

**DAK LAK RUBBER INVESTMENT
JOINT STOCK COMPANY
(DRI)**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.:

Dak Lak, date month year 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Pursuant to Resolution No. 01/NQ-GMS dated June 16, 2026 of Dak Lak Rubber Investment Joint Stock Company, we hereby respectfully announce the personnel changes of Dak Lak Rubber Investment Joint Stock Company as follows:

Appointment Information

1. Mr. Do Thien Nghia

- Position held prior to appointment: Director of Dak Lak Rubber Company Limited (Daklaoruco), a subsidiary of Dak Lak Rubber Investment Joint Stock Company.
- Appointed position: Member of the Board of Directors.
- Term of appointment: For the remaining term of the 3rd Board of Directors (2022–2027) of Dak Lak Rubber Investment Joint Stock Company.
- Effective date: June 16, 2026.

2. Mr. Dang Thanh Nhan

- Position held prior to appointment: Lecturer at Tay Nguyen University.
- Appointed position: Member of the Board of Directors.
- Term of appointment: For the remaining term of the 3rd Board of Directors (2022–2027) of Dak Lak Rubber Investment Joint Stock Company.
- Effective date: June 16, 2026.

Case of Dismissal

1. Mr. Nguyen Viet Tuong

- Position held prior to dismissal: Chairman of the Board of Directors.
- Position no longer held: Chairman of the Board of Directors.
- Following the dismissal, Mr. Nguyen Viet Tuong is no longer an internal person of the Company.
- Reason for dismissal (if any): Retirement.
- Effective date: June 16, 2026.

2. Mr. Tran Ngoc Duyen

- Position held prior to dismissal: Member of the Board of Directors.
- Position no longer held: Member of the Board of Directors.
- Following the dismissal, Mr. Tran Ngoc Duyen is no longer an internal person of the Company.
- Reason for dismissal (if any): Deceased.
- Effective date: June 16, 2026.

This information was disclosed on the Company's website on June 17, 2026 at <https://dri.com.vn/> under the "Media/Announcements" section.

Attached documents:

- Resolution No. 01/NQ-AGM of the 2026 Annual General Meeting of Shareholders dated June 16, 2026;
- Information Disclosure Form in accordance with Appendix III issued together with Circular No. 96/2020/TT-BTC.

PERSON AUTHORIZED TO DISCLOSE INFORMATION

Nguyen Thi Hai

Daklak, June 16, 2026

No:

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY - 2026

The 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company commenced at 8:00 AM on June 16, 2026, at the 3rd Floor Conference Hall – Dakruco Hotel, No. 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province, with the attendance of 30 shareholders and authorized representatives, representing 41,750,806 voting shares, equivalent to 56.79% of the total shares of DRI, satisfying the quorum requirements for conducting the Meeting.

Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Charter of Daklak Rubber Investment Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company dated June 16, 2026.

RESOLUTION

Article 1. Approval of the following reports:

1. Report of the Board of Directors on activities in 2025 and plans for 2026;
2. Report of the Executive Board on production and business performance in 2025 and objectives and tasks for 2026 of Daklak Rubber Investment Joint Stock Company;
3. Audited Financial Statements for 2025 of the Company, audited by AFC Vietnam Auditing Company;
4. Report of the Supervisory Board on activities in 2025 and orientations for 2026.

Article 2. Approval of certain production, business and investment targets for 2026 in accordance with Proposal No. 12/TTr-HĐQT dated May 12, 2026.

Article 3. Approval of the profit distribution plan and appropriation of funds for 2025 in accordance with Proposal No. 13/TTr-HĐQT dated May 12, 2026.

Article 4. Approval of remuneration for the Board of Directors and the Supervisory Board in 2026 in accordance with Proposal No. 14/TTr-HĐQT dated May 12, 2026.

Article 5. Approval of the authorization granted to the Board of Directors and the Supervisory Board to select the auditing firm for the 2026 Financial Statements in accordance with Proposal No. 15/TTr-HĐQT dated May 12, 2026.

Article 6. Approval of contracts and transactions with related parties of the Company in accordance with Proposal No. 16/TTr-HĐQT dated May 12, 2026.

Article 7. Approval of the transfer of the Company's stock trading registration from the UpCOM market to listing on the Ho Chi Minh City Stock Exchange (HOSE), in accordance with Proposal No. 27/TTr-HĐQT dated June 09, 2026.

Article 8. Approval of the supplementation of business lines in the Enterprise Registration Certificate and the Company Charter of DRI in accordance with Proposal No. 20/TTr-HĐQT dated May 22, 2026.

Article 9. Approval of amendments to certain provisions of the Company Charter and the Internal Regulations on Corporate Governance of DRI in accordance with Proposal No. 21/TTr-HĐQT dated May 22, 2026.

Article 10. The General Meeting of Shareholders approves the dismissal of Mr. Nguyen Viet Tuong from the position of member of the Board of Directors in accordance with Proposal No. 18/TTr-HĐQT dated May 12, 2026.

Article 11. The General Meeting of Shareholders elected additional members to the Board of Directors for the third term (2022-2027) as follows:

- Mr Do Thien Nghia, born on: 02/07/1977, professional qualifications: Master's Degree in Agricultural Economics; Bachelor's Degree in Law
- Mr Dang Thanh Nhan, born on: 10/03/1965, professional qualifications: Doctor of Silviculture

Article 12. The 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company authorizes the Board of Directors to direct and organize the implementation of all matters approved at this Annual General Meeting of Shareholders in compliance with applicable laws and the Company Charter.

Attached to this Resolution are all documents submitted to the 2026 Annual General Meeting of Shareholders.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company with 100% affirmative votes of the total voting shares represented at the Meeting and shall take effect from the date of signing and issuance.

Recipients:

- BOD, SB, Executive Board;
- Information Disclosure: State Securities Commission, HNX, Company Website;
- File Archive.

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

NGUYEN VIET TUONG

Appendix III
INFORMATION DISCLOSURE FORM
(Issued enclosed with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June 16, 2026

INFORMATION DISCLOSURE FORM

To:

- The State Securities Commission;
- The Stock Exchange.

- 1/ Full name: Do Thien Nghia
- 2/ Gender: Male
- 3/ Date of birth: July 02, 1977
- 4/ Place of birth: Gia Lai Province
- 5/ ID Card No. (or Passport No.): ; Date of issue: ; Place of issue: Police Department for Administrative Management of Social Order
- 6/ Nationality: Vietnamese
- 7/ Ethnic group: Kinh
- 8/ Permanent address:
- 9/ Phone number:
- 10/ Email address:
- 11/ Name of the organization subject to information disclosure: Dak Lak Rubber Investment Joint Stock Company
- 12/ Current position held at the organization subject to information disclosure: None
- 13/ Positions currently held at other organizations: Director of Dak Lak Rubber Co., Ltd
- 14/ Number of shares held: 0.00 shares, accounting for 0.00% of charter capital, of which:
 - + As state/strategic partner/other organization representative: None
 - + As individual owner: 0.00 shares, accounting for 0.00% of charter capital
- 15/ Holding commitments (if any): None
- 16/ List of affiliated persons of the declarant*:

* Affiliated persons are defined in accordance with Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

[illegible]

* Note: "Police Dept. (*)" stands for Police Department for Administrative Management of Social Order

17/ Related interests with the public company or public fund (if any): None

18/ Conflicts of interest with the public company or public fund (if any): None

I hereby certify that the above statements are true and accurate, and I fully accept legal responsibility for any misrepresentation.

DECLARANT

(Signed)

Do Thien Nghia

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Dak Lak, June 16, 2026

INFORMATION DISCLOSURE FORM

To: _____

- The State Securities Commission;
- The Stock Exchange.

1/ Full name: Dang Thanh Nhan

2/ Gender: Male

3/ Date of birth: _____

4/ Place of birth: _____

5/ ID Card No. (or Passport No.): _____ ; Date of issue: _____ ; Place of issue: _____

6/ Nationality: Vietnamese

7/ Ethnic group: Kinh

8/ Permanent address: _____

9/ Phone number: _____

10/ Email address: _____

11/ Name of the organization subject to information disclosure: Dak Lak Rubber Investment Joint Stock Company

12/ Current position held at the organization subject to information disclosure: None

13/ Positions currently held at other organizations: None

14/ Number of shares held: 0 shares, accounting for 0% of charter capital, of which:

+ As state/strategic partner/other organization representative: None

As individual owner: shares, accounting for % of charter capital

15/ Holding commitments (if any): None

16/ List of affiliated persons of the declarant*:

* Affiliated persons are defined in accordance with Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

[illegible]

[illegible]

24		Dang Nhu Phu Tan			Younger Brother	Citizen ID										
25		Tran Thi Ngoc Uyen			Sister-in-law	Citizen ID										
26		Dang Nhu Phu Tien			Younger Brother	Citizen ID										
27		Nguyen Thi Minh Chau			Sister-in-law	Citizen ID										

* Note: "Police Dept. (*)" stands for Police Department for Administrative Management of Social Order

17/ Related interests with the public company or public fund (if any): None

18/ Conflicts of interest with the public company or public fund (if any): None

I hereby certify that the above statements are true and accurate, and I fully accept legal responsibility for any misrepresentation.

DECLARANT

(Signed and stated full name)

A handwritten signature in blue ink, appearing to read 'nhanhan', is written over a horizontal line.

Dang Thanh Nhan