

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

No: 03/TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

DakLak, January 27, 2026

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

To: - State Securities Commission
- Hanoi Stock Exchange

Name of Company : Dak Lak Rubber Joint Stock Company

Stock code : DRG

Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City,
Dak Lak Province

Phone : (0262) 3865015;

fax : (0262) 3865041

Website : <http://www.dakruco.com>

Type of information disclosure :

☐ 24 hours ☒ Periodic ☐ Irregular ☐ On demand

Content of information disclosure :

Report on the Corporate Governance Situation in 2025 of Dak Lak Rubber Joint Stock Company.

This information was simultaneously disclosed on the website of Dak Lak Rubber Joint Stock Company on January 27, 2026, at the following link:
<https://www.dakruco.com> (under the Investor Relations).

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

Attached documents :

-Report No. 01/BC-HĐQT, dated 27/01/2026.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD**



Thong
Nguyen Viet Tuong

No: 01/BC-HĐQT

Dak Lak, January 27, 2026

**REPORT ON CORPORATE GOVERNANCE
(YEAR 2025)**

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: **DAK LAK RUBBER JOINT STOCK COMPANY**
- Address of head office: 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province
- Telephone: (0262)3865015 Fax:(0262)3865041 Email: caosu@dakruco.com
- Charter Capital: 1,558,000,000,000 VND.
- Stock symbol: **DRG**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
- The implementation of internal audit: Not yet implemented

Based on Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance regarding information disclosure in the securities market, Dak Lak Rubber Joint Stock Company (DAKRUCO) presents the Report on Corporate Governance for the year 2025 as follows:

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Contents
1	No. 01/NQ-DHDCD	26/6/2025	<ul style="list-style-type: none">- Approval of the Report of The Board of Directors (BoD) on activities in 2024 and plans for 2025.- Approval of the Report on 2024 Business Production Results and 2025 Orientation Of The Board of Management (BoM) of Dak Lak Rubber Joint Stock Company.



			<ul style="list-style-type: none"> - Approval of Audited 2024 parent company financial statements of Dakruco by Branch of Chuan Viet Auditing and Consulting Co., Ltd. - Approval of the Report on the activities of the Board of Supervisors (BoS) in 2024 and the plan for 2025. - Approval of the Adjustment to the Production and Business Plan and Investment Plan for the 2024–2028 Period. - Approval of the Main Production and Business Targets and Investment Plan for 2025. - Approval of the Salary, Remuneration, and Operating Expenses for the BOD, BOS, and BOM in 2025. - Approval of the Profit Distribution Plan for 2024. - Approval of the Audit Firm Selection Plan for the 2025 Financial Statements. - Approval of the Dismissal and Election of Additional Members of the BOD for the 2023–2028 Term.
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II. Board of Directors (Annual report 2025)

1. Information on Members of the Board of Directors (BOD)

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors/ Independent members of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Viet Tuong	Chairman of the BOD, Legal Representative	29/9/2018	
2	Mr. Nguyen Minh	Executive Member of the BOD	24/11/2023	

3	Mr. Nguyen Tran Giang	Executive Member of the BOD	06/5/2019	
4	Mr. Nguyen Van Cuc	Executive Member of the BOD	29/9/2018 (Appointment of the Deputy General Director on 15/8/2025)	
5	Mr. Ta Quang Tong	Independent Member of the Board of Directors	20/6/2023	
6	Mr. Nguyen Van Thong	Non-executive Member of the BOD	28/6/2024	
7	Ms. Nguyen Thi Mai Quyen	Non-executive Member of the BOD	26/6/2025	

2. Meetings of the Board of Directors (BOD):

No.	Board of Directors' members	Number of meetings attended	Attendance rate	Reason for Non-attendance
1	Mr. Nguyen Viet Tuong	5/5	100%	
2	Mr. Nguyen Minh	5/5	100%	
3	Mr. Nguyen Tran Giang	5/5	100%	
4	Mr. Nguyen Van Cuc	5/5	100%	
5	Mr. Ta Quang Tong	4/5	100%	Business trip
6	Mr. Nguyen Van Thong	5/5	100%	
7	Ms. Nguyen Thi Mai Quyen	1/2	50%	Appointed on 26/6/2025, Business trip

3. Supervising the Board of Management by the Board of Directors

Based on the Company Charter and the Internal Corporate Governance Regulations, the Board of Directors (BOD) supervised the activities of the General Director and the Board of Managements in organizing production and business operations and in implementing the Resolutions of the Board of Directors and the Resolutions of the 2025 General Meeting of Shareholders (GMS). On a quarterly basis, the Board of Managements submitted reports on the implementation of the BOD's Resolutions between meetings, including specific assessments of completed tasks, unimplemented tasks, and tasks in progress. Based on these reports, the

BOD monitored performance and provided specific directions through Resolutions for the Board of Managements to implement.

In 2025, the BOD focused on directing the implementation of the production, business, and investment plans in accordance with the Resolutions of the Annual General Meeting of Shareholders. The BOD directed the partial divestment of the Company's shareholding in Dak Lak Rubber Investment Joint Stock Company (DRI) and the full divestment of Dakruco's capital in Thai Duong Rubber Joint Stock Company. At the same time, the BOD directed the execution of an investment capital recovery loan contract for rubber replanting with VietinBank with a value of VND 300 billion, and a loan from BIDV with a value of VND 235 billion, thereby restructuring the Company's financial position toward greater stability. The BOD instructed the Board of Managements to implement the signing of an investment capital recovery loan contract of USD 3 million for Dakmoruco and to continue working with relevant authorities to adjust the investment capital structure stipulated in the Dakmoruco Charter. The BOD also directed the Rubber Thread Processing Plant and Dakruco Hotel to develop their production, business, and investment plans for the 2025–2030 period; reviewed the results of the Company's Development and Consolidation Plan for the 2020 – 2025 period; and directed the development of the Company's Development and Consolidation Plan for the 2026 – 2030 period. In addition, the BOD revised its internal regulations and addressed various matters within its authority, including approving the policy on expanding FSC-FM certified rubber areas.

The BOD focused on directing and completing the rubber replanting project combined with intercropping coffee at Cu Mgar Plantation Branch, with a total area of 763.79 hectares of rubber and 242.23 hectares of intercropped coffee in newly planted rubber gardens. Investment was also made in newly planted durian trees covering an area of 50.05 hectares (intercropped in jackfruit gardens), and coffee intercropping in durian-planted areas (2024) covering 11.73 hectares.

As a result of the BOD's direction, the Company's production and business activities exceeded the targets set for 2025: revenue reached 101.16% and profit reached 110.2% of the targets approved by the 2025 General Meeting of Shareholders. The Company's financial position returned to a healthy status after more than ten years of difficulties.

The BOD directed the restructuring of the organizational apparatus and the adjustment of functions and duties of the Company's branches, including the merger of Cuor Dang and Phu Xuan Plantations; and, in coordination with the Board of Managements, implemented the appointment and rotation of managerial personnel at departments and subordinate units.

The BOD directed the revision and supplementation of the Salary Regulations, issued the Company's Internal Spending Regulations, and amended and supplemented internal regulations to enhance corporate governance activities.

The Chairman of the BOD and BOD members arranged field visits and attended Board of Managements coordination meetings to inspect and supervise production and business operations, thereby providing timely directions to the Board of Managements.

According to the BOD's assessment, during 2025, the General Director and the Board of Managements implemented production and business activities in a timely manner, in compliance with the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors, consistent with actual business conditions, market-oriented, and in



accordance with applicable laws and regulations, while continuing to ensure employment and income for employees under the current circumstances.

4. Activities of the Board of Directors' subcommittees (if any): No sub-committees.

5. Resolutions/Decisions of the Board of Directors in 2025

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/NQ-HDQT	03/01	Results of the BOD meeting dated 03/01/2025: Approval of the implementation results of the BOD Resolutions for QIV and the full year 2024, and the 2025 orientation and tasks of the Board of Managements; Consensus on the promulgation of the Sales Regulation of Daklak Rubber Joint Stock Company; Approval of the profit distribution and remittance of post-tax profit from Dakmoruco (Cambodia) to the parent company (Dakruco – Vietnam); Approval of the replanting rubber and intercropping coffee project at Cu Mgar Plantation Branch; Consensus on the issuance of the Decision on the establishment of the Sustainable Rubber Development Board of Managements for the 2025–2030 period. (Meeting held on 03/01/2025)	100%
2	02/NQ-HDQT	10/01	Agreement with the Board of Managements to assign the Director of Dakmoruco to Daklak Rubber Investment Joint Stock Company to proceed with the appointment process for the position of Director of Daklaoruco under Daklak Rubber Investment Joint Stock Company; agreement on the management personnel at Dakmoruco. (Form of opinion collection: written consultation)	100%
3	03/NQ-HDQT	17/01	Approval in principle of increasing the short-term credit limit at Vietinbank starting from 2025. (Form of opinion collection: written consultation)	100%
4	04/NQ-HDQT	13/02	Approval of the adjustment to Article 6 of Resolution No. 23/NQ-BOD dated 27/12/2024 regarding the policy on compensation and support for site clearance of the land area designated for the construction of the Detention Center of Dak Lak Provincial Police. (Form of opinion collection: written consultation)	100%
5	05/NQ-HDQT	06/3	Approval of the long-term loan and mortgage of assets for borrowing at Vietinbank – Dak branch; Approval of the post-tax profit distribution after appropriation to funds accumulated up to	100%

			<p>31/12/2023 in accordance with Article 4 of the Resolution of the 2024 Annual General Meeting of Shareholders; Approval of the adjustment to Item c, Article 4 of Resolution No. 01/NQ-BOD dated 03/01/2025 regarding the addition of replanting area and the structure of newly planted rubber clones under the investment project for rubber replanting and intercropping coffee at Cu Mgar Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	
6	06/NQ-HDQT	11/3	<p>Approval in principle of the restructuring of the organizational apparatus and adjustment of functions and duties of certain departments and branch units; personnel rotation and appointment; Approval of matters related to the 2024 financial statements, profit distribution, labor, salaries, and the replanting rubber investment project at DRI.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
7	07/NQ-HDQT	27/3	<p>Approval of the adjustment to the contents of the Company's Overseas Investment Registration Certificate for the rubber development project in Cambodia; Approval and implementation of the Contract Plan for the care and harvesting of rubber and intercropped coffee at Cu Mgar Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
8	08/NQ-HDQT	08/4	<p>Approval of business and BOD personnel matters for Dakruco's capital representatives at Daknoruco and Dakrutech to vote at the 2025 BOD and Annual General Meeting of Shareholders; Approval in principle of personnel matters at Cu M'gar Plantation and 19/8 Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
9	09/NQ-HDQT	26/4	<p>Results of the BOD meeting dated 26/04/2025: Approval of the QI BOD Resolution Implementation Report and the financial restructuring of the Company in QI/2025 by the Board of Managements; approval of the supplementation and adjustment of mortgaged assets to secure the Company's loan at Vietinbank; approval in principle of the provisional business and investment plan for 2025; approval of the plan to organize the 2025 Annual General Meeting of Shareholders; approval of the additional planning for leadership and management positions of the Company for</p>	100%

			the 2023–2028 term; approval of the classification of activities of the BOD members, both collectively and individually, in 2024.	
10	10/NQ-HDQT	09/5	Approval in principle of the full divestment of Dakruco's capital in Thai Duong Rubber Joint Stock Company; approval of the short-term intercropping cooperation contract on rubber plantation in 2025; approval of the 2024 financial statements and profit distribution. <i>(Form of opinion collection: written consultation)</i>	100%
11	10/NQ-HDQT	09/5	Approval of the 2024 and 2025 business plans of Thai Duong Rubber Joint Stock Company; approval of the draft Working Regulations for the AGM, the draft Regulation on the dismissal and additional election of BOD and BOS members for Term II (2023–2028); selection of the audit firm for the 2025 parent company and consolidated financial statements to be submitted to the 2025 AGM; approval of the proposed adjustment of salary coefficients and the payment method for the Company's indirect labor force. <i>(Form of opinion collection: written consultation)</i>	100%
12	12/NQ-HDQT	29/5	Results of the BOD meeting dated 29/05/2025: approval of the report on the implementation of BOD Resolutions between two meetings; amendment of Article 2 of Resolution No. 02/NQ-DHDCD dated 24/11/2023 on the 5-year production, business, and investment targets (2024–2028); 2025 business and investment plan; 2024 salary, remuneration, and bonus for managers and the 2025 plan to be submitted to the 2025 AGM; termination of operations of Cuor Dang Plantation Branch and merger into Phu Xuan Plantation Branch; agreement with the Board of Managements on personnel matters; approval in principle of intercropping coffee in durian plantations at Cu Bao Plantation Branch; profit distribution and remittance of post-tax profit from Dakmoruco (Cambodia) to the parent company (Dakruco – Vietnam). <i>(Meeting held on 29/05/2025)</i>	100%
13	13/NQ-HDQT	13/6	Approval in principle of personnel matters at Phu Xuan Plantation Branch and 19/8 Plantation Branch. <i>(Form of opinion collection: written consultation)</i>	100%

14	14/NQ-HDQT	18/6	Approval in principle of the long-term loan and mortgage of assets for borrowing at the Bank for Investment and Development of Vietnam – Dak Lak Branch. <i>(Form of opinion collection: written consultation)</i>	100%
15	15/NQ-HDQT	23/6	Approval for submission to the 2025 Annual General Meeting of Shareholders regarding the dismissal of members of the Board of Directors and the Board of Supervisors for Term II (2023–2028), and the additional election of members of the Board of Directors and the Board of Supervisors for Term II (2023–2028). <i>(Form of opinion collection: written consultation)</i>	100%
16	16/NQ-HDQT	30/6	Approval of the selection of Chuan Viet Auditing and Consulting Co., Ltd. (Chuan Viet) as the audit service provider for the Company in the 2025 fiscal year to audit the parent company's financial statements and the consolidated financial statements. <i>(Form of opinion collection: written consultation)</i>	100%
17	17/NQ-HDQT	16/7	Approval of the plan for the transfer of all shares held by Dak Lak Rubber Joint Stock Company (Dakruco) in Thai Duong Rubber Joint Stock Company, with an offering volume of 360,000 shares offered as a single lot, a starting auction price of VND 24,600 per share, equivalent to VND 8,856,000,000, to be conducted through a public auction. <i>(Form of opinion collection: written consultation)</i>	100%
18	18/NQ-HDQT	25/7	Results of the Board of Directors' meeting dated July 25, 2025: Approval of the results of implementation of the BOD's Resolutions between two meetings; review of production and business performance for the first six months of the year and the implementation of tasks for the last six months of 2025; Approval in principle of the addition of planned expenses for Dakmoruco in 2025 in the amount of USD 103,536.00; Approval of the plan to address the recommendations stated in Inspection Conclusion No. 165/KL-TTr dated June 27, 2025 issued by the Dak Nong Provincial Inspectorate; Approval of the plan for handling banana and MD2 pineapple plantations at Cu Bao Plantation Branch in 2025; Approval of the plan	100%

			for handling the deposit contract of Tam An Dak Lak Joint Stock Company. (Meeting held on 25/7/2025)	
19	19/NQ-HDQT	05/8	Approval of the Sustainable Rubber Forest Management Plan for the 2025 – 2030 period of Dak Lak Rubber Joint Stock Company. (Form of opinion collection: written consultation)	100%
20	20/NQ-HDQT	11/8	Approval of the appointment of Mr. Nguyen Van Cuc – Member of the Board of Directors and Head of the Human Resources and Legal Department of the Company – to the position of Deputy General Director of the Company for the remaining term of the second Board of Directors (2023 – 2028), effective from August 15, 2025; approval of the agreement with the Board of Managements on the appointment of Mr. Vo Tuan Minh – Head of the Organization and Administration Department of Dakmoruco – to the position of Deputy Director of Dakmoruco; and approval of the implementation of the process for reviewing and supplementing the leadership and management planning for department-level and unit-level managerial personnel of the Company in 2025. (Form of opinion collection: written consultation)	100%
21	21/NQ-HDQT	26/8	Approval of the agreement with the Board of Managements on the policy for establishing the Company's Legal Affairs Division and preparing the necessary conditions for the establishment of the Audit Committee; approval of matters related to personnel appointments; and approval of the policy on adjusting the investment capital structure stipulated in the Charter of Dakmoruco and the borrowing of loans by Dakmoruco. (Form of opinion collection: written consultation)	100%
22	22/NQ-HDQT	11/9	Approval of the agreement with the Board of Managements on the results of the review and supplementation of leadership and management planning for department-level managerial personnel of the Company, and for Directors, Deputy Directors, and Chief Accountants of the Company's subordinate units for the 2023 – 2028 term; and approval of the agreement with the Board of Managements on personnel appointments. (Form of opinion collection: written consultation)	100%

23	23/NQ-HDQT	26/9	<p>Approval of the policy on the liquidation of jackfruit plantations at Cu Bao Plantation Branch; and approval for Dak Lak – Mondulkiri Rubber Development Company Limited (Dakmoruco) to obtain loans and adjust the investment capital structure at Dakmoruco.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
24	24/NQ-HDQT	27/10	<p>Review and assessment of the results of implementation of the BOD's Resolutions between two meetings; review of production and business performance for the first nine months of the year and the implementation of tasks for the fourth quarter of 2025; approval of the policy for the Board of Managements to issue the production and business plan for the 2026 – 2030 period at the Rubber Thread Processing Plant Branch; approval of the issuance of new regulations and the amendment and supplementation of regulations within the authority of the Board of Directors; approval of the policy for the Board of Managements to engage consultants to conduct surveys and prepare the investment and business plan for Dakruco Hotel Branch for the 2026 – 2030 period; and approval of certain matters related to production and business activities in 2026 that need to be prepared in advance during 2025.</p> <p><i>(Meeting held on 24/10/2025)</i></p>	100%
25	25/NQ-HDQT	24/11	<p>Approval of the agreement with the Board of Managements on personnel matters of the Company's departments and subordinate branches; approval of the policy on the establishment of the Project Management Unit for Agricultural Product Testing and Export; and approval of the policy on the supplementation of the 2025 salary fund for Dakmoruco due to exceeding the planned output of exploited rubber latex.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
26	26/NQ-HDQT	28/11	<p>Implementation of the dividend distribution for the year 2024 in accordance with the provisions set out in Article 5 of the Resolution of the 2025 Annual General Meeting of Shareholders.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
27	27/NQ-HDQT	04/12	<p>Approval of the policy authorizing the Board of Managements of Dak Lak Rubber Joint Stock</p>	100%

			Company to sign a memorandum of understanding and capital contribution agreements with two partners for the establishment of a new legal entity; and approval of the assignment of the Board of Managements to carry out preparatory work and implement the project. <i>(Form of opinion collection: written consultation)</i>	
28	28/NQ-HDQT	26/12	Approval of the sales pricing and raw material procurement formula for 2026; approval of the policy on the procurement of goods and services prior to the issuance of the 2026 Financial Plan; assignment of the 2026 production, business, and investment plan targets to Dakmoruco, Daknoruco, and Dak Lak Rubber Investment Joint Stock Company (DRI); and approval of commendation for collectives that excellently fulfilled their assigned tasks in 2025. <i>(Form of opinion collection: written consultation)</i>	100%

III. Board of Supervisors (Annual report 2025)

1. Information about members of the Board of Supervisors (BoS):

No.	Member of the Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Nguyen Thac Hoanh	Head of the BoS	29/9/2018	Bachelor of Finance - Accounting
2	Mr. Phan Thanh Tan	Member	29/9/2018	Bachelor of Finance - Accounting
3	Ms. Nguyen Thi Mai Quyen	Member	27/06/2022; ceased to be a member of the Board of Supervisors on June 26, 2025.	Master of Agronomy
4	Mr. Au Qui Vinh	Member	26/6/2025	Bachelor of Agro-Forestry Economics

2. Meetings of the Board of Supervisors:

No.	Member of the Board of Supervisors (BoS)	Number of Meetings Attended	Attendance Rate	Voting rate	Reason for Non-Attendance
1	Mr. Nguyen Thac Hoanh	4	100%	100%	
2	Mr. Phan Thanh Tan	4	100%	100%	
3	Ms. Nguyen Thi Mai Quyen	1	100%	100%	<i>Dismissed on 26/06/2025</i>
4	Mr. Au Qui Vinh	3	100%	100%	<i>Appointed on 26/06/2025</i>

Content of Meeting:

Implementation of quarterly supervision activities; assignment of duties to members following changes in personnel; implementation of periodic supervision at the parent company and its subsidiaries; collection of opinions from members for inclusion in Board of Supervisors's report to be submitted to the General Meeting of Shareholders; and implementation of supervision over several key matters in line with quarterly objectives.

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- Supervision of the coordination and compliance of the Company's management bodies with the Charter; supervision of the implementation of the targets set out in the Resolutions of the 2025 Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. The Board carried out orientation and direction of production, business, and investment activities, including measures to address financial difficulties. Supervision was implemented over the rubber replanting project combined with coffee intercropping at Cu Mgar Plantation Branch. The Board also supervised the process of handling financial imbalances following the successful divestment of capital at Dak Lak Rubber Investment Joint Stock Company (DRI) and the restoration of borrowing relationships for long-term investment projects. In addition, the Board monitored the development of solutions to address losses in production and business activities at the Rubber Thread Processing Plant Branch and Dakruco Hotel. Supervision was also exercised over the handling and issuance of Resolutions in response to recommendations of the Board of Managements regarding personnel matters, dissolution and merger of branches, long-term borrowing, amendments to internal regulations, and other matters falling within the decision-making authority of the Board of Directors.

- Supervision of management and administration activities, and the implementation of BOD Resolutions by the General Director and Company departments; supervision of key areas in production, business, and investment activities, including accounting, goods trading, investment and project implementation. The Board supervised the implementation of employee policies and the minimum rights of employees in accordance with applicable laws; supervision

of compliance with laws and fulfillment of obligations to the State; progress in rectifying issues in accordance with inspection conclusions at the Company; development of internal regulations and implementation of policies related to tax incentives and the employment of local ethnic minority workers. The Board also supervised organizational stability, minimized and prevented conflicts of interest, ensured the prudent use of the Company's resources, preservation of capital, and effective business operations.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

Board of Supervisors was invited to attend regular meetings of the Board of Directors and monthly professional coordination meetings; was provided in a timely and adequate manner with meeting documents, project proposals, and plans; and was invited by the Board of Directors and the Board of Managements to participate in research, discussions, and providing opinions on short-term and long-term target programs. Board of Supervisors also participated as a member of scientific councils, commendation and reward councils, asset inventory committees, and other relevant councils. Adequate facilities were provided, together with effective coordination from the General Director and professional departments, to facilitate the implementation of supervisory activities. All recommendations and comments of Board of Supervisors were reviewed by the General Director, who directed the relevant departments and units to examine, handle, rectify, and remedy the issues raised.

5. Other activities of the Board of Supervisors: None

IV. Board of Management

No.	Members of Board of Management	Date of Birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Nguyen Minh (General Director)	25/01/1970	Agricultural Engineer, Crop Science	Appointed on 15/8/2024
2	Mr. Nguyen Cuc (Deputy General Director)	17/11/1969	University of Law	Appointed on 15/8/2025
3	Mr. Nguyen Tran Giang (Deputy General Director)	16/4/1981	Master of Business Administration, Bachelor of Accounting	Appointed on 01/01/2025

V. Chief Accountant

Name	Date of Birth	Qualification	Date of appointment
Le Thanh Binh	10/02/1972	Bachelor of Finance and Accounting	01/01/2025

VI. Training courses on corporate governance

Corporate governance training courses attended by members of the Board of Directors (BOD), the Board of Supervisors, the General Director, other management personnel, and the Company Secretary in compliance with corporate governance regulations:

In 2025, the Company arranged for the person in charge of corporate governance to attend and successfully complete a corporate governance training course organized by the Institute for Human Resource Development of the University of Economics Ho Chi Minh City in September 2025. The Company also nominated the person in charge of corporate governance and the officer in charge of general accounting to participate in a training course on the amended and supplemented Securities Law and related legal documents, organized by the State Securities Commission in Da Nang in November 2025. In addition, the Company organized management training courses for mid-level managers, covering positions from production team leaders to deputy department heads; nominated managerial staff to attend a Chief Executive Officer (CEO) training program; conducted a training course on sustainable development knowledge enhancement; complied with EUDR regulations; and provided training on management software related to digital transformation and artificial intelligence (AI).

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

No.	Name of organization/individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
Internal persons of DRG									
1	Nguyen Viet Tuong	002C038269	Chairman of the BOD			29/9/2018			Legal Representative
2	Nguyen Minh	002C038263	Member of the BOD, General Director			15/8/2024			Legal Representative
3	Nguyen Tran Giang	008C500060	Member of the BOD, Deputy General Director			01/01/2025			Executive Member of the BOD
4	Nguyen Do	002C037731	Member of the BOD, Deputy General Director			29/9/2018	26/6/2025	Personal request	Executive Member of the BOD
5	Nguyen Van Cuc	002C031068	Member of the BOD, Deputy General Director			29/9/2018			Executive Member of the BOD

No.	Name of organization /individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
6	Ta Quang Tong		Member of the BOD			20/6/2023			Non-executive Member of the BOD
7	Nguyen Van Thong		Member of the BOD			28/6/2024			Non-executive Member of the BOD
8	Nguyen Thi Mai Quyen	002C017918	Member of the BOD; Head of Technical Department			26/6/2025		Election of an additional member of the Board of Directors	Non-executive Member of the BOD
9	Nguyen Thac Hoanh	002C019219	Head of the BOS			29/9/2018			
10	Phan Thanh Tan	002C048866	Member of the BOS			29/9/2018			
11	Au Qui Vinh		Member of the BOS, Deputy Head of Technical Department			26/6/2025		Election of additional member of the BOS	
12	Le Thanh Binh		Chief Accountant			01/01/2025			
13	Tran Van Duc	002C031572	Authorized Information Disclosure Officer, Person in charge of corporate governance			01/6/2025		New appointment	
14	Le Thi Bich Thao	002C031078	Authorized Information Disclosure Officer, Person in charge of corporate governance			29/9/2018	01/6/2025	Retired in accordance with regulations	

Affiliated persons of internal persons (details provided in The list of internal persons and their affiliated persons of the Company)

Organization or individual that holds more than 10% of voting shares

1	People's Committee of	Not yet custodized			Buon Ma	29/9/2018			Holds 98.94% of
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No.	Name of organization /individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
	Dak Lak Province				Thuot Ward, Dak Lak Province				charter capital

1. Subsidiary (Dak Lak – Mondulkiri Rubber Development Co., Ltd. (Dakmoruco) executive officers and legal representative: Phum Chrey Sen, Sangkat Monorom, Mondulkiri, Kingdom of Cambodia

1.1.	Nguyen Viet Tuong		Chairman of the Company			29/9/2018			Legal Representative
1.2.	Nguyen Duy Tan		Director			01/01/2026			
1.3.	Vo Tuan Minh		Deputy Director			15/8/2025			
1.4	Nguyen Van Thao		Chief Accountant			15/03/2025			

2. Subsidiary (Dakmoruco Rubber Joint Stock Company), executive officers and legal representative: Dac Kim Village, Thuan An Commune, Lam Dong Province

2.1	Nguyen Minh		Chairman of the BOD			23/04/2024			Legal Representative
2.2	Nguyen Ngoc Nguyen		Vice Chairman of the BOD, Executive Director			18/04/2025		Election of an additional member of the Board of Directors	
2.3	Ngo ThanhThuy		Member of the BOD			18/04/2025			
2.4	Nguyen Huu Cuu		Member of the BOD, Chief Accountant			01/09/2019			
2.5	Ngo Tung Lam		Member of the BOD			01/09/2019			
2.6	Nguyen Thac Hoanh		Head of the BOS			23/04/2024			
2.7	Phan Thanh Tan		Member of the BOS			23/04/2024			

No.	Name of organization /individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
2.8	Pham Thi Hai		Member of the BOS			23/04/2024			
2.9	Du Thi Minh Nguyet		Secretary of the BOD			23/04/2024			

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of Organization/ Individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue	Content, quantity, total value of transaction	Note
1	Dak Lak Rubber Credit Fund (Dakrufund)	Capital contribution ratio: 10.46%		No. 68, Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province	02/2025		Dividend income from capital contributions in 2024: VND 352.47 million	
2	Dak Lak Rubber Investment JSC (DRI)	Dakruco holds 45.0% of charter capital	6001271719, issued on 24/02/2012	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak	02/2025 and 03/2025	No. 22/NQ-HDQT dated 12/12/2024	Divestment of 11,597,500 shares (revenue is VND 179.15 billion)	After the transaction, still holds 45.0% (previously 60.84 %)
					03/2025 and 08/2025	Contract No. 01/HDTD dated 08/03/2018	Payment by DRI for the 2025 intercropping contract: VND 1,068.88	

No.	Name of Organization/ Individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
							million	
					08/2025	No. 07/NQ-HDQT dated 09/07/2025 of DRI	Dakruco received the remaining dividend for 2024 at a rate of 5% per share, amounting to VND 16,470 million	
					01/2025 – 08/2025	No. 20/NQ-HDQT dated 31/10/2024	Repay Payment of loan interest for loan contracts VND 1,630 million	
3	Thai Duong Rubber JSC	Dakruco holds 10% of charter capital	0302883 746, issued on 13/07/2006	Street No. 7, Tan Tao Industrial Zone, Binh Tan District, Ho Chi Minh City	04/2025 and 07/2025		Dakruco received dividends for 2024: VND 720 million	
					11/2025 and 12/2025	Contract No. 01/SP-DKTD'25	Revenue from the sale of 42.84 tons of block rubber: VND 2,181.89	

No.	Name of Organization/ Individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
							million	
					08/2025	No. 17/NQ-HDQT dated 16/07/2025	Proceeds from divestment of 360,000 shares amounted to VND 8,901 million	After the transaction, Dakruco's ownership ratio was reduced from 10% to 0%
3	Rubber Technical Joint Stock Company (Dakrutech)	Dakruco holds 28.79% of Dakrutech's charter capital	6000944792, issued on 13/10/2009	Km 18, Doan Ket Hamlet, Ea D'Rong Commune, Cu M'gar District, Dak Lak Province	04/2025		Dividends for 2024 are VND 540 million	
					10/2025	No.23/NQ-HDQT dated 27/12/2024, Contract No. 01/SP-DRT'25	Revenue from the sale of 201.6 tons of rubber latex: VND 10,626.33 million	

No.	Name of Organization/ Individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
						Contract No. 04B/2012/HDGK dated 04/05/2012	Revenue from land allocation contracts for planting 74 hectares of rubber in 2025: VND 282.1 million	
					03/2025	Contract No. 06/HDKT dated 18/02/2019	Office rental expenses for inspection activities in 2025: VND 528 million	
					Năm 2025	Contract No. 01/NT-DT'25 dated 10/01/2025	Ammonia purchase expenses for 23,620 liters: VND 178.56 million	
					Năm 2025	Contract No. 01DK-DRT'25	Raw latex purchase expenses for 233.72 tons: VND 9,964.78 million	

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.

No.	Transaction executor	Relationship with internal persons	Position at Listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of Subsidiary or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
	None								

4. Transactions Between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **None**

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): **None**

4.3. Other Transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None**

VIII. Share transactions of internal persons and their affiliated persons (Annual report 2025)

1. The list of internal persons and their affiliated persons: (Attached Appendix).

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Contact Address	Number of Shares Owned at the End of the Period	Percentage of share ownership at the end of the period	Note
1	Name of internal person)							
01	Name affiliated persons							
2								

2. Transactions of internal persons and affiliated persons with shares of the company: **None**

No.	Transaction executor	Relationship with internal persons	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Reasons for increasing, decreasing
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APPENDIX

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Issued in conjunction with Report No.: 01/BC-HDQT on January 27, 2026)

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
1	Nguyen Viet Tuong	002C038269	Chairman of the BOD			Personal: 0 shares Representing Dak Lak People's Committee: 92,492,760 shares	0% 59.36%	
1.1	Nguyen Trieu							Father
1.2	Tran Thi Xuyen							Mother
1.3	Nguyen Thi Ngoc Lan					None		Wife
1.4	Nguyen Viet Tinh					None		Son
1.5	Nguyen Viet Thong					None		Son
1.6	Nguyen Long Bao Nguyen					None		Daughter-in-law
1.7	Nguyen Viet Pho							Younger Brother

1.8	Nguyen Viet Sy					None		Younger Brother
1.9	Nguyen Thi Bich Van					None		Younger Sister
1.10	Nguyen Viet Tuan					None		Younger Brother
1.11	Nguyen Duy Gioi							Father-in-law
1.12	Nguyen Thi Ngoc Diep					None		Mother-in-law
1.13	Nguyen Thi Lieu					None		Younger sister-in-law
1.14	Vo Duc Nga					None		Younger brother-in-law
1.15	Phan Thi Thanh Thuong					None		Younger sister-in-law
1.16	Dak Lak Rubber Investment Joint Stock Company							Chairman of the BOD
1.17	Dak Lak Rubber Company Limited (Daklaoruco)							Company Chairman
1.18	Dak Lak Rubber Development Company							Company Chairman

	Limited – Mondulkiri. (Cambodia)							
2	Nguyen Minh	002C038263	Member of the BOD, General Director			Personal: 2,000 shares Representing Dak Lak People's Committee: 61,659,408 shares	0.0012% 39.58%	
2.1	Nguyen Thi Bich Lien					None		Wife
2.2	Nguyen Phuc Nguyen Bao					None		Child
2.3	Nguyen Minh Thu					None		Child
2.4	Nguyen Thi Nguu							Mother
2.5	Nguyen Binh							Father
2.6	Nguyen Nhu Nghia					None		Father-in- law
2.7	Hoang Thi Huong					None		Mother-in- law
2.8	Nguyen Thi Duong					None		Elder Sister
2.9	Nguyen Thi Hai					None		Elder Sister
2.10	Nguyen Thi Lan					None		Elder Sister
2.11	Nguyen Quang					None		Elder Brother

2.12	Le Van Tao					None		Elder brother-in-law
2.13	Tran Tuong					None		Elder brother-in-law
2.14	Nguyen Thi Dung					None		Elder Sister-in-law
2.15	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Directors (BOD)
2.16	Daknoruco Joint Stock Company							Chairman of the Board of Directors (BOD)
3	Nguyen Tran Giang	008C500060	Member of the Board of Directors (BOD), Deputy General Director			None		
3.1	Che Thi Hoai Vy					None		Wife
3.2	Nguyen Nhu Cau					None		Father

3.3	Nguyen Thi Lam					None		Mother
3.4	Nguyen Tran Son					None		Younger Brother
3.5	Nguyen Thi Thao					None		Younger sister-in-law
3.6	Nguyen Nhu Quynh							Child
3.7	Nguyen An Phuc							Child
3.8	Che Lao					None		Father-in-law
3.9	Tran Thi Lam					None		Mother-in-law
3.10	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Directors (BOD)
3.11	Rubber Technical Joint Stock Company							Chairman of the BOD
4	Nguyen Van Cuc	002C031068	Member of the Board of Directors (BOD),			3,500	0.002%	

			Head of Human Resources and Legal Affairs Department					
4.1	Tran Thi My Le					None		Wife
4.2	Nguyen Tran Bao Uyen					None		Child
4.3	Nguyen Tran Bao An					None		Child
4.4	Chau Thi Toan					None		Mother
4.5	Nguyen Dieu					None		Father
4.6	Tran Dinh Lang					None		Father-in- law
4.7	Tran Thi Loi					None		Mother-in- law
4.8	Nguyen Van Phan					None		Elder Brother
4.9	Nguyen Thi Phuc					None		Younger Sibling
4.10	Ha Thi Khoi					None		Elder sister-in- law
4.11	Tran Van Hanh					None		Brother-in- law
5	Ta Quang Tong		Member of the Board of Directors (BOD)			None		



5.1	Nguyen Xuan Mai					None		Wife
5.2	Ta Quang Thach Truc					None		Child
5.3	Ta Quang Lan							Father
5.4	Le Thi Tam							Mother
5.5	Nguyen Ba Chinh							Father-in-law
5.6	Nguyen Thi Hy							Mother-in-law
5.7	Ta Quang Sum					None		Elder Brother
5.8	Ta Quang Son					None		Younger Sibling
5.9	Ta Thi Thanh Binh					None		Younger Sibling
5.10	Hoang Huu					None		Brother-in-law
5.11	Duong Thi My Lan					None		Sister-in-law
5.12	Dao Thi Diem Tuyet					None		Younger Sibling-in-law
6	Nguyen Van Thong		Member of the Board of Directors (BOD)			None		
6.1	Nguyen Dinh Can					None		Father
6.2	Phan Thi Lan					None		Mother

6.3	Luong Thi Hoa					None		Wife
6.4	Nguyen Hong Quang					None		Child
6.5	Nguyen Hong Dang					None		Child
6.6	Nguyen Van Sang					None		Younger Sibling
6.7	Nguyen Thi Minh					None		Younger Sibling
6.8	Nguyen Thi Minh Anh					None		Sister-in-law
6.9	Nguyen Quang Dan					None		Brother-in-law
6.10	Luong Kha					None		Father-in-law
6.11	Nguyen Thi Van					None		Mother-in-law
7	Nguyen Thi Mai Quyen	002C017918	Supervisor			2,200	0.0014%	Ceased to be a member of the Board of Supervisors as of 26/6/2025, and was elected as a member of the Board of

								Directors
7.1	Nguyen Thong							Father
7.2	Ta Thi Huong					None		Mother
7.3	Do Huu Ba							Father-in-law
7.4	Huynh Thi Hong Bang					None		Mother-in-law
7.5	Do Hoang Viet					None		Husband
7.6	Do Nguyen Tan					None		Child
7.7	Do Hoang Cam Tu					None		Child
7.8	Nguyen Thang Long							Elder Brother
7.9	Nguyen Thi An					None		Elder Sister
7.10	Nguyen Thi Mai Oanh					None		Elder Sister
7.11	Nguyen Thi Lan					None		Sister-in-law
7.12	Ha Van Minh					None		Brother-in-law
8	Nguyen Thac Hoanh	002C019219	Head of the Board of Supervisors (BoS)			None		

8.1	Nguyen Thac Xuyen							Father
8.2	Dang Thi Mui							Mother
8.3	Tran Huu Manh					None		Father-in-law
8.4	Le Thi Chau					None		Mother-in-law
8.5	Tran Thi Yen					None		Wife
8.6	Nguyen Thi Ha Phuong					None		Child
8.7	Nguyen Thac Nam					None		Child
8.8	Nguyen Thac Khanh					None		Elder Brother
8.9	Nguyen Thac Khanh					None		Younger Sibling
8.10	Nguyen Thi Thu Huong					None		Sister-in-law
8.11	Tran Thi Hao					None		Younger Sibling-in-law
8.12	Truong Thi Thanh					None		Sister-in-law
8.13	Truong Van Ba					None		Brother-in-law
8.14	Dak Lak Rubber Investment							Head of the Board of

	Joint Stock Company							Supervisor s (BoS)
8.15	Rubber Technical Joint Stock Company							Head of the Board of Supervisor s (BoS)
8.16	Daknoruco Joint Stock Company							Head of the Board of Supervisor s (BoS)
9	Phan Thanh Tau	002C048866	Supervisor			None		
9.1	Luong Thi Phuc					None		Wife
9.2	Phan Thanh Tin					None		Child
9.3	Phan Thi Anh Thu					None		Child
9.4	Phan Thanh Luong					None		Father
9.5	Vo Thi Triem					None		Mother
9.6	Luong Kha					None		Father-in- law
9.7	Nguyen Thi Van					None		Mother-in- law
9.8	Phan Thanh Thai					None		Elder Brother
9.9	Tran Thi Kim Thuy					None		Sister-in- law

9.10	Phan Thanh Son					None		Elder Brother
9.11	Le Thi Tuyet					None		Sister-in-law
9.12	Phan Thi Thanh Minh					None		Elder Sister
9.13	Ngo Minh Hung					None		Brother-in-law
9.14	Phan Thanh Hai					None		Elder Brother
9.15	Nguyen Ngoc Bich Thuy					None		Sister-in-law
9.16	Phan Thanh Hung					None		Elder Brother
9.17	Trinh Thi Phuong					None		Sister-in-law
9.18	Phan Thanh Cuong					None		Elder Brother
9.19	Bui Thi Tam					None		Sister-in-law
9.20	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Supervisors (BoS)
9.21	Rubber Technical Joint Stock Company							Member of the Board of Supervisors (BoS)
9.22	Daknoruco Joint Stock Company							Member of the Board of

								Supervisors (BoS)
10	Au Quy Vinh		Member of the Board of Supervisors, Deputy Head of Technical Department			None		Member of the Board of Supervisors as of June 26, 2025
10.1	Ho Thi Kim Thuy					None		Wife
10.2	Au Hoai An					None		Child
10.3	Au Truong An					None		Child
10.4	Au Luong					None		Father
10.5	Nguyen Thi Hien					None		Mother
10.6	Au Khiem Thu					None		Elder Brother
10.7	Au Nhat Khuong					None		Younger Sibling
10.8	Au Thiet Hoan					None		Younger Sibling
10.9	Au Dac Vuong					None		Younger Sibling
10.10	Au Thi Ly Vi					None		Younger Sibling
10.11	Au Thiet Khoa					None		Younger Sibling

10.12	Au Linh Thy					None		Younger Sibling
10.13	Au Thiet Vu					None		Younger Sibling
10.14	Nguyen Thi Thanh Trieu					None		Younger sister-in-law
10.15	Phan Sy Lap					None		Younger brother-in-law
10.16	Ho Quang Thong					None		Father in-law
10.17	Le Thi Phong					None		Mother in-law
11	Le Thanh Binh		Chef Accountant			None		
11.1	Le Thanh Long							Father
11.2	Nguyen Thi Bai					None		Mother
11.3	Dinh Thi Nga					None		Wife
11.4	Le Khanh Huyen					None		Child
11.5	Le Duy Khanh					None		Child
11.6	Le Duc Phuong					None		Elder Brother

11.7	Le Van Thanh							Elder Brother
11.8	Le Thi Dung					None		Younger Sibling
11.9	Le Thi Ngoc					None		Younger Sibling
11.10	Le Thi Thao							Younger Sibling
11.11	Le Thi Thuy					None		Younger Sibling
11.12	Vo Thi Van					None		Mother in-law
11.13	Dinh Quang Sam							Father in-law
12	Tran Van Duc	002C031572	Authorized Person for Information Disclosure, Person in charge of corporate governance			800	0.00051%	Appointed on 01/06/2025
12.1	Tran Van Kia					None		Father
12.2	Phan Thi Tham							Mother
12.3	Tran Van Ton							Father in-law
12.4	Ngo Thi Mot							Mother in-law
12.5	Tran Thi Khanh Phong					None		Wife

12.6	Tran Mai Tam					None		Child
12.7	Tran Mai Tuong					None		Child
12.8	Tran Thi Tai					None		Younger Sibling
12.9	Tran Thi Hanh					None		Younger Sibling
12.10	Tran Thi Nam					None		Younger Sibling
12.11	Nguyen Dinh Phuoc					None		Younger brother-in-law
12.12	Nguyen Dinh Quang					None		Younger brother-in-law
12.13	Le Duy Linh					None		Younger brother-in-law

