Sơn		Brother					
10.11	Lê Thị Tuyết		Sister-in-law					

10.12	Phan Thị Thanh Minh		Elder sister					
10.13	Ngô Minh Hùng		Brother-in-law					
10.14	Phan Thanh Hải		Brother					
10.15	Nguyễn Ngọc Bích Thủy		Sister-in-law					

10.16	Phan Thanh Hùng		Brother					
10.17	Trịnh Thị Phương		Sister-in-law					
10.18	Phan Thanh Cường		Brother					
10.19	Bùi Thị Tám		Sister-in-law					
10.20	Công ty cổ phần cao su Đăk Lăk (DAKRUCO)		Supervisory Commissioner					

10.21	Công ty cổ phần Daknoruco		Board Commissioner					23/4/2024 The shareholders re-elected as Board of Supervisors member.
10.22	Công ty cổ phần kỹ thuật cao su		Board Commissioner					
11	Trần Văn Tính		Head of the Production Engineering Department and Member of the Supervisory Board					
11.1	Trần Văn Lực		Biological father					
11.2	Trương Thị Cúc		Biological mother					
11.3	Trần Đô		Father-in-law					Deceased
11.4	Phạm Thị Đề		Mother-in-law					Deceased

11.5	Trần Thị Hằng		Wife					
11.6	Trần An Tường		Child					Too young
11.7	Trần Diệp Hoàng Anh		Child					Too young
11.8	Trần Văn Tự		Elder brother					
11.9	Trần Thị Tâm		Elder sister					
11.10	Trần Thị Bích Thảo		Younger sibling					
11.11	Trần Anh Dũng		Younger sibling					
11.12	Trần Văn An		Younger sibling					
11.13	Trần Thị Kim Ngân		Younger sibling					
11.14	Trần Văn YoGa		Younger sibling					
11.15	Trần Văn Đại		Younger sibling					

11.16	Trần Văn Phước		Younger sibling					
11.17	Nguyễn Cu Em		Brother-in-law					
11.18	Dương Thị Hoài Phương		Sister-in-law					
11.19	Nguyễn Thanh Truyền		Younger brother-in-law					
11.20	Nguyễn Hoàng Mỹ Tiên		Sister-in-law					
11.21	Nguyễn Thị Thu Huyền		Sister-in-law					
12	Lê Thanh Cường		Chief Accountant					

12.1	Nguyễn Thị Minh Nguyệt		Wife					
12.2	Lê Khánh An		Child					Too young
12.3	Lê Minh Khang		Child					Too young
12.4	Lê Khánh My		Child					Too young
12.5	Nguyễn Thị Quynh		Biological mother					
12.6	Lê Lai		Biological father					Deceased
12.7	Nguyễn Văn Duy		Father-in-law					Deceased
12.8	Nguyễn Thị Lượng		Mother-in-law					Deceased
12.9	Lê Thị Kim Dung		Sister					
12.10	Đỗ Văn Lanh		Brother-in-law					
12.11	Lê Thị Dũng		Sister					
12.12	Bùi Văn Tổng		Brother-in-law					
12.13	Lê Thị Thanh Cang		Younger sister					

12.14	Nguyễn Văn Trai		Younger brother-in-law					
12.15	Lê Thị Phụng		Younger sister					
12.16	Nguyễn Văn Hậu		Younger brother-in-law					
12.17	Công ty TNHH Nông nghiệp Công nghệ cao DRI		Chief Accountant					
13	Bùi Thị Tuyết Nhung		Board Secretary			21		

13.1	Bùi Văn Năng		Biological father					
13.2	Đặng Thị Thoa		Biological mother					
13.3	Nguyễn Chí Sơn		Father-in-law					Deceased
13.4	Nguyễn Thị Phước		Mother-in-law					
13.5	Nguyễn Anh Linh		Husband					
13.6	Nguyễn Ngọc Gia Hân		Child					Too young
13.7	Nguyễn Ngọc An Nhiên		Child					Too young

13.8	Bùi Thị Bảo Trâm		Younger sister					
13.9	Trần Thanh Hoài Niệm		Brother-in-law					
13.10	Bùi Thị Kim Ngân		Younger sister					
13.11	Công ty TNHH Nông nghiệp Công nghệ cao DRI		MC Secretary					Upto: 30/5/2025
14	Công ty cổ phần cao su Đắk Lắk (DAKRUCO)		Major shareholder			32.940.000	45%	
15	Grassroots Trade Union of Daklak Rubber Investment Joint Stock Company		Socio-political organization of the public company					

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Viet Tuong