

*Daklak, January 29, 2026*

**EXTRAORDINARY INFORMATION DISCLOSURE**

**To: Hanoi Stock Exchange**

1. Name of organization: Dak Lak Rubber Joint Stock Company
- Stock code : DRG
- Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province
- Phone : (0262) 3865015; fax : (0262) 3865041
- Website <http://www.dakruco.com>
- E-mail: [caosu@dakruco.com](mailto:caosu@dakruco.com)

2. Contents of disclosure:

Dak Lak Rubber Joint Stock Company hereby discloses information regarding Board resolution No. 03/NQ-HĐQT dated January 29, 2026.”

3. This information was published on the Company’s website date 29/01/2026 at the following link: <https://www.dakruco.com/index.php/shareholder>.

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

*Attached documents:*

- Board resolution No. 03/NQ-HĐQT dated 29/01/2026.

**LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOD**



**Nguyen Viet Tuong**

No.: 03/NQ-HĐQT

*Dak Lak, January 29, 2026*

**RESOLUTION**

**The 03<sup>rd</sup> Meeting of the Board of Directors in 2026, Term II (2023 – 2028)**

Pursuant to the amended Charter of Dak Lak Rubber Joint Stock Company approved by the General Meeting of Shareholders on 24/11/2023;

Pursuant to the Minutes of the Board of Directors Meeting dated 29/01/2026;

**RESOLVES**

**Article 1:** To reach a consensus on Report No. 15/BC-CT dated January 28, 2026, regarding the Report on the implementation of Board of Directors (BOD) Resolutions in the fourth quarter of 2025; Business and Production results for 2025, and task orientations for 2026. The Management Board has implemented the BOD resolutions in a timely and effective manner; the results of business, production, and investment tasks for 2025 achieved good results, with many indicators exceeding the annual plan and being higher than those of 2024. However, in 2025, targets for durian output, as well as the output, revenue, and profit of rubber thread production, did not meet the plan; the Hotel business remains in deficit; and a number of tasks were slower than required.

Regarding the direction of tasks for 2026, the BOD requests the Management Board to focus on implementing the following key tasks:

- Implement the assignment of temporary plans to units, following the BOD's policy on the temporary assignment of business, production, and investment plans for 2026, while awaiting approval from the 2026 Annual General Meeting of Shareholders, to ensure timely and effective management from the very first months of the year. Regarding investment activities, in addition to the policies already implemented by the BOD, the Management Board shall conduct surveys to invest in solar energy systems at the Company Office, Dakruco Hotel, Rubber Processing Plant, and Cu Bao Plantation using financial leasing capital or obtain credit financing, thereby reducing electricity costs and achieving carbon emission reduction targets. Research to promote cooperation for investment in a high-quality coffee processing plant, aiming to proactively prepare a plan to process the entire coffee output produced by the Company. Continue to direct Dakmoruco to work with local authorities and ministries to complete investment procedures for the Phase I Rubber Processing Plant and survey the development of a coffee planting project in Mondulkiri - Cambodia.

- Continue to consolidate the management team of departments and units; enhance training in digital transformation skills, foreign languages, and professional expertise. Carry out the reorganization of production teams and



security departments at branches toward a lean and efficient model. To implement solutions for recruiting rubber tapping workers for affiliated units.

- Continue to mobilize capital for investment from various sources such as green capital, credit institutions, financial leasing, and joint venture partners..., to ensure autonomy in investment capital and guarantee that cash flow for business, production, and investment is not deficient. Evaluate investment projects cautiously and strictly, following proper procedures and reasonable investment phasing before implementation to minimize risks in investment activities.

- Focus on directing the Rubber Thread Processing Plant to invest in repairing machinery and equipment, and organizing business and production to ensure break-even results and progress toward profitability.

- Coordinate with consultants to re-evaluate the overall current status of the Dakruco Hotel Service Cluster to establish a basis for building business and investment strategies for the coming period; develop investment, upgrade, and business plans for the 2026-2030 period to ensure profitable investment.

- Continue to coordinate with consultants to work with relevant Departments and Agencies to obtain approval for land lease dossiers after equitization, land variation registration, and area adjustments... for the entire remaining area at branches. Direct the review of previously expired subcontracting and linkage contracts to plan for the recovery and use of the Company's land for the correct purposes.

- Research changes in cultivation and rubber latex exploitation processes toward emission reduction and circularity; approach the carbon market to sell credits. Maintain and improve product quality, and enhance the reputation of the Dakruco brand in domestic and foreign markets. Strengthen system quality control to maintain FSC-FM/CoC certification for latex and rubber wood products and expand the FSC-FM area to meet the green growth and sustainable development trends of the market. To strengthen trade promotion for FSC-FM/CoC certified rubber latex products.

- Continue the approved digital transformation plan for the 2025-2030 period; apply technology to organize and manage business and production to adapt to climate change, and manage plantations well to increase exploitation output and control the volume and quality of input raw materials. Invest in renovating the rubber processing line toward automation combined with the use of AI technology; apply technology in product processing and seek alternative fuels to save costs and increase profits; apply technology, software, and AI to market research activities, enhancing operational efficiency and building sustainable competitive advantages.

- Continue to rectify existing shortcomings and defects according to Inspection Conclusion No. 7337/KL-UBND of the Provincial People's Committee. In which, focus on rectifying contents related to the Land Use Plan approved by the Provincial People's Committee. Direct the preparation of a lawsuit dossier against Nhat Thong Company as directed by the Provincial

People's Committee. Implement the plan to rectify the remaining shortcomings and defects.

**Article 2:** Regarding the policy on the temporary assignment of the 2026 production, business, and investment plan while awaiting approval from the General Meeting of Shareholders, reaching a consensus with Proposal No. 03/TTr-CT dated January 26, 2026, by the Company's General Director, specifically as follows:

### **1. Production and Business Indicators:**

#### *1.1. Quantitative Indicators:*

- Total rubber area of the Company: 7,434.87 ha. Of which: Rubber area in exploitation: 4,221.55 ha; Immature rubber area (Basic Construction): 3,213.32 ha; Associated rubber area: 190.20 ha.

- Area of coffee intercropped in rubber plantations: 528.90 ha, including: New planting area in 2026: 283.35 ha; New pure-planting coffee area in 2026: 3.35 ha; Immature coffee area (Year 1): 242.2 ha.

- Fruit tree area at Cu Bao Plantation:

+ Durian area: 159.95 ha, of which Exploitation: 74.70 ha; Immature: 61.78 ha; New planting in 2026: 23.47 ha.

+ Coffee intercropped in durian plantations: 85.15 ha, of which Immature (Year 1): 11.73 ha; New planting in 2026: 73.52 ha.

- Total production output for the year: (1) Rubber latex output: 8,772.87 tons (*of which self-exploited: 6,600.64 tons; purchased from households + investment debt recovery: 172.23 tons; outsourced purchase: 2,000.00 tons*); (2) Outsourced processing rubber output: 1,000.00 tons; (3) Rubber thread output of various types: 2,500.00 tons; (4) Fresh fruit output: 751 tons (*of which durian: 700 tons; areca nut: 51 tons*); (5) Distilled acid output: 100 tons.

- Total sales output for the year: 12,123.87 tons, of which: (1) Rubber latex: 8,772.87 tons (*Export: 3,947.79 tons; Domestic sales: 4,825.08 tons*); (2) Rubber thread of various types: 2,500.00 tons (*Export: 390.00 tons; Domestic sales: 2,110.00 tons*); (3) Fresh fruit: 751.00 tons (*Domestic durian: 700.00 tons; Domestic areca nut: 51.00 tons*); (4) Distilled acid: 100.00 tons.

#### *1.2. Value Indicators:*

- Total Revenue: 814,225.55 million VND. Of which: (1) Rubber latex sales: 414,809.72 million VND; (2) Transportation and outsourced processing: 3,300 million VND; (3) Revenue from rubber thread and acid sales: 179,618.88 million VND; (4) Hotel services: 26,472.60 million VND; (5) Fruit products: 36,020.00 million VND; (6) Premises lease contracts: 2,000.00 million VND; (8) Intercropping contracts: 28,271.32 million VND; (9) Financial activities: 92,038.02 million VND; (10) Other income: 31,695.00 million VND.

- Total Costs: 723,006.35 million VND.





- Profit Before Tax: 91,219.00 million VND.

## **2. Investment Indicators:**

Total investment capital for 2026 is: 254,414.63 million VND, including: (1) Investment in immature rubber plantations: 105,103.57 million VND; (2) Investment in fruit tree plantations at Cu Bao Plantation Branch: 15,425.1 million VND; (3) Investment in coffee plantations at Cu M'gar Plantation Branch: 41,919.4 million VND; (4) Investment in planted forests (FSC): 815.6 million VND; (5) Other plantation investments: 83,150.9 million VND; (6) Capital contribution to establish a fruit testing company: 8,000 million VND.

## **3. Labor Income Indicator:**

The average income of employees is 9.8 million VND/person/month of actual work.

**Article 3:** The Board of Directors reaches a consensus on the policy to pilot the new Salary Scheme in accordance with Proposal No. 04/TTr-CT dated January 27, 2026, by the Company's General Director. However, according to the Financial Management Regulations issued with Decision No. 02/QD-HDQT dated February 27, 2019, under Point e, Clause 1, Article 27, the payment of salaries, wages, salary-based allowances, and mid-shift meals falls under the authority of the Company's General Director. Therefore, the General Director shall proactively organize the implementation of salary payments in compliance with current State regulations, ensuring openness, transparency, and fairness.

**Article 4:** The Board of Directors reaches a consensus on the policy to lease land lease rights and all assets on land at the Phu Xuân Plantation Branch to Tay Nguyen Agricultural Products Testing and Export Co., Ltd., according to Official Dispatch No. 33/CT-TCKT dated January 26, 2025, with a rental price not lower than 212,000,000 VND/month (excluding VAT). This price shall be adjusted accordingly when the State's land lease price changes; the term is until 2043. The General Director shall proceed with negotiations and sign the contract in accordance with regulations.

Regarding the implementation of procedures for granting certificates for assets attached to land, for which the BOD provided the policy in Section 5, Article 2 of Resolution No. 27/NQ-HDQT dated December 4, 2025, the General Director shall carry out the implementation based on actual costs.

**Article 5:** The Board of Directors reaches a consensus on the strategic orientation for the development of intensive, high-quality coffee processing to increase product value, proactively manage the output of raw material areas, build the brand, and gradually form a closed value chain. The Management Board is assigned to survey technology, markets, and investment partners, and to sign memoranda of understanding; collaborate with partners to research and develop Pre-Feasibility and Feasibility Study Reports, and report to the BOD for policy approval to implement in accordance with the law, as well as the regulations of the General Meeting of Shareholders and the Company's Board of Directors.

**Article 6:** This Resolution shall take effect from the date of signing. Members of the Board of Directors and the General Director of Dak Lak Rubber Joint Stock Company shall be responsible for the implementation of this Resolution./.

***Recipients:***

- As per Article 6;
- Board of Supervisors;
- Board of Management;
- Finance and Accounting Department;
- Administration Department (for posting on the Website);
- Archived: Office-Secretary of the Board of Directors.

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



*Nguyễn Việt Tuong*  
**Nguyễn Việt Tuong**

