**DRI: Board Resolution**

On March 26, 2024, Dak Lak Rubber Investment Joint Stock Company announced Resolution No. 04/NQ-HDQT as follows:

‎‎Article 1. Regarding the results of implementing the Resolution of the Board of Directors:

The Board of Directors agreed with the contents of the Report of the Secretariat of the Board of Directors on the implementation of Resolution No. 10 dated December 30, 2023; No. 01 dated January 23, 2024; No. 02 dated February 27, 2024; No. 03 dated March 19, 2024 of the Board of Directors.

Article 2. Regarding the Report on production and business situation Q1/2024:

Agree with Report No. 07/BC-CT dated March 25, 2024 of the Executive Board on production and business situation in Q1/2024. Request the General Manager of DRI to continue to direct the implementation of the Board of Directors' policies on production and business organization in 2024 and the implementation of the sustainable rubber development program. Focus on some key tasks for Q2/2024 as follows:

1. For Daklaoruco:

* Continue to coordinate with DRI to recruit indirect workers, meet management and product protection requirements.
* Focus on maintenance and repair of machinery and equipment to ensure timely progress in latex exploitation and processing; At the same time, proactively deploy production technical solutions and product protection solutions during the rubber tapping season.
* Focus on investing in repairing transportation roads and building worker housing according to plan.
* Continue to implement Notice No. 16/TB-HDQT dated February 22, 2024 of the Chair of the Board of Directors. Coordinate with consultants to organize an internal assessment in April 2024 and implement the correction of errors through the assessment. Striving to invite an external organization to conduct an assessment by the beginning of Q4/2024 to be granted FSC-FM, FSC-CoC certifications.
* Develop a plan to organize the 20th Anniversary of Daklaoruco's establishment to report on DRI and submit to the Board of Directors for consideration and direction.

1. For DRI High-Tech Agricuture Limited Company:

* Focus on taking care of the durian plantation planted in 2018, focusing on growing flowers and fruits to meet requirements, ensuring the completion of the output plan assigned by the Board of Directors.
* Implement a plan to liquidate the banana plantation, ensuring the durian plantation planted in 2020 grows well.

1. For DRI Company:

* Continue to support Daklaoruco in indirect staff recruitment.
* Closely monitor and direct the production and business situation of Daklaoruco and DRI High-Tech Agricuture Limited Company, promptly handle arising issues within authority or propose to the Board of Directors to have policies to direct implementation.
* Coordinate with consultants to ensure FSC-CoC certification for DRI's commercial segment. Support Daklaoruco to complete documents towards granting FSC-FM, FSC-CoC certification at Daklaoruco.
* Support Daklaoruco to develop and implement a plan to celebrate the 20th anniversary of Daklaoruco's establishment in a practical and meaningful way.

‎‎Article 3. Agree to approve the agenda and documents to prepare for the Annual General Meeting of Shareholders 2024, as follows:

1. Agree on the meeting agenda; expected human resources; Submit to the General Meeting of Shareholders for approval of the list of host team, Shareholder's Eligibility Verification Committee, secretariat, and vote counting committee as follows:

* Host team:

Chair: Mr. Nguyen Viet Tuong (Chair of the Board of Directors);

Member: Mr. Bui Quang Ninh (Vice Chair of the Board of Directors);

Member: Mr. Le Thanh Can (Member of the Board of Directors, General Manager).

* Delegates’ Eligibility Verification Committee:

Chief: Nguyen Thach Hoanh (Chief of the Supervisory Board);

Member: Phan Thanh Tan (Member of the Supervisory Board).

* The Vote Counting Committee:

Chief Le Thanh Cuong (Chief Accountant);

Member: Tran Van Tinh (Member of the Supervisory Board, Production Technical Department Head);

Member: Do Thi Ninh (Staff).

* The Secretariat:

Chief: Nguyen Thi Hai (Person in charge of Corporate Governance, Deputy General Manager);

Member: Bui Thi Tuyet Nhung (Secretariat of the Board of Directors, Head of Human Resources - Administration Department).

1. Reports submitted to the General Meeting of Shareholders:
2. Report on the Board of Directors' performance results 2023 and mission directions 2024;
3. Report on activities in 2023 and mission direction in 2024 of the Supervisory Board;
4. Report on production and business activities in 2023 and direction and tasks in 2024 of the Executive Board;
5. Summary of the Audited Financial Statements 2023;
6. Proposals presented to the General Meeting of Shareholders, including:
7. Proposal for approval of some main production and business targets in 2024;

Agree to adjust the average selling price of finished rubber products from USD 1,440/ton to USD 1,500/ton; Accordingly, some production and business targets for 2024 are adjusted in Clause 2, Article 5, Resolution No. 10/NQ-HDQT dated December 30, 2023 of the Board of Directors as follows:

* Revenue from selling finished rubber products: VND 434.70 billion;
* Total revenue and other income: VND 462.50 billion;
* Consolidated profit before tax: VND 74.40 billion;
* Expected profit after tax: VND 60.62 billion;
* Dividend payment rate in 2024: 6% of charter capital (expected).

Other contents of Resolution No. 10/NQ-HDQT of the Board of Directors remain unchanged.

1. Proposal on the plan for profit distribution and appropriation for funds in 2023;
2. Proposal on remuneration for the Board of Directors and the Supervisory Board in 2024;
3. Proposal on selecting an audit company for the Financial Statements 2024;
4. Proposal on approval of contracts and transactions with related parties of the Company;
5. Proposal on changing the roadmap for replanting rubber plantations at Daklaoruco;
6. Proposal on the dismissal of independent members of the Board of Directors;
7. Notice of nomination and candidacy to elect additional independent members of the Board of Directors;
8. Regulations presented at the General Meeting of Shareholders: Working regulations at the Annual General Meeting of Shareholders 2024; Regulations on nomination, candidacy, and additional election of members of the Board of Directors in term III (2022-2027).

‎‎Article 4. The results of the assessment and ranking of the Board of Directors as a whole, members of the Board of Directors and the General Manager in 2023 are as follows:

* Board of Directors as a whole: Good completion of tasks
* Results of ranking each member of the Board of Directors: (excluding Mr. Tran Le)

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| --- | --- | --- | --- | --- |
| No. | Full name | Position | Self-ranking | Results of secret ballot |
| 1 | Nguyen Viet Tuong | Chair of the Board of Directors | Good | Excellent |
| 2 | Bui Quang Ninh | Vice Chair of the Board of Directors | Basic | Good |
| 3 | Le Thanh Can | Member of the Board of Directors, General Manager | Basic | Good |
| 4 | Nguyen Tran Giang | Member of the Board of Directors | Good | Good |
| 5 | Nguyen Minh | Member of the Board of Directors | Good | Good |
| 6 | Tran Le | Member of the Board of Directors |  | Good |
| 7 | Ta Quang Tong | Member of the Board of Directors | Good | Good |

* Note:
* Good: Good completion of tasks
* Basic: Basic completion of tasks
* Excellent: Excellent completion of tasks
* Results of ranking the General Manager: Good completion of tasks.

‎‎Article 5. Agree to approve the content of Proposal No. 05/TTr-CT dated March 22, 2024 on approving transactions and contracts with a value of less than 10% of DRI's total asset value recorded in the most recent Financial Statements, specifically as follows:

1. Subjects signing contracts and transactions:
2. Daklak Rubber Limited Company (Daklaoruco);
3. DRI High-Tech Agricuture Limited Company;
4. Dak Lak Rubber Joint Stock Company (Dakruco).
5. Contents of signed contracts and transactions include:

* Borrowing/lending, loan guarantees and other loan security measures (mortgage, pledge) except for loan transactions and loan guarantees that the Company is not allowed to perform according to the provisions of law;
* Buy and sell fresh banana products, durian, materials, machinery, equipment, rubber seedlings, other seedlings... to serve the production and business activities of the Company and its subsidiaries;
* Other contracts and transactions intended to ensure continuity of production, business and procurement activities to maintain regular operations of DRI and its subsidiaries.

1. Specific value of each transaction: according to the value at each time and each specific contract on the basis of ensuring the Company's interests.
2. Time for implementation of contracts and transactions: from the effective date of the Board Resolution approving the above contents until the Board of Directors has a new Resolution to replace it.
3. Content of authorization:

* The Board of Directors assigns and authorizes the General Manager of the Company to decide on the contents related to the negotiation, conclusion and implementation of each specific contract and transaction based on the actual situation of the Company.
* The authorization is effective from the date the Resolution is approved until the Board of Directors has a new Resolution to replace it and is not limited by a period of 01 year.

‎‎Article 6. Agree to submit to the Annual General Meeting of Shareholders 2024 the dismissal of independent member of the Board of Directors for Mr. Tran Le who has submitted an application to resign from the position of Member of the Board of Directors on February 23, 2024.

‎‎Article 7. Implementation:

* Assign DRI's General Manager to prepare documents, facilities and documents to organize the Annual General Meeting of Shareholders 2024 and disclose information according to the provisions of law.
* Members of the Board of Directors, the General Manager of DRI, the Manager of Daklaoruco, and the Secretariat of the Board of Directors implement this Resolution.

This Resolution has been approved by members of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company and is valid and effective from the date of signing.