

THE SOCIALIST REPUBLIC OF VIETNAM
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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

2. Contents of disclosure:

Dak Lak Rubber Joint Stock Company hereby discloses information regarding Board resolution No. 09/NQ-HĐQT dated April 24, 2026.”

3. This information was published on the Company's website date 24/4/2026 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. 09/NQ-HĐQT dated 24/4/2026.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD**



Nguyen Viet Tuong

Dak Lak, April 24, 2026

No.: 09/NQ-HĐQT

RESOLUTION

The 09th 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 November 24, 2023;

Pursuant to the Minutes of the Board of Directors meeting dated April 24, 2026;

RESOLVES

Article 1: Regarding the assessment of business performance results in Q1/2026 and directions for tasks in Q2/2026; implementation results of Board of Directors' resolutions:

Unanimously agree with Report No. 36/BC-CT dated April 21, 2026, of the General Director regarding the implementation of Board of Directors (BOD) Resolutions between two meetings and the business performance results of Q1/2026. In general, during Q1/2026, the tasks assigned by the BOD to the Board of Management have been actively implemented and basically completed, with business results showing more positive changes compared to the same period in 2025. However, some tasks remain slow compared to requirements, specifically the resolution of legal dossiers regarding land and projects; some contents encountered difficulties during implementation, such as: Commencing operations of the Central Highlands Agricultural Product Testing and Export Co., Ltd; overcoming shortcomings and defects according to Conclusion No. 7337-KL/UBND of the Provincial People's Committee. Unfavorable weather and market conditions, along with difficulties in recruiting labor for latex tapping and rubber thread processing, have significantly affected the Company's business operations in the coming period.

Regarding the directions for Q2/2026, the BOD requests the Board of Management to focus on implementing key tasks as follows:

- Continue to implement ongoing BOD policies to ensure effective execution. Focus on overcoming 2025 shortcomings according to Plan No. 08/KH-CT dated April 14, 2026, issued by the General Director. Accelerate the completion of legal procedures regarding land, environment, projects, etc. To review, revise, and amend internal regulations and rules to ensure their compliance with applicable laws and alignment with practical requirements.

- Deploy the tapping of rubber plantations according to the temporary plan and organize production adapted to weather conditions. Prepare conditions regarding labor, capital, seedlings, fertilizers, materials, electricity, and water infrastructure to effectively invest in the coffee planting project at Team 5 of Cu



Mgar Farm and new durian planting at Cu Bao Farm. Finalize the repair and maintenance of machinery, equipment, and transport vehicles to ensure the highest efficiency for the new crop's latex processing. Focus on durian plantation care to ensure good growth and meet yield plans. Implement solutions to recruit tapping workers for units. Develop and organize the Plan for rearranging teams and security forces.

- Direct the Rubber Thread Processing Factory to invest in repairing machinery, equipment, and wastewater treatment systems, recruit labor, and organize business operations to ensure a break-even point and move towards profitability. Coordinate with consultants to overall re-evaluate the status of Dakruco Hotel Service Cluster and establish an investment, upgrade, and business plan for the 2026-2030 period to ensure profitable investment.

- Direct relevant departments to coordinate with Dakmoruco to survey coffee project development; re-evaluate the investment feasibility of the latex processing plant (Phase I) to report to the BOD for policy approval. To guide and direct Dakmoruco in the formulation of its production, business, and investment plan for the 2026–2030 period, with a strategic orientation to 2035.

- In business operations, exercise flexible management and adapt to the market; consider procurement and investment for items that are not yet urgent during market instability; direct the implementation of cost-saving solutions, especially those related to fuel, energy, and transportation, ensuring unit costs do not exceed the temporary plan.

- Continue to coordinate with consultants to work with relevant Departments and Agencies to register land changes and adjust areas for all remaining areas at branches. Direct the review of expired subcontracting and joint venture contracts to plan for land recovery and proper use of the Company's land.

- Prepare contents and conditions for the 2026 Annual General Meeting of Shareholders (AGM), scheduled for June 30, 2026.

Article 2: Regarding the distribution plan for the balance of the Reward and Welfare Fund at the time of equitization, unanimously agree with Proposal No. 22/TTr-CT dated April 14, 2026, and Proposal No. 24/TTr-CT dated April 21, 2026, of the General Director, with specific contents as follows:

1. Record the Reward and Welfare Fund at the time of determining the enterprise value for equitization as 36,974,079,792 VND, consistent with the amount determined at 00:00 on October 1, 2016, for distribution to employees. The incurred amount of the Reward and Welfare Fund from October 1, 2016, to September 30, 2018, is 17,681,132,080 VND, which shall be reversed into the Reward and Welfare Fund of Daklak Rubber Joint Stock Company for continued use in accordance with the law.

2. Implement the distribution plan for the post-equitization Reward and Welfare Fund balance as submitted by the General Director in Proposal No. 22/TTr-CT. Payments shall be made in 02 installments: 1st installment: 30% of 36,974,079,792 VND in May 2026; 2nd installment: the remaining 70% before

December 31, 2026.

3. The BOD assigns the General Director to lead and coordinate with the Company's Trade Union to establish the list of eligible employees; ensure transparent payment in accordance with the law to the correct subjects in accordance with the plan as set out in Submission No. 22/TTr-CT dated April 14, 2026; after the 1st installment, monitor the situation to resolve any issues and draw experience for the 2nd installment. Upon completion, report to relevant state management agencies, the BOD, and the Trade Union.

Regarding the allocation of the bonus fund, no allocation shall be made to Managers and Supervisors. Managers and Supervisors shall be entitled to benefits from the remaining balance of the managers' bonus fund.

Article 3: Regarding the policy for boiler investment at the Rubber Latex Processing Factory

Unanimously approve the policy to invest in a new boiler system to replace the existing one at the Rubber Latex Processing Factory Branch, as per Proposal No. 23/TTr-CT dated April 21, 2026, using equity, loans, balanced within the total investment capital of the annual plan. Assign the General Director to select technology and prepare estimates for BOD approval before implementation.

Article 4: Regarding the policy for Central Highlands Agricultural Product Testing and Export Co., Ltd (TNAE)

1. The BOD approves the plan to transform TNAE into a Single Member Limited Liability Company owned by Dakruco to ensure legal compliance; the address, and business lines shall remain unchanged.

2. The BOD assigns the Chairman to appoint the Capital Representative of Dakruco as per Resolution No. 27/NQ-HĐQT dated December 4, 2025; assigns the General Director to amend the charter and change business registration; and continues working with partners for capital contribution to bring TNAE into effective operation.

Article 5: Regarding the adjustment of the investment project for new rubber planting intercropped with coffee at Cu Mgar Farm Branch

1. Unanimously agree with Proposal No. 26/TTr-CT dated April 21, 2026, of the General Director regarding the adjustment of the Investment Project for new planting and tending of rubber trees intercropped with coffee at Cu Mgar Farm Branch.

2. Assign the Board of Management to select consultants to review, re-evaluate, re-prepare estimates, and adjust project dossiers; submit to the BOD for consideration and decision from May 2026.

Article 6: Regarding the policy for continued long-term intercropping and crop structure transformation following the rubber tree liquidation roadmap

Unanimously agree with Report No. 37/BC-CT dated April 22, 2026, of the General Director regarding the continued expansion of long-term intercropping



areas within rubber plantations and the implementation of crop structure transformation following the rubber tree liquidation roadmap, specifically as follows:

1. Execute cooperation contracts for long-term intercropping with an area of 538.76 ha on existing rubber plantations: 110.61 ha at Team 2 - Cu Mgar Farm Branch (rubber trees planted in 2022); 428.15 ha at Team 6 and Team 8 - Phu Xuan Farm Branch (rubber trees planted in 2016 and 2021).

2. Implement the roadmap for rubber area liquidation and crop structure transformation for an area of: 616.44 ha, in which: Cu Mgar Farm Branch shall liquidate 377.14 ha in 2027; 19/8 Farm Branch: 30/4 area (former) shall liquidate 181.8 ha in 2028, 19/8 Farm area shall liquidate 57.5 ha in 2029.

The Board of Management shall have plans for intensive salvage tapping of rubber latex before plantation liquidation; to organize the liquidation sale of timber from the plantation in accordance with the Company's regulations and prevailing laws; organize rubber replanting or planting of other industrial crops and fruit trees after appropriately adjusting the Land Use Right Certificates and completing investment procedures to report to the Board of Directors for specific policy approval as regulated.

Article 7: Regarding the extension of the time, location, and contents to be submitted to the 2026 General Meeting of Shareholders

1. Extend the time for organizing the 2026 Annual General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company to June 2026 (expected June 30, 2026). Location: Dakruco Hotel Wedding Restaurant – 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province. The deadline for registration to establish the list of shareholders attending the meeting: May 29, 2026.

Assign the Person in charge of Corporate Governance to be responsible for information disclosure and advising on the notice of the record date for the list of shareholders, ensuring the time limit in accordance with the Law on Securities.

2. Approve the list of reports, proposals, and tentative contents to be submitted to the 2026 Annual General Meeting of Shareholders, including:

- (1) Report on activities of the Board of Directors in 2025 and the 2026 plan;
- (2) Report on activities of the Board of Supervisors in 2025 and directions for 2026;
- (3) Report of the Board of Management on business operations in 2025 and the 2026 plan;
- (4) Approve the audited 2025 Financial Statements;
- (5) Proposal on the 5-year business and investment plan (2026-2030);
- (6) Proposal to approve the 2026 business and investment plan;
- (7) Proposal on the 2025 profit distribution plan;
- (8) Proposal on remuneration for the Board of Directors and the Board of

Supervisors in 2026;

(9) Proposal on the selection of an auditing firm for the 2026 Financial Statements;

(10) Proposal on amendments and supplements to the Company's Charter and Internal Regulations on corporate governance; Operating Regulations of the Board of Directors;

(11) Proposal on the dismissal and additional election of members of the Board of Directors;

(12) Regulations at the GMS including: Working Regulations; Regulations on dismissal and additional election of members of the Board of Directors.

(13) Agenda for the 2026 Annual General Meeting of Shareholders.

(14) Other contents under the authority of the GMS (if any)

3. Assign the Secretary of the Board of Directors and the General Director of the Company to direct relevant departments to prepare contents for approval at the Board of Directors meeting in late May 2026.

Article 8: This Resolution takes effect from the date of signing. Members of the Board of Directors, the General Director of Daklak Rubber Joint Stock Company; the Secretary of the Board of Directors and the Person in charge of Corporate Governance are responsible for implementing this Resolution./.

Recipients:

- As per Article 8;
- Board of Supervisors;
- Board of Management;
- Finance - Accounting Department;
- Technical Department;
- Personnel - Legal Department;
- Administration Department;
- Archive: Office – Secretary of the Board of Directors;

ON BEHALF OF THE BOARD OF
DIRECTORS



Nguyen Viet Tuong