**DRG: Board Resolution**

On January 26, 2024, DakLak Rubber Joint Stock Company announced Resolution No. 03/NQ-HDQT as follows:

Article 1: Approve the amended contents of the Company's Charter on Organization and Operation.

1. Amend Point a, Clause 2, Article 44 of the Company's Organization and Operation Regulations, specifically:

The assistant apparatus depends on the scale and type of production and business of each unit; The assistant apparatus at the Branches is structured as follows:

1. Farm and Factory Branches:

* Regarding organizational structure:
* Human Resources - Security Department.
* Technical Department.
* Accounting Department.
* Workshops, production teams.

(For the Elastic Thread Processing Plant, in addition to the above organizations, the structure includes an additional Sales - Import-Export Department).

1. Other contents in the Company's Organization and Operation Regulations remain unchanged.
2. Authorize the Chair of the Board of Directors to issue a Decision amending the Company's regulations on organization and operation.

Article 2: On the loan policy at Vietinbank in 2024.

1. Agree on loan policy at Vietinbank, with the following basic contents:

* Total loan amount: VND 60,000,000,000; loan term: 12 months, for each acknowledgment of debt;
* Collateral to secure the loan: Mortgage the land use rights and assets attached to the land of Cuor Dang Farm and Cukpo Farm branches owned by Dakruco.

1. Assign the General Manager of the Company to implement the loans with Vietinbank; In case of necessity, the Deputy General Manager of the Company can be authorized to sign asset mortgage contracts and other legal procedures to disburse loan capital.

Article 3: On Dakruco's policy of hiring consultants to adjust projects and request approval for investment policies in projects in Cu Bao Commune, Buon Ho Town, Dak Lak Province.

Agree to hire a specialized consulting unit to make adjustments to the project of fruit tree growing applying high technology in Cu Bao Commune, Buon Ho Town, Dak Lak Province of Dakruco and 02 projects of 02 cooperation partners (Tuan Hung Tay Nguyen Co., Ltd. and Nhat Thong Agriculture Company Limited); and apply for approval of project investment from the People's Committee of Dak Lak Province.

* Implementation expense: According to current state regulations, units shall pay their own project costs, specifically as follows:
* Consulting costs for Dakruco's project of fruit tree growing applying high technology are paid by Dakruco.
* Project consulting costs of Tuan Hung Tay Nguyen Co., Ltd. and Nhat Thong Agriculture Company Limited are paid by these partners themselves.

Article 4: This Resolution takes effect from the date of its signing. Members of the Board of Directors, the General Manager of DakLak Rubber Joint Stock Company are responsible for the implementation of this Resolution.