**DRG: Board Resolution**

On July 22, 2024, DakLak Rubber Joint Stock Company announced Resolution No. 13/NQ-HDQT on the 13th Meeting of the Board of Directors 2024 (2023-2028 term) as follows:

Article 1: Regarding the assessment of the implementation results of the Resolutions between the two Meetings and the implementation of production and business tasks in the first 6 months of 2024 and the orientation for the last 6 months of 2024:

1. Approve the implementation results of the Board Resolutions (Resolution No. 9 to No. 12) presented by the Executive Board at the Meeting.
2. Approve the Report of the Executive Board of the production and business results in the first 6 months of 2024 presented in Report No. 53/BC-CT dated July 15, 2024. The Board of Directors directs the work contents for the remaining 6 months of 2024 as follows:
* Financial work: (1) continue to implement the process of selling DRI shares according to the order matching method on the Stock Exchange and the order matching agreement method; at the same time, use the funds according to the direction of the Board of Directors in Resolution No. 11/NQ-HDQT, dated July 1, 2024, ensuring the Company's liquidity. (2) Continue to coordinate with departments and branches to complete procedures for submitting to the Provincial People's Committee to sell Dakruco Hotel Service Cluster and the Company Office according to Decree No. 167/2017/ND-CP. (3) Direct DakLak Rubber Joint Stock Company to complete procedures to borrow from Cambodian Commercial Bank and transfer money to the Company to repay the bank loan. (4) Implement procedures to transfer the right to care for and exploit durian gardens at Cu Bao Farm Branch to collect money early to create cash flow for investment, production and business. (5) Gradually restructure loans to access commercial banks to borrow medium and long-term investment capital. (6) Hire consultants to approach and prepare documents for corporate bond issuance.
* Continue to work with departments and the Provincial People's Committee to handle procedures about land; invest; policy of intercropping on rubber areas, and planting in a double row model.
* Take advantage of favorable weather to focus on exploiting rubber latex to ensure completion of output according to the General Mandate; Direct production and consumption of products at the elastic thread processing factory; Direct the care and harvesting of fruit products to achieve the plan assigned by the General Meeting of Shareholders.
* Continue to fix errors according to the plan to meet FSC criteria and proceed to implement the process of attaching and using the FSC brand. Prepare procedures for exporting goods to the European Union, meeting the European Union's anti-deforestation requirements
* Direct the completion of procedures to invest in building a rubber latex processing factory phase I at DakLak Rubber Joint Stock Company.
* Continue the Company's digital transformation plan.
* Implement procedures to prepare project investment in CuMgar to submit to the Provincial People's Committee, ensuring project investment in 2025, preparing for investment in new rubber planting in 2025 at CuMgar Farm Branch.
* Evaluate the results of implementing the project to consolidate and develop the Company for the period 2021-2025, and develop a plan to consolidate and develop the Company for the period 2025-2030.
* Continue to overcome the remaining shortcomings according to Conclusion No. 7337/KL-UBND of the Provincial People's Committee.

Article 2: Regarding the policy of adjusting crop planning and investment plan orientation at Cu Bao Farm Branch.

1. Approve Report No. 54/BC-CT dated July 22, 2024, reporting on the evaluation of the results of the investment situation at Cu Bao Farm Branch.
2. Regarding crop planning at Cu Bao farm branch, gradually liquidate and convert crops to durian trees and retain landscape trees, areca nuts, and windbreak trees (hybrid acacia); at the same time, durian is grown on an area of ​​10.66 hectares in a pure MD2 pineapple garden.
3. The Executive Board develops investment projects and phases investment plans according to the Company's financial capacity and submits to the Board of Directors for approval before implementation.
4. Assign the Executive Board to research to transfer the banana-growing area to the CuMgar farm branch in 2025, to take advantage of the production experience of employees and the market; On that basis, submit to the Board of Directors the policies to organize the implementation.

Article 3: Regarding the policy of DakLak Rubber Joint Stock Company rewarding exceeding the planned rubber output and planned profit:

1. Approve the policy of appropriating for bonuses for exceeding the planned rubber latex output and planned profit to motivate staff and workers at DakLak Rubber Joint Stock Company, the bonuses must be in accordance with the provisions of Vietnamese law.
2. Assign the Executive Board based on Circular No. 28/TT-BLDTB&XH of the Ministry of Labour, War Invalids and Social Affairs to provide guidance on the increased salary fund due to exceeding the plan and the bonus and welfare funds for employees when the enterprise has profit.

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