**DRG: Board Resolution**

On August 15, 2024, DakLak Rubber Joint Stock Company announced Resolution No. 14/NQ-HDQT as follows:

Article 1: Regarding the evaluation of the implementation results of the Resolutions in the two meetings

1. Approve the implementation results of the Resolution (Resolution No. 13) presented by the Executive Board at the Meeting and the Report of the Executive Board on the production and business results in the first 7 months of 2024 presented by the Executive Board in Report No. 59/BC-CT dated August 14, 2024. The Board of Directors requested the Executive Board to continue to implement the contents at Resolution No. 13/NQ-HDQT dated July 22, 2024, of the Board of Directors and the Annual General Mandate 2024 for unimplemented contents.

Article 2: Regarding personnel work policies

1. Approve the agreement with the Executive Board on adjusting and supplementing the planning for the team of leaders, the Heads and Deputy Heads of the Company's departments, the Manager, the Deputy Manager, the Chief Accountant of the subsidiary for the term 2023-2028 according to the list attached with Proposal No. 22/TTr-CT dated August 13, 2024 of the Executive Board. The Executive Board notified units and individuals for information and monitoring; made training and development plans; rotated and arranged the use of staff according to regulations.
2. Approve on dismissing the position of the General Manager for Mr. Bui Quang Ninh from August 15, 2024; at the same time, negotiate with the Executive Board to appoint Mr. Bui Quang Ninh to hold the position of the Assistant of the Company’s Manager. The term for the appointment is 01 year, from August 15, 2024.
3. Approve on appointing Mr. Nguyen Minh - the Deputy General Manager of the Company to hold the position of the General Manager and the second legal representative of DakLak Rubber Joint Stock Company. The term for the appointment is according to the term of the Board of Directors of the Company for the term 2023-2028 from August 15, 2024.
4. Regarding personnel at Rubber Processing Factory Branch:

Approve the agreement with the Executive Board on the following contents:

* Appoint Mr. Vo Thanh Phong - the Deputy Manager to hold the Acting Manager of Rubber Processing Factory, replacing Mr. Do Van Binh, who retired under the regime. The term for the appointment is 01 year starting from October 1, 2024.
* Appoint Mr. Nguyen Xuan Khanh - the Head of the Human Resources and Security Department to hold the position of the Deputy Manager of the Rubber Processing Factory Branch replacing Mr. Vo Thanh Phong; at the same time, Mr. Khanh continues to hold the position of the Head of the Human Resources and Security Department of the Branch. The term is 01 year starting from October 1, 2024.

1. Assign the Chair of the Board of Directors to sign the promulgation of dismissal and appointment Decisions for the General Manager for the term 2023-2028; the General Manager promulgates Decisions on appointing positions under the authority and reviews, adjusts, supplements the planning of leaders and managers at the department, division, and unit levels for the term 2023-2028.

Article 3: Regarding the investment policy to plant new durian trees in 2024

Approve the policy on planting 10.66 hectares of durian trees on the MD2 pineapple garden area planted purely at Cu Bao farm branch, specifically: Planting durian trees according to the design model 7m X 8m; tree density: 178 trees/ha; cost for 01 ha: VND182,721,549; Total estimated investment of VND1,947,811,708, of which direct investment cost is: VND1,168,648,994; implementation funding source: Prepaid funding in the plan 2025.

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.