

OPPORTUNITIES ARISE FROM CHALLENGES



2024

ANNUAL
REPORT



OPPORTUNITIES
arise from
CHALLENGES

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Annual Report
 DRI 2024

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In 2024, the rubber industry also experienced a strong recovery, with record exports reaching 3.4 billion USD, surpassing the highest level ever, thanks to the recovery in rubber prices.



CHAIRMAN OF THE BOARD'S MESSAGE

Ladies and Gentlemen!

We have entered 2024 with many ups and downs. The global situation continues to evolve in a complex and unpredictable manner, with numerous risks and uncertainties. Military conflicts continue to escalate, strategic competition between major countries becomes increasingly intense, many nations strengthen trade protection policies, public debt and budget deficits are rising, the decline of some major economies, and disruptions in global supply chains have impacted global peace, stability, and economic growth. In this context, Vietnam's economy is on a strong recovery trajectory, with economic growth surpassing the set targets. Business activities show signs of positive recovery, as the government implements decisive reforms in institutions, business environment, and monetary policy management, maintaining macroeconomic stability and controlling inflation, coupled with a significant increase in development investment capital.

In 2024, the rubber industry also experienced a strong recovery, with record exports reaching 3.4 billion USD, surpassing the highest level ever, thanks to the recovery in rubber prices.

For DRI, the past year faced several challenges, as rubber production continued to fall short of the set targets. The issues of labor shortages and rubber theft remained persistent and unresolved, while unpredictable weather conditions and significant labor force fluctuations added to the difficulties. However, despite these challenges, DRI has achieved remarkable accomplishments through great efforts. DRI is one of the first companies in the rubber industry to obtain FSC-FM/CoC certification for rubber latex and rubberwood products, with a large area of certification as well as FSC-CoC certification for the processing plant in Laos and its sales operations in Vietnam. For the first time, FSC-FM/CoC certified rubber latex products have been sold in the market. In addition, we have also made good preparations and are one of the companies fully meeting the EUDR requirements for exporting rubber to the European Union. In 2024, the durian orchards also contributed significantly to the growth in revenue and profit for DRI in 2024 and in the coming years.

With the advantage of recovering rubber latex prices and proactive cost management, despite not meeting the rubber production target, DRI's net revenue still exceeded the plan by 6.88%, and profit before tax exceeded the plan by 87.72%. A 9% dividend on charter capital was distributed to shareholders, reaching 150% of the plan, and the export ratio surpassed the plan by 4.72%. For six consecutive years, DRI has been ranked among the top 50 companies with the highest rubber export turnover in the country, according to statistics from the General Statistics Office.

Achieving these results is the result of tremendous efforts from the entire staff, the decisive and timely leadership of the Board of Directors, and the support and sharing from our esteemed shareholders. On behalf of the Company's leadership, I would like to express my sincere gratitude to all shareholders, employees, and workers of DRI, as well as our partners who have accompanied DRI in the past period. We hope that you will continue to join us in driving DRI's continued growth and development.

Entering 2025, alongside challenges such as the exchange rate between USD and VND, as well as LAK (Laos), the unpredictable tariff policies of President Donald Trump, trade protectionism, and geopolitical instability, which will have a significant impact on global supply chains... However, with the positive momentum from Vietnam's economic growth in 2024, coupled with decisive government policies aimed at addressing institutional shortcomings, promoting the development of science, technology, innovation, and digital transformation, and focusing on the development of the private economy, these factors will provide a strong foundation for economic growth in 2025 and in the new era.

2025 is expected to be another successful year for the rubber industry, as the global rubber supply remains insufficient, and prices continue to be favorable, despite the many challenges and unpredictable developments in the global economy. With the determination of the Board of Directors and the Executive Board of DRI in directing production and business activities, particularly in strengthening the leadership team at all levels of Daklaorucoo, and implementing digital transformation in management and governance... It is hoped that in 2025, DRI will continue to achieve even better and more sustainable results for the future.

Wishing everyone good health, success, and happiness!

Chairman of the Board of Directors

Nguyen Viet Tuong



Understand

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General information

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OURSELVES



| | |
|-----------------------|--|
| Trading name | : DakLak Rubber Investment Joint Stock Company |
| Business Registration | : 6001271719, first registered on January 24, 2012, 9th amendment on June 09, 2022 |
| Certificate No. | : 732,000,000,000 VND |
| Charter Capital | : 732,000,000,000 VND |
| Owner's Investment | : 732,000,000,000 VND |
| Capital | : 732,000,000,000 VND |
| Address | : 59 Cao Thang, Buon Ma Thuot City, Dak Lak Province. |
| Phone number | : (0262) 3867 676 |
| Fax number | : (0262) 3867 676 |
| Website | : www.dri.com.vn |
| Securities code | : DRI |

Business lines



- ▶ Rubber tree planting.
- ▶ Care, exploitation, processing, and consumption of natural rubber.
- ▶ Wholesale of latex and agricultural products; Wholesale of rubber seedlings and other industrial crops.
- ▶ Planting, caring for, harvesting, preliminarily processing, and consuming fruit products.
- ▶ Wholesale of machinery and equipment for rubber production, processing, and agricultural production.

Typical products:

SVR 3L, SVR CV60, SVR CV50, SVR10, SVR 20, cashew nuts, bananas, durian for domestic sale and export.



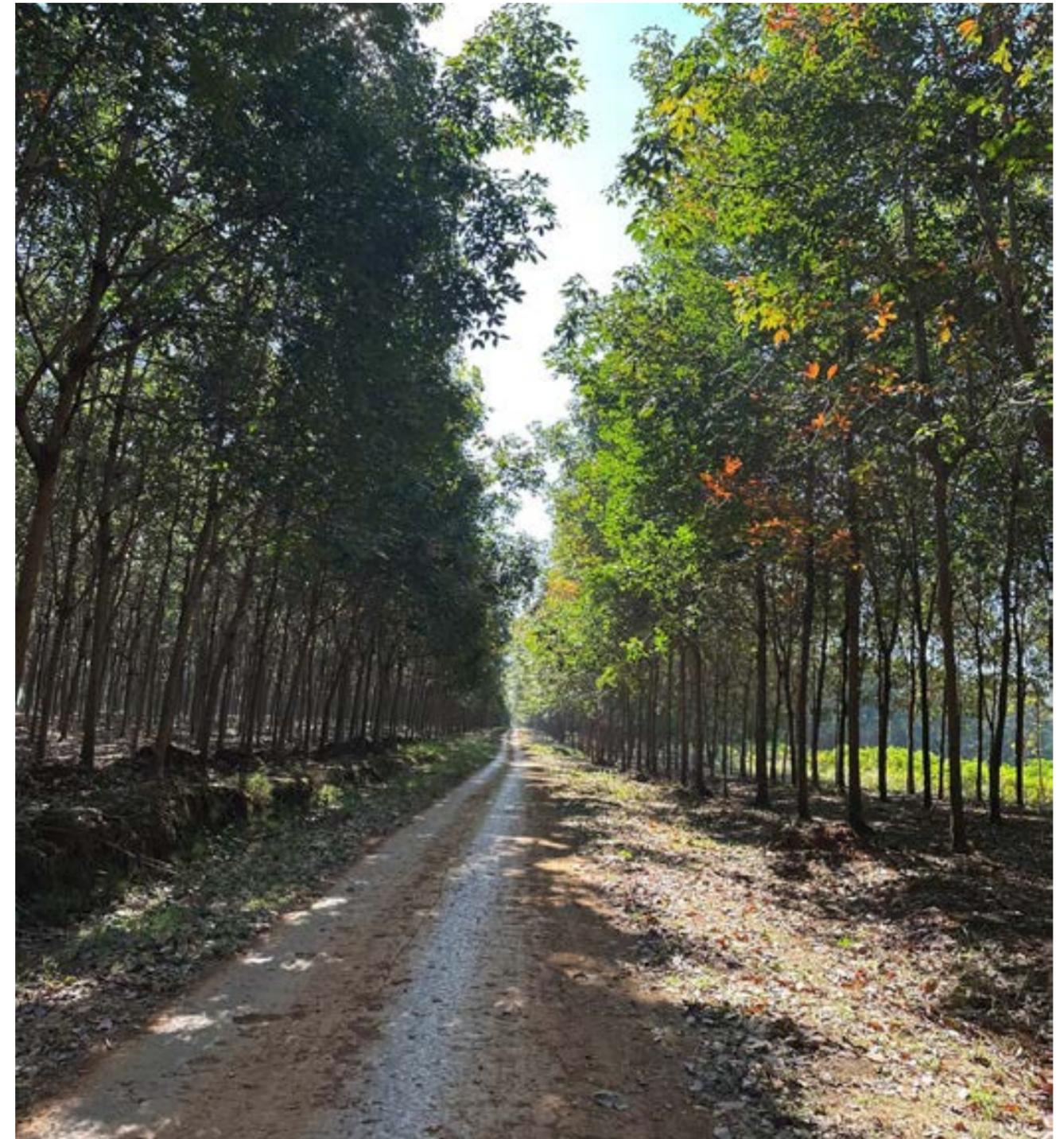
Business location

Rubber plantations are located in Champasak and Salavan provinces - Lao People's Democratic Republic

Rubber latex products are exported to the US, Germany, Spain, Belgium, India, South Korea, Malaysia, Singapore, Taiwan, etc. DRI's main export markets in 2024 are Taiwan, South Korea, India, EU and USA.

4.3 The type of exported goods

The main export structure remains products processed from latex (SVR3L + SVR CV60 + SVR CV50 + SVR5) reaching 8,600.46 tons, accounting for 85.08%, with an average unit price of 1,794.34 USD/ton. Products processed from scrap rubber (SVR10, SVR20) reached 1,279.81 tons, accounting for 12.66%, with an average unit price of 1,746.86 USD/ton. Exceptional goods 227.97 tons, accounting for 2.26%, with an average unit price of 1,335.42 USD/ton



FORMATION AND DEVELOPMENT PROCESS

DakLak Rubber Investment Joint Stock Company was established under operating license number 6001 271719 issued by Dak Lak Authority for Planning and Investment on January 24, 2012. To date, the company has amended its operating license 9 times. The company was established according to the equitization plan of Dak Lak Rubber One Member Limited Liability Company with a charter capital of 500,000,000,000 VND to manage rubber tree and other industrial tree investment projects in Southern Laos provinces

- 04/2012** The company started construction of a rubber latex processing plant in Laos with a capacity of 10,000 tons/year and has put it into operation.
- 07/2012** The company took over Dak Lak Rubber Limired Company (DAKLAORUCO) in Laos from the parent company Dakruco. Since then, DRI has increasingly asserted the DAKLAORUCO rubber brand in the global market.
- 2013** The company developed a plan to increase charter capital through issuing shares to existing shareholders to supplement working capital for new rubber planting projects, expanding and upgrading the rubber latex processing plant.
- 2014** The company completed the capital increase to 732,000,000,000 VND.
- 2015** 80% of the rubber plantation area was put into operation with revenue of over 400 billion VND and more than 2,400 employees.
- 2016** The company was approved by the SSC as a public company.
- 2017** Traded shares on the UpCom exchange on May 23, 2017.
- 2018** Upgraded the rubber latex processing line, increasing capacity to 18,000 tons/year. Implemented the high technology application agricultural project in Chu Kpo Commune, Krong Buk District - Dak Lak Province.
- 2019** The high-tech agricultural project generated revenue. Continued the roadmap of building the company towards sustainable development on the platform: Economic efficiency - Social responsibility - Environmental protection.
- 2020** Stable export market with the proportion of exported rubber latex accounting for 62.88% of total exported latex volume, for the second consecutive year, being one of the top 50 rubber exporting enterprises in Vietnam, in terms of export turnover.

- 2021** The export rate continued to improve, reaching 65.59% of the total exported volume, of which the sales of SVR CV50, SVR CV60 accounted for 21.8% of the total export volume and was an enterprise ranked for 3 consecutive years in the “Top 50 leading natural rubber exporting enterprises of the year by turnover” compiled by the Vietnam Rubber Association, with main markets: Taiwan, India, USA and Europe.
- 2022** DRI was granted the “Vietnam Rubber Trademark” certification by the Vietnam Rubber Association, gradually increasing the prestige and quality of its products in the market.
- 2023** Signed a consulting contract for FSC-FM/CoC for plantations and processing plants at Daklaoruco and FSC-CoC for the commercial segment at DRI.
- 2024** FSC-FM/CoC certification has been granted for 6,148.03 ha of rubber, accounting for 74.07% of Daklaoruco’s rubber business area, FSC-CoC for the rubber latex processing plant in Laos, and the trade sales sector of DRI in Vietnam. DRI’s rubber products meet the requirements of the EUDR when exporting to the European Union. The environmental management system has been evaluated and certified according to ISO 14001:2015. Durian products have started to be harvested and sold in the market, with a yield of over 420 tons of fresh fruit.



OVERVIEW INFORMATION

Other Achievements

2004 The Director of DakLak Rubber Company awarded Daklaoruco a certificate of merit for its outstanding labor achievements.

Daklaoruco received a certificate of merit from the People's Committee of Dak Lak Province (Decision No. 1708/QD-CT dated September 11, 2006) for its excellent performance in production in 2005.

2005

2006 Daklaoruco was awarded the Emulation Flag and a certificate of merit by the People's Committee of Dak Lak Province (Decision No. 1679/QD-UBND dated July 20, 2007) for its outstanding achievements in the emulation movement in 2006.

- Daklaoruco was presented with the Government's Emulation Flag (Decision No. 617/QD-TTg dated May 23, 2008) for its excellent overall completion of work tasks, leading the patriotic emulation movement in Dak Lak Province in 2007.

- Daklaoruco was awarded the Labor Medal, Grade II, by the Government of the Lao People's Democratic Republic for outstanding achievements in leading rubber production in four southern Lao provinces.

2007

2008

- The President of the Socialist Republic of Vietnam awarded Daklaoruco the Third Class Labor Medal (Decision No. 1039/QD-CTN dated July 17, 2009).
- The President of the Lao People's Democratic Republic awarded Daklaoruco the Third Class Labor Medal.

Daklaoruco was awarded the Outstanding Labor Collective title by the Director of Dak Lak Rubber Company (Decision No. 197/QD-CT dated April 15, 2010).

2009

2010 Daklaoruco was awarded the Outstanding Labor Collective title by the People's Committee of DakLak Province (Decision No. 856/QD-UBND dated May 4, 2011).

Daklaoruco received the First-Class Labor Medal from the Government of Laos (Decision No. 212 dated November 14, 2011).

2011

2012 The People's Committee of DakLak Province awarded Daklaoruco a certificate of merit for its outstanding labor achievements (Decision No. 860/QD-UBND dated May 9, 2013).

Daklaoruco was awarded the Emulation Flag for Outstanding Labor Collective by the People's Committee of DakLak Province (Decision No. 814/QD-UBND dated April 22, 2014).

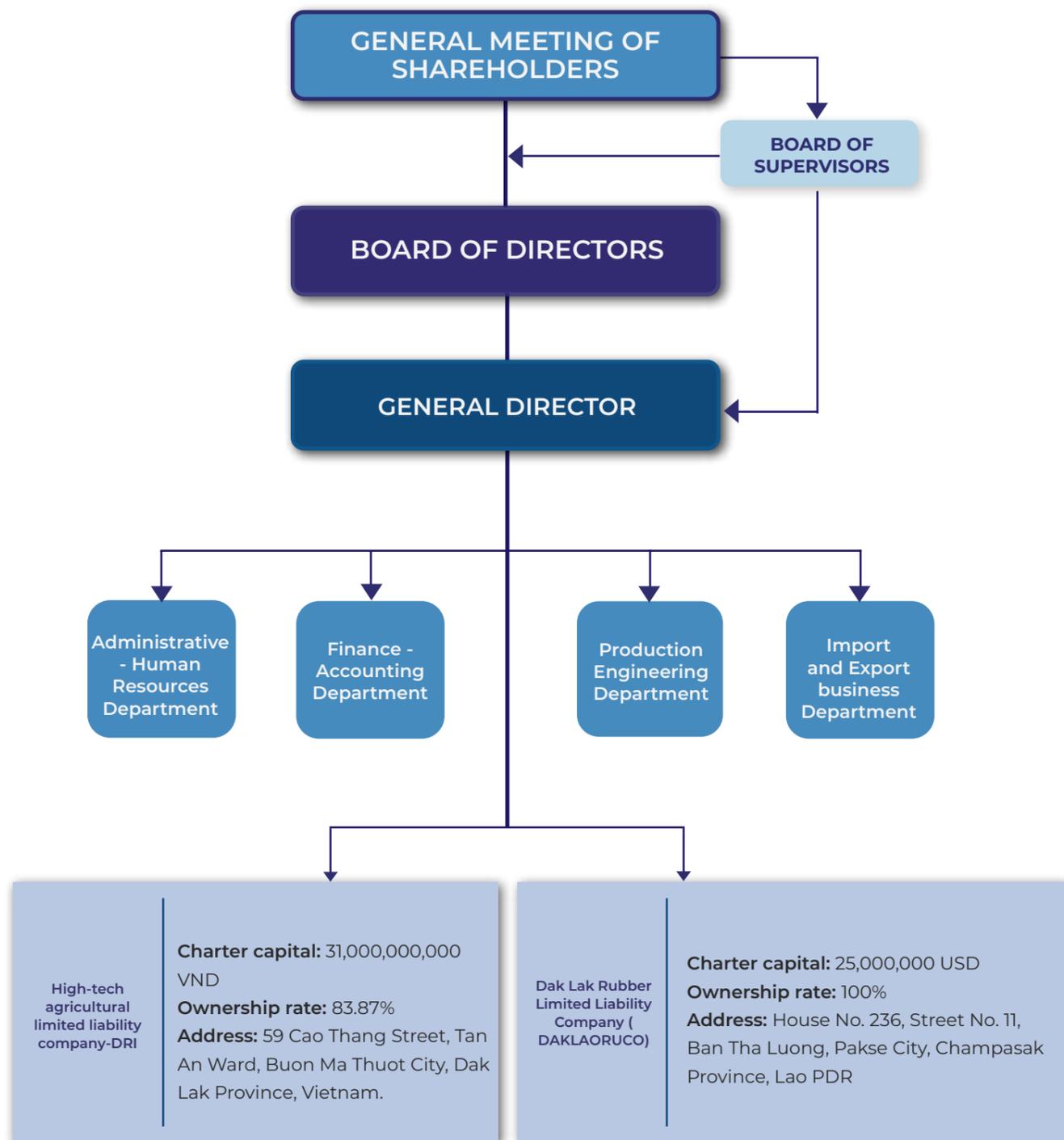
2013

2014 Daklaoruco received the Emulation Flag and Certificate of Merit from the People's Committee of Dak Lak Province (Decision No. 980/QD-UBND) for its outstanding achievements in the 2014 emulation movement.

- DRI ranked 29th among the top 50 companies with the highest natural rubber export turnover (Source: General Department of Customs - page 10, Rubber Special Report - Volume 01/2020). The export ratio reached 60.29% of total consumption, and DRI's products are present in demanding markets such as the U.S. (15%), EU, South Korea, and India,...
- Daklaoruco was awarded a certificate of merit by the People's Committee of Champasak Province in Laos for outstanding performance in business production;
- On March 29, 2019, the Chairman of Dak Lak Province People's Committee awarded Daklaoruco a certificate of merit for outstanding achievements in fulfilling state budget obligations in 2018;
- On April 3, 2019, the Director of Dak Lak Customs awarded Daklaoruco a certificate of merit for completing import-export tax obligations and complying with customs regulations in 2018;
- Despite adverse weather conditions caused by climate change, DRI continues to be among the companies with the highest yield per hectare in the industry, with an average yield of 1.85 tons/ha;
- DRI maintains low costs due to effective cost management and high yield per hectare;
- DRI has invested in growing bananas and durians interspersed with rubber trees. These orchards are growing well, with products being sold in 2019, marking a new direction in DRI's application of high-tech agriculture;
- DRI continues to implement the sustainable development plan for Daklaoruco in Phase 2 (2020-2022).

2024 For the 6th consecutive year, DRI has been honored as one of the 50 leading rubber exporters in 2024 based on export turnover according to data from the General Department of Customs. (Ranked 45/50 - Rubber Topical Information No. 01/2025)

MANAGEMENT STRUCTURE



(Associated company: None)

VISION - MISSION - CORE VALUES



Vision

By 2030, it will be a reputable company in the Southeast Asian rubber industry. In 2024, the company will obtain FSC-FM/CoC certification for wood and rubber latex, with an acreage of 6,148,03 hectares; and FSC-CoC certification for Daklaoruco Latex Processing Factory and DRI's commercial sector. DRI's rubber products are ready to meet EUDR requirements for exports to the European Union from 2024. Production and business activities aim to promote a circular economy and reduce emissions to "zero" according to the United Nations' goals;

Mission

Sustainable development with the motto: Economic efficiency - Environmental protection - Social responsibility.

Core values

- Preserve and develop shareholders' capital;
- Create jobs and improve the lives of workers;
- Actively contribute to environmental protection and social security.

DEVELOPMENT STRATEGY

Main objectives of the Company

1

Committed to the goal of Sustainable Development, harmonizing the interests of stakeholders, ensuring the following factors:
Economic efficiency - Environmental protection - Social responsibility.

2

Maximizing productivity; Diversifying and improving product quality to ensure stability and uniformity; producing high-value-added products that meet market needs; Continuously promoting the Company's image, products, and brand to domestic and foreign customers through establishing cooperative relationships with commercial counselors; Participating in trade promotion programs and seminars at home and abroad to increase export rate.

3

Enhancing digital transformation in management. Implementing cost and expense control measures, maintaining reasonable pricing for rubber latex, cashew nuts, and fresh bananas to maximize company profits and increase shareholder benefits.

4

Strengthening the intensive cultivation of gardens, ensuring compliance with technical processes, applying scientific and technological advances as well as effective management methods to production to ensure stable and high productivity;

5

Strictly complying with the legal regulations of the Socialist Republic of Vietnam and the Lao People's Democratic Republic in production and business activities..

Medium and long-term development strategies

- Effectively managing rubber plantation projects in the Southern Lao provinces according to the Sustainable Forest Management Plan approved by the Board of Directors in Resolution No. 03/NQ-HĐQT and Decision No. 19/QĐ-HĐQT, dated March 19, 2024; develop and implement a roadmap for exploiting rubber gardens and replanting rubber gardens for the second cycle, in accordance with the land concession contract and the quality of the garden; invest in processing and exporting rubber wood and wood pellets from liquidated gardens. Develop durian planting projects..
- Building a solid foundation system to develop the Company's own branded products and expand export markets.
- Building a strong corporate culture with a distinct identity, strengthening a strong connection between the Board of Directors and other members of the Company
- Developing and implementing a Sustainable Rubber Development Roadmap, ensuring environmentally and socially responsible production, striving to complete the issuance of FSC-FM certification for wood and rubber latex products by 2024,
- with an area of 6,148,03 hectares; FSC-CoC for Daklaoruco Latex Processing Factory and DRI's commercial sector. Maintaining FSC-FM/CoC certification. Ensuring sustainable benefits for the Company and its stakeholders.
- Ensuring compliance with EUDR (EU Deforestation Regulation) requirements for exports to the European Union. Hiring consultants for carbon credit certification and trading, contributing to the United Nations' net-zero emissions goal, and gradually integrating into the circular economy

Corporate objectives environment, society and community sustainability

ENVIRONMENT

- Business operations are closely tied to environmental protection, ensuring stable livelihoods for local residents in the project areas, helping transform farming practices and eliminating shifting cultivation and nomadic practices in Champasak, Salavan – Laos; creating livelihoods for people in Krong Buk district, Dak Lak - Vietnam;
- Implementing measures to limit and minimize negative impacts on the environment; All business operations comply with environmental regulations in the host country;
- In 2023, the company transitioned from using diesel fuel in the rubber drying process to utilizing agricultural by-products such as wood scraps, branches, and agricultural-forestry waste, adopting Biomass technology to reduce production costs and fossil fuel consumption, aligning with the circular economy model.



- In 2024, complete the issuance of FSC-FM/CoC certification for rubber wood and latex products, covering an area of 6,148.03 ha; FSC-CoC certification for the Daklaoruco Latex Processing Plant and DRI's trade sector; and in Q2/2024, obtain environmental management certification according to ISO 14001:2015 standards.



SOCIETY AND COMMUNITY SUSTAINABILITY

- Providing employment for thousands of workers in the Lao People's Democratic Republic. Each rubber plantation establishes a medical station to offer healthcare services for workers and people in the project area; Contributing to the construction of roads, schools, and medical stations; as well as funding cultural and social activities..
- Ensuring strict compliance with local laws in both Vietnam and Laos, fully contributing to the national budgets of both countries. When investing abroad, the company follows the legal frameworks of the host country, adheres to international labor conventions, respects the rights of indigenous communities, and upholds agreements signed between Vietnam and Laos;
- In 2024, Daklaoruco supported the construction of a bridge over Bàn Nhan Stream in Lau Ngam District, Salavan Province, provided materials for fencing a secondary school in Nam Say Lum, funded clean water storage facilities for Nong Pak Het Village, and contributed to various local projects with a total cost of over 526 million VND. The total support for local communities in Laos and Vietnam in 2024 exceeded 640 million VND.
- Continuously researching ways to improve working and living conditions for employees, ensuring safety, reducing physically demanding and hazardous labor.
- Actively encouraging Lao workers to participate in social security at the highest level; In addition to social insurance and health insurance, the Company also allocates welfare funds to purchase personal insurance for all employees with contracts of at least one year.

RISKS



ECONOMIC RISKS

Vietnam ranks 3rd in the group with a trade surplus with the United States, which has the potential risk of import taxes being imposed when exporting goods to the US. Among DRI's main export markets in recent years is the US market, so the US imposition of import taxes also affects product consumption in this market as US businesses will seek sources of products from countries with lower taxes to reduce costs.

The tightening of commitments and regulations by countries to promote sustainable development, including the European Union's Anti-Deforestation Law (EUDR), which will be implemented starting January 1, 2026, along with the growing concern of consumers and customers about this issue, will also impact the rubber industry's global supply chain. Companies that do not make timely adjustments will face difficulties in exporting and importing goods into the EU, including rubber products. On DRI's side, the company has fully prepared the necessary conditions to meet the EUDR requirements when exporting goods to

the EU market and has already been selling products in compliance with these regulations.

Exchange rate fluctuation risks due to DRI's wholly-owned subsidiary operating in the Lao People's Democratic Republic affect the company's profit and dividend indicators. In recent years, due to inflation, the Lao kip has continuously depreciated, affecting production costs as well as the income of workers in Laos; in response, the company has paid off its long-term debt to reduce financial costs and adjusted wages for employees...

The trend of protecting resources and the environment, limiting the use of fossil fuels, increasing the use of recycled materials, and the potential for alternative materials to natural rubber in the future are factors that may affect the demand for natural rubber in the future. However, in 2025, the growth in demand for natural rubber is forecast to be higher than the growth in natural rubber production



GLOBAL CLIMATE CHANGE RISKS

This is a challenge for all of humanity today, especially in the agricultural sector, which is the most vulnerable. DRI is in the process of building and managing sustainable rubber forests according to international standards to help mitigate the impacts of global climate change. With an area of 8,592.3 hectares of rubber and 697.33 hectares of natural forest restoration, DRI has contributed significantly to absorbing CO2 and reducing the greenhouse effect. Activities such as converting fossil fuel-fired dryers to biomass-fired dryers and using water sparingly play an important role in carbon balancing and environmental protection.



LEGAL RISKS

DakLak Rubber Investment Joint Stock Company (DRI) operates as a Joint Stock Company and is registered for trading on the Hanoi Stock Exchange (UPCOM). It is primarily governed by the Law on Enterprises, the Law on Securities, and other relevant legal regulations such as the Law on Investment, the Civil Code, and the Land Law. Changes in laws and policies may, to some extent, affect the Company's governance, business, and production activities.

In addition, the company has a subsidiary wholly owned by DRI located in Laos, so DRI is also subject to the legal framework in this country, such as policies on exchange rates, repatriation of profits, and tax policies. In addition, the company also exports products to countries such as Taiwan, the US, China, Malaysia, Thailand, India, Europe, etc., so the company is also affected by import and export regulations, policies and regulations of the above countries, and the impact of the geopolitical situation. Therefore, to limit legal risks, DRI must closely monitor economic and political fluctuations, economic and monetary policies of major countries, and update

and monitor sanctions and regulations on business activities, environmental protection, labor, and regulations of countries with trade relations with DRI to make forecasts that minimize legal risks.

In addition to the general legal framework, the company is also governed by specific regulations and sanctions such as regulations on environmental protection, water resources, technical requirements in cultivation, and rubber latex processing.

In addition, the company must comply with international conventions on the environment, human rights, indigenous peoples' rights, labor rights, and the freedom to join associations as prescribed by FSC and EUDR.



SPECIFIC BUSINESS RISKS

The specifics of the rubber production industry in Vietnam in general and DRI in particular are highly dependent on world rubber prices, while world rubber prices are dependent on supply and demand; global economic growth; crude oil prices; monetary policies of major countries such as the US, China, and Japan; China's rubber reserves; geopolitical factors, etc.

For the company's new products, which are fresh bananas and durian, they are also strongly affected by the epidemic situation, and the consumption market is often unstable.

The durian product, which will begin its harvest season in 2024, also faces many risks as it is highly dependent on weather, climate, and the specific consumption market.

The global climate change situation has affected the agricultural sector, including DRI's rubber and fruit trees. DRI's rubber area is entirely located in Laos, a country deep within the continental shelf, less affected by storms but impacted by whirlwinds, droughts, floods, and epidemics. The fruit orchards planted in Vietnam are agricultural products, so they are subject to risks related to climate, weather, and plant diseases.



RISKS RELATED TO PROJECTS

Currently, Dak Lak Rubber Company .Ltd (DAKLAORUCO) is a subsidiary wholly owned by DRI, tasked with directly managing, planting, caring for, exploiting, and processing rubber in Laos. Therefore, the macroeconomic policies, monetary policies, and fiscal policies of Laos all have an impact on the operational situation at DAKLAORUCO, thereby greatly affecting DRI's business activities.

In addition to the exchange rate impact mentioned above, the high profit repatriation fee (10%/total repatriated profit) reduces actual profit, affecting profit distribution and dividend payments to shareholders. DRI is also subject to the risk of changes in policies related to project investment, tax policies, etc., of the Laos and Vietnam governments.

The rubber plantation project is located in Laos, a country geographically separated, with language differences and numerous festivals, which somewhat affects the company's production and business activities. The labor shortage at Farm 2 and Farm 4 significantly affects the company's ability to meet its output targets. The difficulty

in recruiting and retaining workers, both directly and indirectly, is also an obstacle to management and production operations at Daklaoruco. The situation of rubber latex theft is complex, and although the company has coordinated with partner units and local authorities to strengthen communication and product protection, the results have not been significant, and this is also a contributing factor to the reduction in DRI's rubber output plan fulfillment.

Lao workers do not have a good awareness of participating in social insurance and health insurance, so although the company has coordinated with the provincial Department of Labor and provincial Social Insurance to promote and mobilize workers to participate many times, the number of workers voluntarily participating has not reached 100% as regulated, thereby affecting the company's social security goals, especially in the roadmap towards sustainable development goals, which requires harmonizing economic, social, and environmental efficiency criteria as well as FSC regulations.

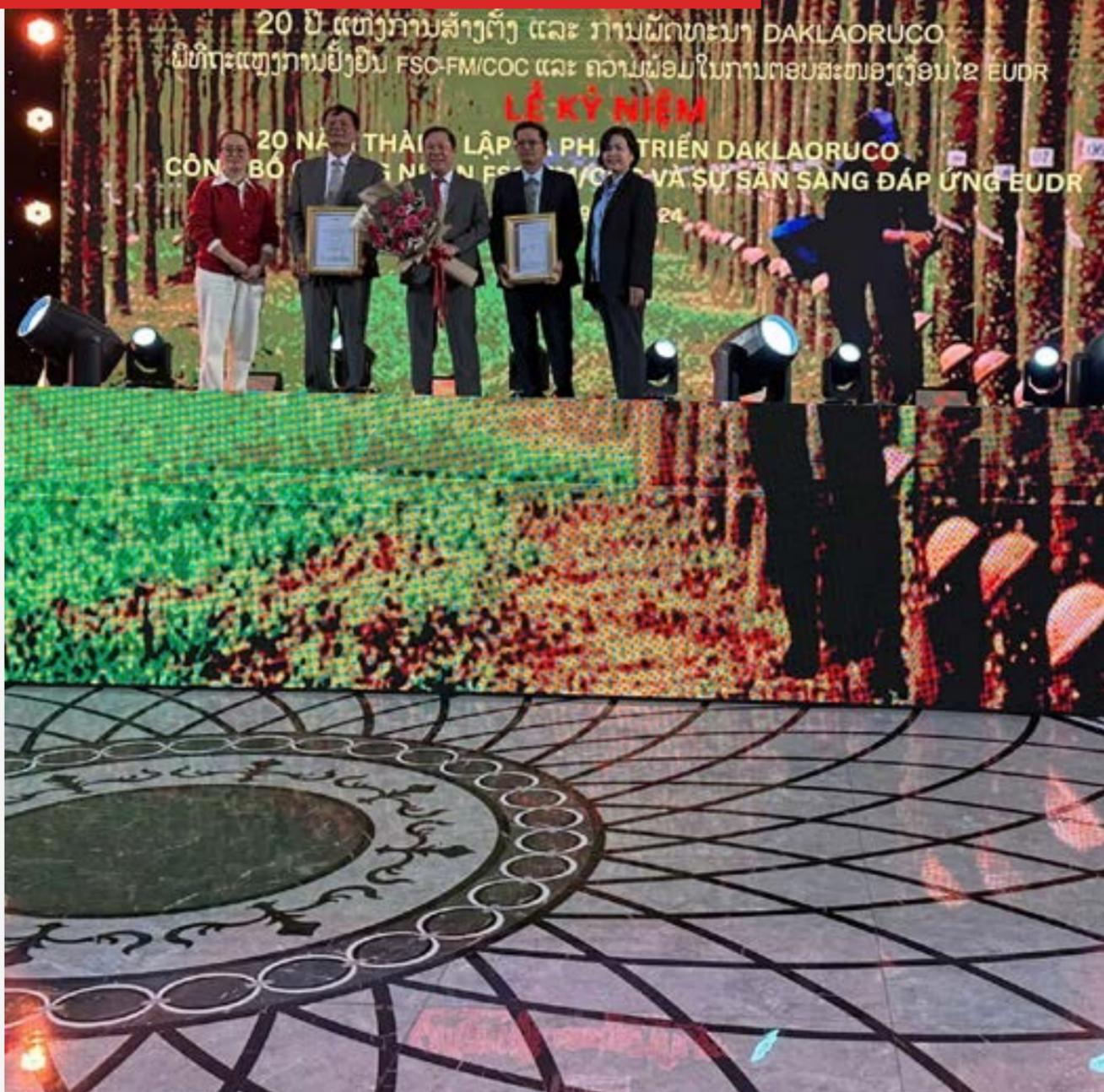


OTHER RISKS

Other risks include the political situation in Laos, economic and monetary policies in the host country, natural disasters, epidemics, etc., which are the most difficult risks to control. However, currently, the political security situation of Laos and Vietnam is considered the most stable in Southeast Asia and the world.



Opportunity



2

Report on business

Activities in the year

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PRODUCTION AND BUSINESS ACTIVITIES

Production Activities



11,116/14,000 tons

dry rubber tons

79.4%

the annual plan

In 2024, the entire Company exploited 11,116/14,000 tons of dry rubber, reaching 79.4% of the annual plan. The main reason for not fulfilling the output plan is due to:

- ▶ Unfavorable weather conditions in the early stages of the season, prolonged drought, leading to low yield of trees. Especially at Farm 3, after 29 days of exploitation, it was forced to suspend exploitation for 20 days due to drought, affecting the overall output of the Company.
- ▶ After being affected by drought, Farms 1 & 3 continued to be affected by rainy and windy weather. During the months of June, July, August, and September 2024, the weather was complex, with frequent heavy rain concentrated at the time of preparation or during rubber tapping in the units, affecting labor mobilization, heavy rain washing away latex,...
- ▶ The security situation in the Units is complicated, with increasing theft of latex, property, and social evils, and high inflation in Laos, so it does not attract Vietnamese workers and workers from other places to the project.
- ▶ The recruitment of workers is difficult, leading to a shortage of tapping labor, which constantly affects the fulfillment rate of the Company's output plan. Although the tapping absenteeism rate in 2024 has improved compared to 2023 (17.2%), it is still high at 12.86%. The overlapping tapping rate accounts for only 3.9%; the garden vacancy rate for the whole year is 12.14% (vacancy due to lack of workers is 3.17% and due to not being able to overlap is 8.97%).



153.42 tons fresh/137 tons

CASHEW NUT YIELD

111.98%

the annual plan



578.19 tons/655.54 tons

BANANA OUTPUT

88.2%

the annual plan



423.01 tons/300 tons

DURIAN OUTPUT

141%

the annual plan

Business Activities

In 2024, the company exported 10,108.24 tons of various types of rubber to customers, only reaching 72.2% of the plan assigned by the Board of Directors. The average selling price was 1,788.19 USD/ton (excluding exceptional goods), 93.53 USD/ton higher than the company's stipulated floor price. The volume decreased by 30.03%, but the revenue only decreased by 11.05% thanks to the average unit price increasing by 26.27% compared to 2023.

The export rate accounted for 68.07% of the total export volume, an increase of 10.07% compared to 2023 (export rate in 2023: 61.84%) and achieved 104.47% of the 2024 plan for the export rate (2024 plan: 65%).

Contracts signed in 2023, transferred to delivery in 2024 are: 1,559.84 tons, with an average unit price of 1,499.02 USD/ton, of which:

EXPORT

1,179.84 tons

1,516.41 USD/ton
AVERAGE UNIT PRICE

DOMESTIC

380 tons

1,445 USD/ton
AVERAGE UNIT PRICE



PRODUCTION AND BUSINESS ACTIVITIES

ANALYSIS OF THE CAUSES OF THE SHARP DECREASE IN EXPORT VOLUME

Sales volume decreased for most types of goods, only SVR CV50 increased sharply with an increase of 240% compared to 2023. The decrease in export volume comes from two main reasons:

- ▶ Demand from DRI's traditional customers decreased significantly, except for the Taiwanese market, which maintained good performance (increased by 496 tons ~ 21.29%).
- ▶ Production decreased significantly in all months of the year, losing cyclical stability, making output forecasting difficult compared to previous years. Only in August and September, due to pressure from the EUDR regulation as the effective date approached, did customer demand increase.
- ▶ Concerns about a new tariff war with Donald Trump's presidential election also caused rubber prices and demand to decline sharply in the final months of the year as manufacturers awaited specific moves from the new administration to build an appropriate strategy from 2025.

REGARDING EUDR & FSC SALES

The company has deployed EUDR sales since July 2024, and the customer's EUDR expert gave positive feedback after evaluating the EUDR implementation process at the company and the DakLaoruco factory.



Business Activities

Summary of the implementation of some key targets:

| No. | Indicator | Unit | Plan 2024 | Actual 2024 | 2024% Actual/Plan |
|----------|---------------------------------|------------------------|--------------|---------------|-------------------|
| 1 | Exploitation/Harvest | | | | |
| | + Rubber | Dry Ton | 14,000 | 11,116 | 79.4 |
| | + Cashew | Fresh Ton | 137 | 153.42 | 111.98 |
| | + Banana | Ton of Fruit | 655.54 | 578.19 | 88.2 |
| | + Durian | Ton of Fruit | 300 | 423.01 | 141.0 |
| 2 | Revenue | Billion VND | 462.5 | 494.34 | 106.88 |
| 3 | Profit Before Tax | Billion VND | 74.41 | 139.68 | 187.72 |
| 4 | Export Ratio/Total Sales | % | 65% | 68.07% | 104.72 |
| 5 | Cost of Goods Sold | Million VND/Ton | | | |
| | + Rubber | Million VND/Ton | 30.336 | 31.980 | 105.42% |
| | + Cashew | Million VND/Ton | 21.527 | 10.340 | 48.03% |
| | + Banana | Million VND/Ton | 4.352 | 4.496 | 103.31% |
| | + Durian | Million VND/Ton | 34.759 | 31.175 | 89.69% |

| No. | Indicator | Unit | Plan 2024 | Actual 2024 | 2024% Actual/Plan |
|----------|-----------------------|---------------------------------|-----------|-------------|-------------------|
| 6 | Average Income | Million VND/Person/Month | | | |
| | + Indirect | Million VND/Person/Month | 18.86 | 21.67 | 116.01% |
| | + Direct | Million VND/Person/Month | 6.02 | 5.39 | 89.58% |

The rubber and banana output targets were not met due to the following reasons:

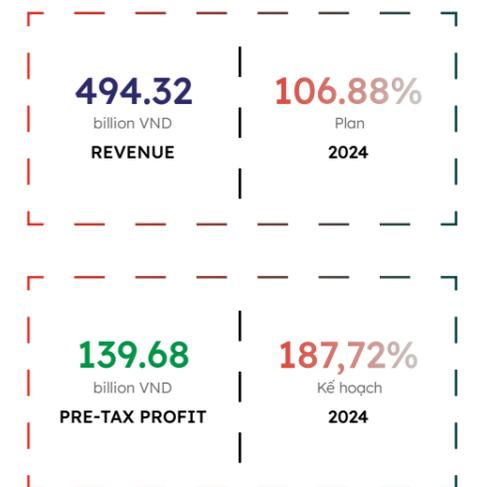
Rubber: At the beginning of the harvest season, prolonged hot weather caused some areas of Farm 1 and Farm 3 to experience leaf yellowing and falling, while labor shortages and recruitment difficulties at Farm 2 and Farm 4 affected output. Unfavorable weather conditions, with heavy rain in 6, 7, 8, and 9, affected latex harvesting. The complicated situation of latex theft was also a reason for not achieving the planned output target of DRI.

Due to a risky consumer market and low selling prices, the company reduced fertilizer costs, affecting the yield of banana trees. Proactively removing 10,849 banana trees to create growing space for durian orchards, unfavorable weather conditions causing banana breakage, and pests and diseases were also factors that reduced banana fruit output

The cashew orchard in Muong Khoong experienced rain during the flowering period, leading to a low fruit set rate

Revenue of 494.32/462.5 billion VND reached 106.88% of the annual plan. Details are as follows:

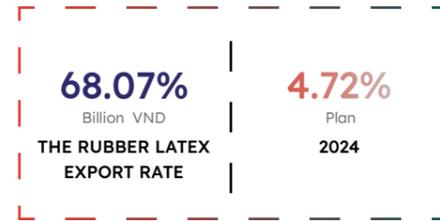
- ▶ Rubber sales revenue: 444.57/434.70 billion VND, reaching 102.27% thanks to selling prices exceeding 19.21%, although sales volume decreased by 25.3% compared to the plan.
- ▶ Cashew revenue: 3.699/2.84 billion VND reached 130.43% of the Board of Directors' revenue target thanks to both output and selling prices increasing by 12% and 15.2%, respectively.
- ▶ Durian sales revenue: 20.79/15 billion VND, reaching 138.60% of the plan due to output reaching 423 tons, exceeding 41%, and the average selling price being 98.30% of the plan.
- ▶ Fresh banana sales revenue: 2.02/1.97 billion VND, reaching 102.75% of the plan due to selling prices exceeding 16.46%, although output only reached 88.20% of the plan
- ▶ Financial revenue and other income: 23.26 billion VND reached 290.75% of the plan from loan interest, bank deposit interest, and interest on rubber sales.



PRODUCTION AND BUSINESS ACTIVITIES

Pre-tax profit in 2024: 139.68/74.41 billion VND reached 187.72% of the plan

- ▶ The reason is that the company's products benefited from high selling prices, so despite the rubber output target not being met, the pre-tax profit target still exceeded the plan by 87.72%



Revenue Structure:

| Khoản mục | Year 2023 | | Year 2024 | |
|----------------------|------------------------|-------------------|------------------------|-------------------|
| | Value (million VND) | Percentage (%) | Value (million VND) | Percentage (%) |
| Rubber | 435,779 | 96.41% | 444,566 | 89.93% |
| Cashew | 2,341 | 0.52% | 3,699 | 0.75% |
| Banana | 3,244 | 0.72% | 2,016 | 0.41% |
| Durian | 2,144 | 0.47% | 20,790 | 4.21% |
| Other | 8,520 | 1.88% | 23,256 | 4.70% |
| Total Revenue | 452,028 | 100% | 494,327 | 100% |

Operating in the main business field of rubber production, rubber accounts for the largest proportion of DRI's revenue structure at 89.93%. Cashew and fruit trees account for a small proportion of revenue in 2024, in which cashew contributed 0.75%, banana contributed 0.41% and durian 4.21%, this is the first product recorded in the Company's revenue. In 2024, the revenue structure included a contribution from financial income at a rate of 4.7%. Compared to 2023, the revenue structure of rubber in 2024 decreased because durian revenue and other revenue in 2024 increased sharply, pushing the proportion of these two revenue items higher than in 2023.

Gross Profit Structure:

| Item | Year 2023 | | Year 2024 | |
|--------|------------------------|-------------------|------------------------|-------------------|
| | Value (million VND) | Percentage (%) | Value (million VND) | Percentage (%) |
| Rubber | 159,294 | 100.00% | 176,508 | 93.11% |
| Cashew | (723) | -0.45% | 2,104 | 1.11% |
| Banana | (1,060) | -0.67% | (201) | -0.11% |
| Durian | 1,779 | 1.12% | 11,160 | 5.89% |
| | 159,290 | 100.00% | 189,579 | 100.00% |

In the gross profit structure, cashew nut profits are insignificant and banana profits are negative, so profits in 2024 are mainly from rubber and durian.

Investment and Project Implementation Status

▶ Major investments in the year:

In 2024, the Company did not make any new investments in large projects. In 2024, the Company implemented a number of agricultural and construction investment items at subsidiaries with a cost of 30,079.06/33,569.96 million VND, reaching 81.44% of the plan.

▶ Investment in Subsidiaries and Affiliates:

Dak Lak Rubber Company .Ltd (Daklaoruco)

Charter Capital: 25,000,000 USD

Capital Contribution Ratio: 100%

Address: Ban Tha Luong, Champasak Province, Lao People's Democratic Republic

Main business lines: Growing, caring for, exploiting, processing and consuming natural rubber

Currently, Daklaoruco is managing 9,276.07 ha including 8,592.3 ha of rubber; 501.8 ha of cashew, 13.35 ha of nursery, eucalyptus and acacia, 168.62 ha of vacant land with water and riparian corridors. 01 latex processing factory with a capacity of 18,000 tons/year. The orchards are growing well, the average yield in 2024 is 1.34 tons/ha, compared to 2023, a decrease of 0.29 tons/ha (2023 is 1.63 tons/ha), the reason is due to labor shortage; unfavorable weather, high number of tapping holidays and a lot of lost exploitation output.

The company's current processed rubber latex products are mainly SVR 3L, SVR 10, SVR 20, SVRCV50 and SVR CV60, good product quality, all indicators meet standards, meeting customer requirements; The product quality control laboratory is accredited to ISO/IEC 17025:2017. The management system is certified according to ISO 9001:2015.



Investment in Subsidiaries and Affiliates:

DRI High-Tech Agriculture Limited Company

Charter Capital: 31,000,000,000 VND

Capital Contribution Ratio: 83.87% equivalent to 26,000,000,000 VND;

Address: 59 Cao Thang, Buon Ma Thuot City, DakLak

Business lines: Growing, caring for, harvesting, and preliminarily processing high-quality bananas for sale to supermarkets, retail chains, and export; Growing, caring for, harvesting, and preliminarily processing high-quality fruits such as bananas, durian, etc., for sale to supermarkets, retail chains, and export; Specializing in purchasing high-quality fruits such as bananas, durian, etc., for sale to supermarkets, retail chains, and export.

In 2024, the total banana harvest was 578.19 tons, reaching 88.2% of the plan, and the durian harvest was 423.01 tons, reaching 141% of the plan.



Financial Situation

(Unit: Billion VND)

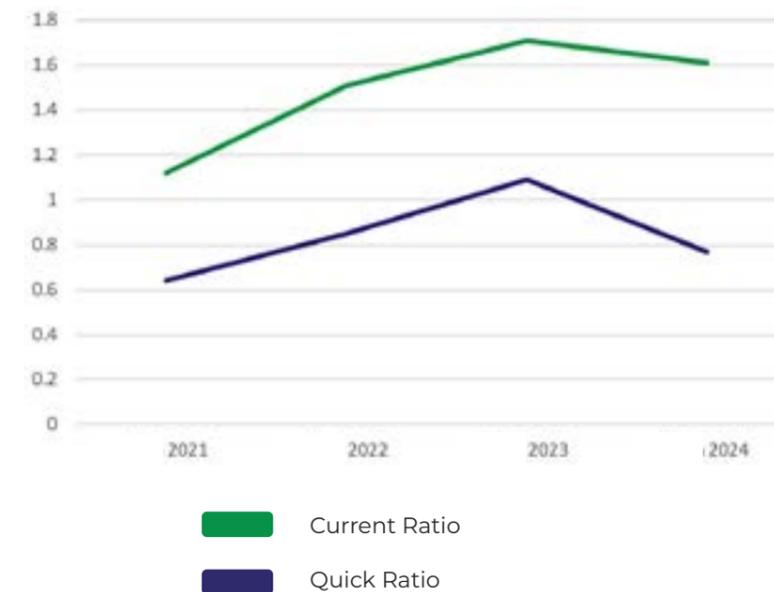
| Indicator | Year 2023 | Year 2024 | % Increase/Decrease (2024/2023) |
|----------------------------------|-----------|-----------|---------------------------------|
| Total Assets | 642.49 | 729.07 | 729.07 |
| Net Revenue | 443.51 | 471.07 | 471.07 |
| Profit from Operating Activities | 96.62 | 141.09 | 141.09 |
| Other Profit | (2.88) | (1.41) | (1.41) |
| Profit Before Tax | 93.74 | 139.68 | 139.68 |
| Profit After Tax | 73.66 | 110.40 | 110.40 |
| Expected Dividend Payout Ratio | 6.00% | 9.00% | 9.00% |

In 2024, benefiting from high rubber and durian prices, the company recorded net revenue and profit from business activities of 471.07 billion VND and 141.09 billion VND, respectively, along with a net profit of 110.40 billion VND, increasing by 106.21%, 146.02%, and 149.89%, respectively, compared to the same period in 2023.

Thus, compared to the plan of 462.50 billion VND in revenue and 74.41 billion VND in pre-tax profit, DRI achieved 106.88% of the revenue target and 187.72% of the pre-tax profit target.

Main Financial Indicators

Liquidity Ratio

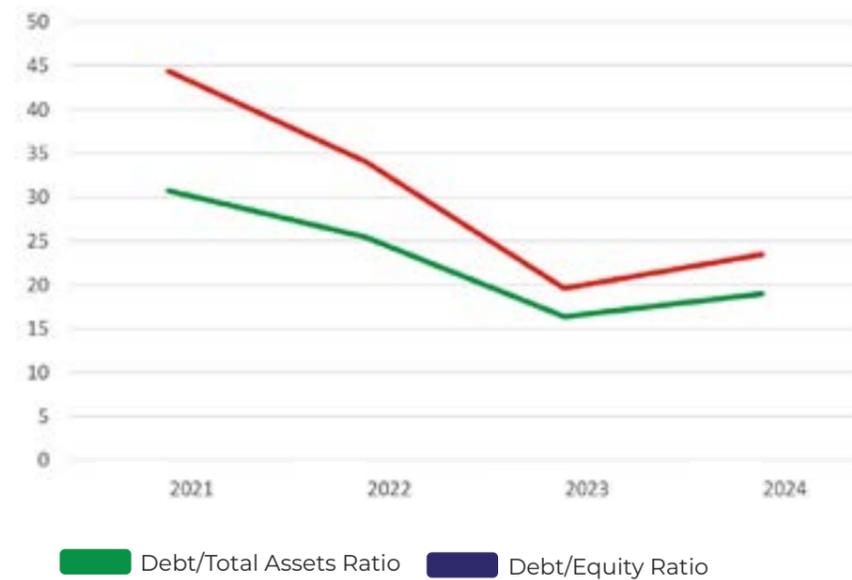


It can be seen that in 2024, DRI's liquidity ratios all decreased compared to 2023. Specifically, the current ratio decreased from 1.71 times to 1.61 times; the quick ratio also decreased from 1.09 times to 0.77 times. DRI's liquidity decreased due to the increase in short-term debt by 31.58% while short-term assets only increased by 23.68%, especially the high increase in inventory at the end of 2024 compared to the beginning of the year, with an increase of 77.36%, causing the quick ratio in 2024 to decrease by 29% compared to 2023. The increase in DRI's short-term debt is mainly due to the increase in corporate income tax payable to the State (large profit in Q4 2024), payables to employees, and customer prepayments. However, these short-term debts will decrease in January 2025 when a large amount of rubber will be delivered to customers as planned.

Main Financial Indicators

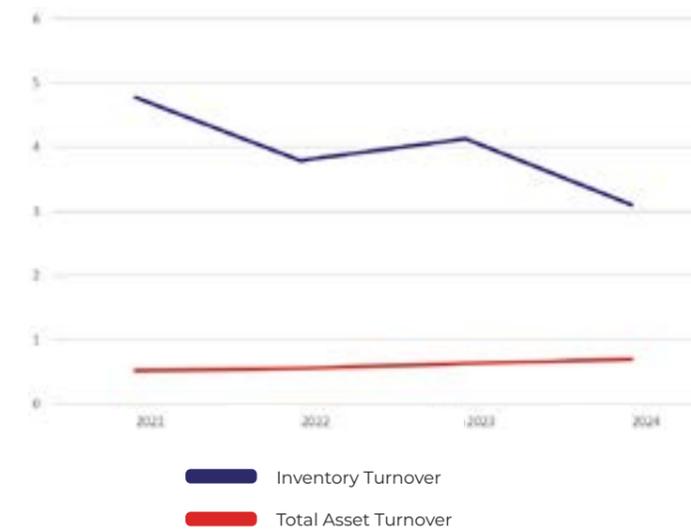
| STT | Indicator | Unit | Year 2021 | Year 2022 | Year 2023 | Year 2024 |
|----------|-------------------------------------|-------|-----------|-----------|--------------|--------------|
| 1 | Liquidity Ratio | | | | | |
| - | Current Ratio | Times | 1.12 | 1.51 | 1.71 | 1.61 |
| - | Quick Ratio | Times | 0.64 | 0.85 | 1.09 | 0.77 |
| 2 | Capital Structure Ratio | | | | | |
| - | Debt/Total Assets Ratio | % | 30.73 | 25.42 | 16.38 | 18.99 |
| - | Debt/Equity Ratio | % | 44.37 | 34.09 | 19.59 | 23.45 |
| 3 | Operating Capacity Ratio | | | | | |
| - | Inventory Turnover | Turns | 4.77 | 3.79 | 4.13 | 3.10 |
| - | Total Asset Turnover | Turns | 0.52 | 0.55 | 0.63 | 0.69 |
| 4 | Profitability Ratio | | | | | |
| - | Net Profit/Net Revenue Ratio (ROS) | % | 14.36 | 16.18 | 16.61 | 23.44 |
| - | Net Profit/Equity Ratio (ROE) | % | 11.35 | 12.53 | 13.29 | 19.58 |
| - | Net Profit/Total Assets Ratio (ROA) | % | 7.53 | 8.97 | 10.46 | 16.10 |
| - | Operating Profit/Net Revenue Ratio | % | 21.30 | 21.42 | 21.79 | 29.95 |

Capital Structure Indicators



Since 2021, the Company's capital structure indicators have tended to decrease gradually year by year, however, in 2024, they increased slightly compared to 2023. Specifically, the debt-to-total-assets ratio increased from 16.38% to 18.99%; the debt-to-equity ratio increased from 19.59% to 23.45%. The reason is that in the past year, the Company's total liabilities increased by 31.58%, while total assets only increased by 13.48% and equity only increased by 9.93% compared to 2023.

Operating Capacity Ratio



The inventory turnover ratio decreased from 4.13 times in 2023 to 3.1 times in 2024. This is due to a 77.36% increase in inventory during the year, mainly due to the increase in the cost of work in progress and finished rubber goods sold (contract signed) but not delivered until January 2025.

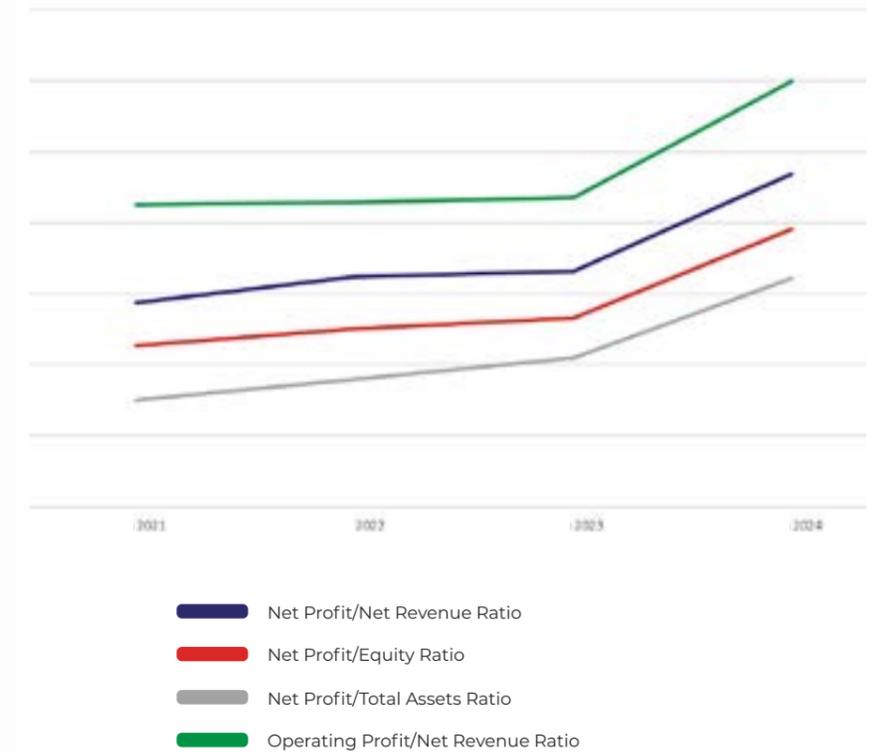
The total asset turnover ratio in 2024 increased from 0.63 times to 0.69 times compared to 2023. During the year, DRI's net revenue increased by 6.21% while average total assets decreased by 2.61%. Net revenue increased in the past year because the export and domestic prices of key commodities all increased sharply. The decrease in total assets is mainly due to the decrease in fixed assets caused by the exchange rate difference arising from the conversion of the financial statements of the subsidiary in Laos from LAK to VND.

Profitability Indicators

The Company's profitability indicators all increased compared to the previous year. The ROA and ROE ratios increased and reached 53.91% and 47.3%, respectively. Specifically, the increase in ROA and ROE compared to the previous year is due to the fact that average total assets only increased by 2.61% and average equity decreased by 1.75%, while profit after tax increased remarkably by 49.89%.

The after-tax profit/net revenue and profit from operating activities/net revenue ratios increased to 41.12% and 37.48%, respectively, where after-tax profit and profit from operating activities increased by 49.89% and 46.02%, respectively, while net revenue only increased by 6.21%.

The increased profitability ratios indicate the company has effectively managed its capital to generate profit.



SHAREHOLDER STRUCTURE AND CHANGES IN OWNER'S INVESTMENT

Shares

| | |
|------------------------------|-----------------------|
| Charter Capital | : 732,000,000,000 VND |
| Number of issued shares | : 73,200,000 shares |
| Par value | : 10,000 VND/share |
| Common shares | : 73,200,000 shares |
| Preferred shares | : 0 share |
| Number of outstanding shares | : 73,200,000 shares |
| Number of treasury shares | : 0 share |



Shareholder structure:

(Tính đến ngày: 27/11/2024)

| No. | Subject | Number of shares | Ownership/Charter Capital (%) | Number of shareholders | Org. | Ind. |
|-----|---|-------------------|-------------------------------|------------------------|-----------|--------------|
| 1 | Major shareholders (owning 5% or more of the charter capital) | | | | | |
| | - Domestic | 44,537,500 | 60.84 | 1 | 1 | - |
| | - Foreign | - | - | - | - | - |
| 2 | Other shareholders | | | | | |
| | - Domestic | 28,578,622 | 39.05 | 5,445 | 6 | 5,439 |
| | - Foreign | 83,878 | 0.11 | 25 | 1 | 24 |
| | TOTAL | 73,200,000 | 100,00 | 5,471 | 26 | 5,127 |
| | Of which: - Domestic | 73,116,122 | 99,89% | 5,446 | | |
| | - Foreign | 83,878 | 0,11% | 25 | | |

● Maximum foreign ownership ratio: 50% ● Treasury stock transactions: None

List of major shareholders

| | |
|--|---|
| Name of organization/individual | : DakLak Rubber Joint Stock Company (Dakruco) |
| Citizen Identity Card/Passport/Business Registration No. | : 6000 175 829 |
| Address | : 30 Nguyen Chi Thanh, Buon Ma Thuot City, DakLak |
| Number of shares | : 44,537,500 |
| Ratio/Charter Capital | : 60.84% |
| Number of Treasury shares | : 0 share |

Changes in owner's investment

Since 2017, the company has not had any changes in its ownership investment capital.

ORGANIZATION AND PERSONNEL

List of Board of Directors

| No. | Member | Position | Note |
|-----|-----------------------|---|---|
| 1 | Mr. Nguyen Viet Tuong | Chairman of the BOD - Non-executive Member | |
| 2 | Mr. Bui Quang Ninh* | Vice Chairman of the BOD - Non-executive Member | Temporarily suspended from the position of Vice Chairman of the BOD on April 25, 2024 |
| 3 | Mr. Nguyen Minh | Non-executive Member of the BOD | |
| 4 | Mr. Nguyen Tran Giang | Non-executive Member of the BOD | |
| 5 | Mr. Le Thanh Can | Member of the BOD and GD | |
| 6 | Mr. Tran Le | Independent Member of the BOD | Dismissed on April 25, 2024 |
| 7 | Mr. Ta Quang Tong | Independent Member of the BOD | |
| 8 | Mr. Le Dinh Huyen | Independent Member of the BOD | Appointed on April 25, 2024 |

(* Mr. Bui Quang Ninh's membership on the BOD has been suspended and his dismissal has been approved by the Board, but has not yet been submitted to the General Meeting of Shareholders.



Mr. **Nguyen Viet Tuong**
Chairman of the BOD

Date of Birth: January 01, 1965

Qualifications:

Master of Forestry
Bachelor of Industrial Economics

Experience:

He has nearly 10 years of experience in industrial crops, 15 years in public administration, having held positions such as: Secretary to the Provincial Party Committee Secretary, District Secretary, Director of the Department of Planning and Investment, Secretary of the Buon Ma Thuot City Party Committee. 9 years as Chairman of Dakruco and Chairman of the BOD of DRI.

Positions in other organizations:

Chairman of the BOD of Dak Lak Rubber Joint Stock Company (Dakruco); Chairman of Dak Lak Rubber Development Company Limited – Mondulkiri (Dakmoruco) in Cambodia; Chairman of Dak Lak Rubber Company .Ltd in Laos (Daklaoruco). Member of the BOD of Thai Duong Rubber Joint Stock Company.

Number of shares held in DRI:

+ **Personal:** 100,000 shares
+ **Representative ownership:** 44,537,500 shares
+ **Related parties:** None.



Mr. **Ta Quang Tong**
Member of the BOD

Date of Birth: August 01, 1955

Qualifications:

Bachelor of Laws

Experience:

He has more than 26 years of experience working in the Dak Lak Provincial Bar Association. He has held positions such as: Lawyer, Deputy Director, Director, Party Secretary, and from April, 2022 to present, he has been a member of the BOD of DRI.

Positions in other organizations:

Head of the Dak Lak Province Bar Association.
Head of THT Law Office, Dak Lak Province Bar Association.
Member of the BOD of Dak Lak Rubber Joint Stock Company (Dakruco).

Number of shares owned of Related parties: None

ORGANIZATION AND PERSONNEL



Mr. **Nguyen Tran Giang**
Member of the BOD

Date of Birth: 16/04/1981

Qualifications:

Bachelor of Economics, majoring in Accounting

Master of Banking and Finance

Experience:

He has 17 years of experience in accounting, having held positions such as Accountant, Head of Finance and Accounting Department, and Chief Accountant of Dak Lak Rubber Joint Stock Company (Dakruco). Currently, he is the Deputy General Director of Dakruco

Positions in other organizations:

Member of the BOD and Deputy General Director of Dakruco.

Number of shares owned of Related parties in DRI: None.



Mr. **Nguyen Minh**
Member of the BOD

Date of Birth: 25/01/1970

Qualifications:

Agricultural Engineer

Experience:

He has over 25 years of experience in the rubber industry, having held positions such as: Technical Staff, Unit Technical Manager, Director of Daklaoruco Rubber Farm, Director of 30/4 Rubber Farm Branch of Dakruco, Head of Dakruco's Technical Department, Deputy General Director of Dakruco, and currently General Director of Dakruco. He has been a member of DRI's BOD since April 2017.

Positions in other organizations:

General Director of Dakruco

Chairman of the BOD of Daknoruco Rubber Joint Stock Company

Number of shares owned of Related parties in DRI: None.



Mr. **Le Dinh Huyen**
Member of the BOD

Date of Birth: 25/01/1970

Qualifications:

Agricultural Engineer

Experience:

He has over 37 years of experience in the rubber industry, having held positions such as: Technical Staff, Unit Technical Manager, Dakruco Technical Manager, Director of the Center for Quality Management and Scientific and Technical Services, and currently, he is the Director of Dakrutech Rubber Technology Joint Stock Company. He has been a member of the DRI BOD since April 2024.

Position in other organizations:

Director of Dakrutech Rubber Technology Joint Stock Company

Member of the BOD of Dakrutech Rubber Technology Joint Stock Company

Number of shares owned in DRI:

Tran Thanh Thao Ly – His wife - **Number of shares owned:** 54 shares

List of Supervisory Board Members



Mr **Nguyen Thac Hoanh**
Head of the SB

Date of Birth: 01/12/1966

Qualifications:

Bachelor of Finance and Accounting

Experience:

He has over 28 years of experience in accounting, having held positions such as Unit Chief Accountant, Head of Labor and Salary Department at Dak Lak Rubber One Member Limited Liability Company, from June 2012 to October 2018 as State Supervisor at Dak Lak Rubber One Member Limited Liability Company (Dakruco) and from October 2010 to present as Head of the Supervisory Board of Dakruco, he has been the Head of the Supervisory Board of DRI since June 2012. He completed the professional accounting program in 2019.

Positions in other organizations:

Head of the SB of Dak Lak Rubber Joint Stock Company (Dakruco).

Head of the SB of Daknoruco Rubber Joint Stock - Company (Daknoruco).

Head of the SB of Rubber Technical Joint Stock Company (Dakrutech).

Number of shares owned of Related parties in DRI: None.



Mr. **Phan Thanh Tan**
Member of the SB

Date of Birth: 01/11/1971

Qualifications:

Bachelor of Finance and Accounting

Experience:

He has over 27 years of experience in the field of accounting, having held positions such as Chief Accountant, Supervisor at Dak Lak Rubber One Member Limited Liability Company (Dakruco), and has been a Supervisor at DRI since October 2013. He completed the professional accounting program in 2019.

Position at other organizations:

Member of the SB of Dak Lak Rubber Joint Stock Company (Dakruco).

Member of the SB of Daknoruco Rubber Joint Stock – Company (Daknoruco).

Member of the SB of Rubber Technical Joint Stock Company (Dakrutech).

Number of shares owned of Related parties in DRI: None.



Mr. **Tran Van Tinh**
Member of the SB

Date of Birth: 08/04/1982

Qualifications:

Engineer in Plant Protection

Experience:

He has over 16 years of experience in the rubber industry, having held positions from Technical - Production Staff of the Farm, Deputy Director of the Farm, Director of the Farm, Director of the Latex Processing Factory, Deputy Director of Dak Lak Rubber Company .Ltd; from September 2020 to present, he has been Head of the Technical - Production Department at DRI.

Position at other organizations: None

Number of shares owned of Related parties in DRI: None.

ORGANIZATION AND PERSONNEL

| No. | Member | Position |
|-----|-----------------------|-------------------------------|
| 1 | Mr. Nguyen Thac Hoanh | Head of the Supervisory Board |
| 2 | Mr. Phan Thanh Tan | Supervisor |
| 3 | Mr. Tran Van Tinh | Supervisor |

List of the BOD

| No. | Member | Position | Number of shares owned (Share) | Own rate |
|-----|---------------------|-------------------------|--------------------------------|----------|
| 1 | Mr. Le Thanh Can | General Director | - | - |
| 2 | Mrs. Nguyen Thi Hai | Deputy General Director | 190.000 | 0,26% |
| 3 | Mr. Le Thanh Cuong | Chief Accountant | - | - |



Mr. **Le Thanh Can**
General Director

Date of Birth: 20/08/1963

Qualifications:

Agricultural Engineer

Quá trình công tác:

He has over 33 years of experience in the rubber industry, including 27 years in management. He has held positions from Technical Staff, Head of Seed Farm, Unit Director, Head of Dakruco's Technical Department, Deputy Director, Director of Daklaoruco, Deputy General Director of DRI, and since September 2017, he has been the General Director of DRI.

Position in other organizations:

Chairman of the Members' Council of DRI High-Tech Agriculture Limited Company.

Number of shares owned of Related parties in DRI: None.



Mrs. **Nguyen Thi Hai**
Deputy General Director

Date of Birth: 18/03/1970

Qualifications:

Agricultural Engineer,
Master of Economics

Quá trình công tác:

She has 27 years of experience in the rubber industry, including 21 years in management. She has held positions from Technical Staff, ISO Secretary, Head of Information Technology Department, Deputy Head of Office, Head of Human Resources Department at Dakruco. From 2012 to present, she has been Deputy General Director of DRI, Secretary of the BOD until April 19, 2022. She was a member of the BOD of DRI from April 2017 to April 19, 2022. Currently, she is the Deputy General Director, the person in charge of corporate governance, and the authorized information disclosure officer.

Position in other organizations: None.

Number of shares owned of Related parties in DRI:

- Nguyen Thi Quy – Sister: 84 Shares.
- Le Thi Van Lien – Sister-in-law: 8 Shares.



Mr. **Le Thanh Cuong**
Chief Accountant

Date of birth: 10/05/1985

Qualifications:

Bachelor of Economics, majoring
in Accounting,
Chief Accountant Certificate.

Experience:

He has over 18 years of experience in accounting, including 17 years in the rubber industry, holding positions such as accountant, auditor at Dakruco, and from October 2013 to present, Chief Accountant of Dak Lak Rubber Investment Joint Stock Company.

Position in other organizations: None.

Number of shares owned of Related parties in DRI: None.

► **Changes in the Executive Board in 2024:** None

Number of officials and employees

| No. | CRITERIA | 2022 | 2023 | 2024 | PERCENTAGE 2024 (%) |
|------------|---------------------------------------|--------------|--------------|--------------|------------------------|
| I | By labor qualification | 2,421 | 2,423 | 2,623 | 100.00 |
| 1 | Bachelor's degree and above | 61 | 81 | 82 | 3.13 |
| 2 | College, professional secondary level | 37 | 43 | 44 | 1.68 |
| 3 | Elementary and Technical Workers | 7 | 3 | 94 | 3.58 |
| 4 | Unskilled Labor | 2,316 | 2,296 | 2,403 | 91.61 |
| II | By labor subject | 2,421 | 2,423 | 2,623 | 100.00 |
| 1 | Direct labor | 2,256 | 2,224 | 2,377 | 90.62 |
| | Vietnamese | 15 | 38 | 32 | 1.22 |
| | Laotian | 2,241 | 2,186 | 2,345 | 89.40 |
| 2 | Indirect labor | 165 | 199 | 246 | 9.38 |
| | Vietnamese | 142 | 172 | 201 | 7.66 |
| | Laotian | 23 | 27 | 45 | 1.72 |
| III | By Gender | 2,421 | 2,422 | 2,623 | 100.00 |
| 1 | Male | 1,433 | 1,438 | 1,583 | 60.35 |
| 2 | Female | 988 | 984 | 1,040 | 39.65 |

The total number of employees as of 31 December, 2024 is 2,623 people. Of which:

- Indirect labor 246 people (accounting for 9.38%), direct labor 2,377 people (accounting for 90.62%).
- Vietnamese employees 233 people (accounting for 8.88%), Lao employees 2,390 people (accounting for 91.12%).
- Employees with university degrees and higher are 82 people, all indirect labor.

In 2024, human resources work at Daklaoruco continued to face the following specific difficulties

- ▶ **Indirect labor:** 63 new employees recruited, 36 labor contracts terminated, a shortage of 14 employees compared to the established quota, equivalent to 5.7%, mainly lacking technical and security personnel.
- ▶ **Direct labor:** very large fluctuations, 2,325 new recruits while 2,181 labor contracts terminated, as of 31 December, 2024, there is still a shortage of 79 employees compared to the established quota, equivalent to 3.3%.

Average income over the years:

| Indicator | Unit | 2022 | 2023 | 2024 |
|----------------|--------------------------|-------|-------|-------|
| Indirect Labor | Million VND/person/month | 17.33 | 18.29 | 21.67 |
| Direct Labor | Million VND/person/month | 3.91 | 3.74 | 5.39 |

The shortage and large fluctuation of labor is due to increasing disciplinary dismissals for theft of the company's rubber latex, unfavorable weather leading to unstable income, and the devaluation of the Lao Kip leading to low income causing workers to leave for Thailand, etc. The company has implemented policies to support income to retain employees, build housing to recruit employees from afar to best overcome the labor shortage in production. Recruited employees are enrolled in social insurance, health insurance, and personal insurance. They are provided with labor protection equipment and annually participate in training programs on professional skills, craftsmanship, and occupational safety. Every year, the company allocates a welfare fund to organize tours for employees, periodic health check-ups, support for sickness, and organize cultural exchange, arts, and sports movements. In the context of the devaluation of the Lao Kip, the company flexibly pays salaries in USD, provides a remote allowance of 30% of salary for Vietnamese officials working in Laos, and supports fuel for technical and security staff due to the specific nature of their work. Every month, Daklaoruco provides essential goods to harvesting workers to encourage and motivate employees in production emulation, with a total of 6,204 people receiving essential goods during the year.



REPORT ON COMPANY'S ENVIRONMENTAL & SOCIAL IMPACTS

Climate change is happening rapidly and clearly, with extreme weather events increasing in 2024. Global temperatures have exceeded 1.5°C above pre-industrial levels, marking an urgent warning. Disasters such as wildfires, floods, heat waves, and storms are increasing, as warmer air holds more water vapor. Atmospheric CO2 concentrations have reached record levels, causing serious impacts on the environment and health.

COP29, held in Baku, called on countries to limit global temperature rise and achieve net-zero emissions by 2050. Vietnam supports the goal of transparent climate finance and promotes sustainable development, green transition, and clean energy use, contributing to the goal of carbon neutrality by 2050. This is a major challenge but also an opportunity for sustainable development for the country.

To adapt to the global situation, Dak Lak Rubber Investment Joint Stock Company has implemented measures to minimize environmental impacts during the cultivation and trading of industrial and agricultural crops.



Impacts on the environment

Currently, climate change is no longer a warning, but a daily perceptible reality for our people. The Earth is still on the highway to climate hell. Conversely, climate actions are slowing down. According to the United Nations Environment Programme (UNEP), 2023 was the hottest year in recorded human history, and Vietnam is one of the countries heavily affected.

Recognizing the importance of protecting the atmosphere, Vietnam is one of the first developing countries in the world to make a legally binding commitment to reduce greenhouse gas emissions, pledging to achieve net-zero emissions by 2050 at the 26th United Nations Climate Change Conference (COP26). Total direct and indirect greenhouse gas (GHG) emissions: The Company has fully complied with regulations on greenhouse gas emissions.



The Company also promotes training programs to raise awareness of environmental protection for all officials and employees.

► **Waste management:** All types of solid and liquid waste are classified and treated in accordance with regulations. Recyclable materials such as steel, plastic, and concrete are collected and reused to minimize the amount of waste going to landfills.

► **Wastewater management:** The Company has built a system to collect and treat wastewater from construction projects, ensuring no pollution to surrounding water sources.

In addition, DRI also makes a significant contribution to reducing CO₂ emissions through rubber afforestation. With 8,810 hectares of rubber forest, DRI not only exploits economically but also helps absorb a large amount of CO₂, contributing to reducing the greenhouse effect. Like other green trees, when photosynthesizing to form a ton of wood or a ton of dry rubber, rubber trees will absorb about 1.5 tons of CO₂ and release 1 ton of O₂ into the atmosphere. Therefore, the Company's business activities play an important role in carbon balancing and environmental protection.

The Company has achieved positive results in maintaining a safe and healthy working environment. Regular environmental inspection programs help detect and promptly address potential problems, while ensuring full compliance with national environmental protection standards



► **Waste management:** All types of solid and liquid waste are classified and treated in accordance with regulations. Recyclable materials such as steel, plastic, and concrete are collected and reused to minimize the amount of waste going to landfills.

► **Wastewater management:** The Company has built a system to collect and treat wastewater from construction projects, ensuring no pollution to surrounding water sources.

REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACTS

RAW MATERIAL MANAGEMENT

The company focuses on raw material management by selecting reputable suppliers, ensuring quality, and adhering to sustainable standards. The company optimizes the use of raw materials, minimizes waste, and recycles byproducts to protect the environment. Simultaneously, the company ensures the selection of sustainable materials and organizes staff training on resource management and environmental protection, contributing to sustainable development goals.

ENERGY CONSUMPTION

The company applies energy-saving technologies in production and performs regular maintenance on equipment to reduce waste. The company also encourages employees to turn off electrical equipment when not in use. These measures help the company reduce energy costs and contribute to environmental protection, aiming towards sustainable development. In addition, the company has promoted internal communication to raise awareness of environmental protection among employees. Communication programs are carried out regularly, in various and diverse forms



WATER CONSUMPTION

Joining hands with the governments of Vietnam and Laos, organizations and individuals aim to minimize negative impacts on the water environment. The company always complies with environmental protection laws, acting in accordance with the motto of protecting the living environment with the community, and encouraging employees to use water sparingly. Constructing and upgrading wastewater treatment systems ensures that wastewater always meets national standards before being discharged into the environment, while also reusing a large amount of cubic meters of water annually.

The company has consumed water efficiently and sustainably. The company applies water-saving measures in production and daily life, including the use of water-saving devices and regular leak checks to minimize waste. In addition, the company implements rainwater harvesting and reuse systems, especially in agricultural activities such as irrigation for crops, to reduce dependence on groundwater sources and optimize available resources. The company also regularly organizes training courses for employees on water conservation awareness and resource protection, ensuring that all activities contribute to sustainable development goals.

COMPLIANCE WITH ENVIRONMENTAL PROTECTION LAWS

DRI strictly and fully complies with the environmental regulations in the Environmental Protection Law 2020, No. 72/2020/QH14, ensuring no environmental violations. The company's projects and headquarters strictly adhere to legal and local regulations on environmental protection, while also carrying out waste and wastewater treatment activities.

The company regularly coordinates with relevant authorities to inspect and monitor environmental protection at the farms. All these efforts of the company aim to ensure sustainable production and business, while contributing to preserving and protecting the environment for the community and the future of the country

POLICIES RELATED TO EMPLOYEES

Total number of employees, Average salary of indirect labor:

2,623

PEOPLE
(as of 31 December, 2024)

21.67 million VND

INDIRECT LABOR/
month/person

5.39 million VND

DIRECT LABOR/
month/person

Labor policies aim to ensure the health, safety, and welfare of employees:

The company considers human resources as a valuable asset and decisive to the success of the business. With a commitment to developing a strong and committed workforce, the company not only fully complies with labor rights as prescribed by law but also focuses on the health, safety, and welfare of employees. Annually, the company organizes periodic health check-ups, purchases personal insurance for all employees, and organizes activities to care for their material and spiritual lives, such as travel programs, birthdays, and holidays.

The company also organizes recreational activities for employees' families, especially children, on occasions such as International Children's Day and Mid-Autumn Festival. In addition, the company maintains a professional, dynamic, and friendly working environment, while creating opportunities for emulation and rewarding individuals with positive contributions. The company always maintains an open dialogue with employees, ensuring timely resolution of questions and enhancing engagement in work.

Employee training activities:

The company focuses on training and improving employee skills, creating opportunities for sustainable career development. The training programs are suitable for development needs, including working skills in the agricultural environment, occupational safety, management, and personal development. In particular, the company focuses on improving communication and addressing employee concerns in Laos, thereby enhancing motivation and productivity. The company has proactively learned about the culture and customs of Lao people to create a multicultural working environment but limit disagreements in working styles.



REPORT RELATED TO RESPONSIBILITIES TO THE LOCAL COMMUNITY

In 2024, DRI implemented many actions towards the community and the environment. The company prioritized hiring local people, particularly Lao citizens, providing stable jobs for 2,623 workers. DRI also built 12 houses, 7 toilets, and 2 communal bathhouses for workers, with a total investment of 12.2 billion VND. Additionally, the company supported 640 million VND for education, transportation, and cultural programs in Laos and Vietnam.

Regarding the environment, DRI invested in a wastewater treatment system that meets standards, established an environmental management system according to ISO 14001:2015, and received certification. Moreover, the company continued to operate an energy-efficient biomass drying system, saving up to 25% of electricity.

REPORT RELATED TO GREEN CAPITAL MARKET ACTIVITIES (SSC)

DakLak Rubber Investment Joint Stock Company is committed to implementing the Green Growth Strategy through the application of green finance in all activities. With the goal of creating sustainable solutions in the agricultural sector, the company proactively researches and updates green development trends, while monitoring international policies and standards on green finance.

The company applies energy-saving technologies, environmental protection, and uses environmentally friendly materials in tree planting projects. In addition, we continuously cooperate with financial institutions, banks, and strategic partners to mobilize green capital, thereby promoting sustainable development projects, minimizing environmental impacts, and bringing long-term value to the community and society.





Steadily progress

3

REPORT OF

THE BOARD OF GENERAL DIRECTORS

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Evaluation of production and business results

Consolidated business results for 2024:

| No. | Content | Actual in 2023 | Actual in 2024 | Comparison 2024/2023 |
|-----------|--|-----------------------|------------------------|----------------------|
| 1 | Net Revenue from Sales and Service Provision | 443,718,005,470 | 471,071,619,679 | 106% |
| 2 | Cost of Goods Sold | 284,218,803,700 | 281,492,627,642 | 99% |
| 3 | Financial Activities Revenue | 17,798,917,259 | 23,205,067,083 | 130% |
| 4 | Financial Expenses | 19,260,401,577 | 6,929,393,135 | 36% |
| 5 | Selling Expenses | 34,421,706,984 | 30,531,491,942 | 89% |
| 6 | Business Management Expenses | 26,784,815,048 | 34,232,229,929 | 128% |
| 7 | Other Profit | (2,882,825,571) | (1,414,555,387) | 49% |
| * | Profit Before Tax | 93,739,049,520 | 139,676,388,727 | 149% |
| 8 | Current Corporate Income Tax Expense | 20,081,207,096 | 29,273,507,253 | 146% |
| ** | Profit After Tax | 73,657,842,424 | 110,402,881,474 | 150% |

Advantages

- ▶ The company always receives timely and close direction and guidance from the Board of Directors, especially in the implementation of the production and business plan. Supported by local authorities in the rubber plantation project area in Laos;
- ▶ Product quality is improved and trusted by customers, highly appreciated because the company constantly improves technically, in 2023 installed 01 crep rolling machine, changed oil drying technology by Biomass drying, equipped with metal detectors for both latex and scrap rubber lines. In 2022, the Vietnam Rubber Brand Certificate was granted for SVR3L, SVRCV60, and SVR10 products and continues to be maintained until now. In 2024, the Company was certified FSC-FM /CoC for rubber latex and wood products, FSC-CoC for the processing plant and the sales and trading segment of DRI;
- ▶ The Company's cash flow is better, bank loan repayment is quite good, so the financial situation has improved compared to previous years.

Difficulties

- ▶ The global economy, especially in Europe and China, is still struggling and has not fully recovered, affecting the demand for many products, including rubber.
- ▶ Laos, where DRI has invested 100% of its capital, is experiencing an economic downturn, high inflation, and rapid devaluation of the Lao currency, greatly affecting the lives and morale of employees, especially Vietnamese workers in Laos.
- ▶ Currently, Laos is applying a 10% profit repatriation fee on total repatriated profits, affecting actual profits.
- ▶ Unfavorable weather conditions have affected the yield and output of rubber, cashew, and banana products.

- ▶ There is a large fluctuation in the labor force, labor shortages continue, and recruitment has not met expectations despite the company's numerous incentive policies and recruitment measures, but both indirect and direct labor still do not meet the company's needs.
- ▶ The theft of rubber latex is complicated, affecting the company's production plan and the security situation in the area.

Operating status of subsidiaries



DAK LAK RUBBER COMPANY .LTD (DAKLAORUCO)

| No. | Content | Actual in 2023 | Actual in 2024 | Comparison 2024/2023 |
|-----------|--|-----------------------|------------------------|----------------------|
| 1 | Net Revenue from Sales and Service Provision | 353,442,508,188 | 394,157,326,247 | 112% |
| 2 | Cost of Goods Sold | 226,491,901,601 | 247,558,458,440 | 109% |
| 3 | Financial Activities Revenue | 3,412,628,277 | 7,195,640,238 | 211% |
| 4 | Financial Expenses | 29,075,596,186 | 8,481,664,998 | 29% |
| 5 | Selling Expenses | 13,214,351,634 | 10,299,361,197 | 78% |
| 6 | Business Management Expenses | 18,324,886,404 | 21,412,873,097 | 117% |
| 7 | Other Profit | 203,778,427 | (1,051,561,875) | -516% |
| * | Profit Before Tax | 69,952,179,068 | 112,549,046,878 | 161% |
| 8 | Current Corporate Income Tax Expense | 16,433,853,650 | 23,669,563,106 | 144% |
| ** | Profit After Tax | 53,518,325,418 | 88,879,483,772 | 166% |



DRI HIGH-TECH AGRICULTURAL LIMITED COMPANY

| No. | Content | Actual in 2023 | Actual in 2024 | Comparison 2024/2023 |
|-----------|--|----------------------|----------------------|----------------------|
| 1 | Net Revenue from Sales and Service Provision | 5,388,525,700 | 22,806,443,000 | 423% |
| 2 | Cost of goods sold | 4,669,437,833 | 11,847,381,189 | 254% |
| 3 | Financial activities revenue | 1,740,831 | 5,124,908 | 294% |
| 4 | Financial expenses | 220,417,361 | 603,959,230 | 274% |
| 5 | Selling expenses | 147,407,587 | | 0% |
| 6 | Enterprise management expenses | 274,391,628 | 1,522,726,205 | 555% |
| 7 | Other profit | (163,144,431) | (246,054,010) | 151% |
| * | Profit before tax | (84,532,309) | 8,591,447,274 | -10164% |
| 8 | Current corporate income tax expense | | - | |
| ** | Profit after tax | (84,532,309) | 8,591,447,274 | -10164% |

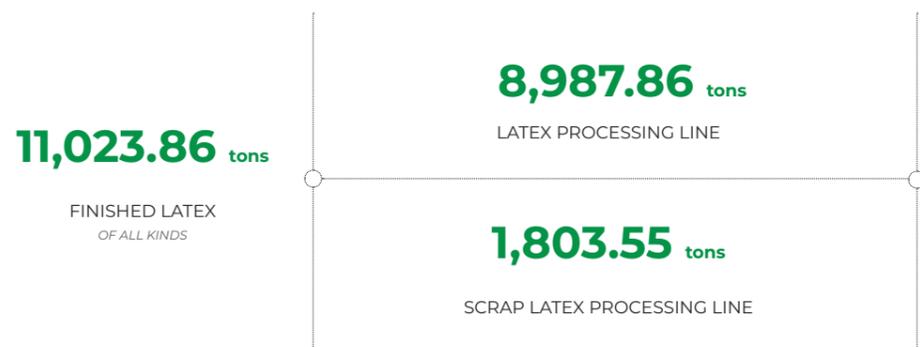
Agricultural Production

Agricultural work focuses on implementing the following items

- ▶ Commercial rubber plantations: Implementation of rain gutter installation, weed control, sprout control, fertilization, and leaning tree treatment. The quality of implementation ensures compliance with the process.
- ▶ Rubber plantations under construction: Mainly implementing fire prevention, fertilization, plowing, and sprout shaping. The quality of implementation ensures compliance with the process.
- ▶ Cashew orchards: Fertilization and pruning are carried out to ensure good growth and development of the trees.

Processing

Total processed rubber latex products in 2024:



The downgrade rate in processing accounts for **0.47%** of the total finished product, an increase of 0.08% compared to the same period in 2023



Construction and Investment

Total construction and investment in 2024 was 30,079.06 million VND, equal to 81.44% of the plan, of which:

Investment in agricultural tree plantations was 10,767.87 million VND, reaching 95.37% of the plan, of which investment in rubber was 5,185.37 million VND, equivalent to 103.82% of the plan; investment in durian was 5,582.5 million VND, reaching 88.67% of the plan.

Investment in construction projects was 19,311.19 million VND, reaching 75.31% of the plan. The low implementation rate is due to delays in the progress of some items assigned to partners (30-room worker housing), difficulties in finding partners to implement some items such as: repairing roads, bridges and culverts, latex pumping systems outside the lots..

Public health and protection activities

Product and plantation protection management at the unit is always prioritized and is a central task alongside production. The security situation at rubber farms is currently very complex, and the Company has established a Security Department specifically responsible for product protection, subsequently transferring security forces to the farms; coordinating with farms to strengthen patrols and surveillance to protect latex products and company assets.

Community health work: Continue to provide medical and first aid supplies to workers and residents around the project area.



Quality management assessment

▶ Regarding product quality

The company's products are tested by a laboratory system recognized to meet ISO/IEC 17025 standards, and the management system meets ISO 9001:2015 standards. In 2023, the Company invested in additional crepe rolling machines, replacing diesel drying technology with Biomass drying technology using agricultural waste, helping to save costs, reduce fossil energy consumption, and improve product quality. Continue to maintain the VN Rubber Brand.



In 2024, the Company received no customer complaints regarding the quality of the Company's products or services; The company researched and improved the color index of SVR3L and SVR5 products, helping to stabilize the color index and meet the requirements of demanding customers such as the US and EU.

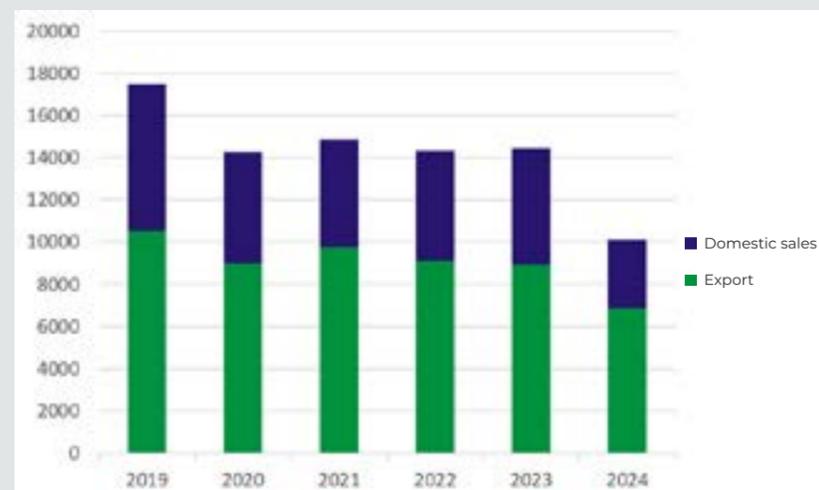
▶ Customer evaluation of the Company's product quality

In 2022, DRI was recognized by the Vietnam Rubber Association with the Rubber Brand title for 03 products: SVR3L, SVRCV60, and SVR10. To date, DRI continues to maintain the Vietnam Rubber Brand for the above products. 2024 also marks the 6th consecutive year that DRI has been ranked among the top 50 rubber exporting enterprises in Vietnam in terms of export turnover according to data from the General Department of Customs (ranked 45/50).

In 2024, DRI mainly exported to markets such as Taiwan, South Korea, India, and the US. Apart from the well-maintained Taiwanese market (an increase of 496 tons ~ an increase of 21.29%), the remaining markets all decreased sharply.

| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|
| Export | Tons | 10,536.1 | 8,974.84 | 9,737.16 | 9,132.32 | 8,933.6 | 6,880.56 |
| Domestic sales | Tons | 6,939.82 | 5,298.21 | 5,107.47 | 5,197.94 | 5,511.98 | 3,227.68 |
| Total consumption | Tons | 17,475.88 | 14,273.05 | 14,844.63 | 14,330.26 | 14,445.58 | 10,108.24 |
| Export ratio | % | 60.29 | 62.88 | 65.59 | 63.73 | 61.84 | 68.07 |

Rubber export ratios over the years



▶ Regarding varieties and plantation quality

Rubber plantations in Laos are planted with advanced, superior varieties at that time such as RRIV4, PB260,... which are varieties with high yield and output, high grafting rate and survival rate (>90%), and good growth and development,... However, due to whirlwinds, the density of tapped trees in some areas has decreased; rubber trees are twisted and tilted, affecting yield and output.

The durian orchard is planted with the Dona variety, the trees grow and develop well, in 2024 it started to be harvested and yielded, contributing to revenue and profit.



Human resources assessment

The leadership team (Board of Directors, Supervisory Board, General Management Board of DRI and Daklaoruco) are long-term officials, dedicated to the profession, and experienced. Every year, the Company focuses on training and fostering to improve the knowledge and skills of employees.

Besides strengths such as a team of employees who are mainly young and dynamic, in recent years, Daklaoruco has been facing a shortage of indirect labor with professional qualifications and experience, and the recruitment of Lao people who know Vietnamese and have expertise is still limited. Recruiting direct labor is also extremely difficult, especially at Farms 2 and 4. Currently, the Company is actively building housing for workers, continuing to improve salary and income policies, supplementing non-salary support as well as recruiting labor from areas far from the project to compensate for the aforementioned labor shortage.



Financial Situation

Assets Status

| Indicator | Unit | Year 2023 | Year 2024 | % 2024/2023 | Proportion (%) | |
|---------------------|---------------------|---------------|---------------|----------------|----------------|------------|
| | | | | | 2023 | 2024 |
| Short-term assets | Trillion VND | 180.15 | 222.81 | 123.68% | 28 | 31 |
| Long-term assets | Trillion VND | 462.35 | 506.26 | 109.50% | 72 | 69 |
| Total assets | Trillion VND | 642.49 | 729.07 | 113.48% | 100 | 100 |

Assets Status:



In 2024, both short-term and long-term assets increased, leading to a 13.48% increase in total assets compared to the previous year. Specifically: Short-term assets increased by 23.68%, mainly from inventory and other short-term assets; Long-term assets increased by 9.5%, primarily due to an increase in long-term loan receivables.

Liabilities Status

| Indicator | Unit | Year 2023 | Year 2024 | % 2024/2023 | Proportion (%) | |
|--------------------------|---------------------|---------------|---------------|----------------|----------------|---------------|
| | | | | | 2023 | 2024 |
| Short-term liabilities | Trillion VND | 105.24 | 138.48 | 131.58% | 100.00 | 30.59 |
| Long-term liabilities | Trillion VND | - | - | - | - | 69.41 |
| Total liabilities | Trillion VND | 105.24 | 138.48 | 131.58% | 100.00 | 100.00 |

Total liabilities as of 31 December, 2024 of DRI increased by 31.58%, mainly due to customers prepaying for rubber purchases in December 2024 for early delivery in January 2025; corporate income tax payable for 2024 in Laos was substantial, and payable to employees in 2024 increased significantly compared to the end of 2023.

State Budget Payment

In 2024, payments to the Lao and Vietnamese state budgets increased by 8.15 billion VND compared to 2023, equivalent to an 18.68% increase, mainly due to increased personal income tax and land rental fees. Corporate income tax payable for 2024 is 29.217 billion VND, an increase of 7.15 billion VND compared to 2023 due to a significant increase in 2024 profits; however, only 15.19 billion VND in taxes has been paid, including 12.71 billion VND in taxes payable from 2023 and 2.47 billion VND in 2024 taxes (taxes in Vietnam). The remaining corporate income tax payable for 2024, primarily from the subsidiary in Laos, is 26.57 billion VND.

| Indicators | 2023 | Vietnam | Laos | Total |
|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Import VAT | 13,533,517,535 | 15,330,272,753 | - | 15,330,272,753 |
| Domestic sales VAT | 33,837,097 | 4,800,000 | - | - |
| Excise tax | 186,232,487 | | | |
| Corporate income tax | 16,030,624,817 | 2,910,463,473 | 12,276,952,223 | 15,187,415,696 |
| Personal income tax | 6,286,768,411 | 1,883,380,688 | 8,944,494,990 | 10,827,875,678 |
| Land rental | 1,514,309,160 | 945,000 | 3,701,631,722 | 3,702,576,722 |
| Other taxes | 6,051,628,323 | 6,000,000 | 6,727,856,022 | 6,733,856,021 |
| Total | 43,636,917,830 | 20,135,861,914 | 31,650,934,957 | 51,781,996,870 |

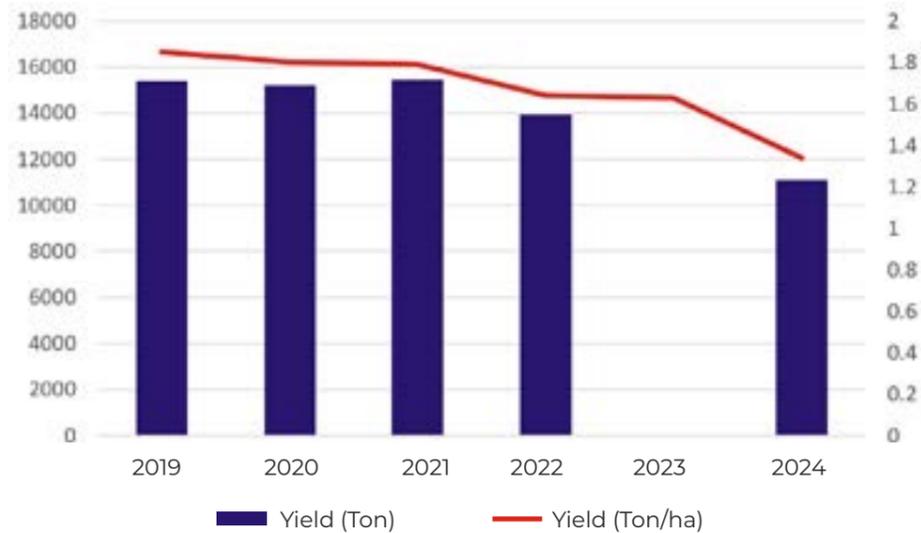


Evaluation of production and business results

Improvements in organizational structure, policies, and management

Regarding rubber plantations

Rubber plantations exhibited good growth and development, with stable high yields and good product quality meeting customer and market demands. However, due to a shortage of harvesting labor, unfavorable weather conditions, a high number of tapping rest days, and severe latex theft, the average yield decreased.



Processing and product quality enhancement

- The company has equipped an additional rolling mill at the latex processing line to optimally remove serum from the rubber, controlling the use of external coagulants, thereby stabilizing product quality, especially color indicators. Replacing diesel-based drying technology with Biomass drying technology utilizes plant waste, saves fuel, and also improves product quality.
- Both latex and scrap rubber processing lines are equipped with metal detectors to detect metal before packaging, ensuring processing safety for customers.
- The recommendations from the Vietnam Rubber Brand Assessment Team have been thoroughly addressed to enhance product quality.
- The company has 6,148.03 hectares of rubber certified with FSC-FM for wood and latex products. The Latex Processing Factory at Daklaoruco and DRI's commercial segment are FSC-FM certified, enhancing the brand image of the products and facilitating compliance with EUDR regulations when exporting to the EU.



Regarding organizational structure

- Developing, issuing, and implementing a system of processes and standards in production and processing, integrating FSC regulations and processes with ISO quality management processes, thereby enhancing management effectiveness. Production and business activities must comply with international management standards such as ISO 9001:2015, ISO/IEC 17025, ISO 14000:2015, FSC regulations, and EUDR.
- Empowering unit leaders to flexibly and promptly implement the company's plans assigned by the General Meeting of Shareholders and the Board of Directors.
- Since 2022, due to the increasing complexity of latex theft, the subsidiary in Laos (Daklaoruco) has established a specialized security department to enhance the protection of latex products in the plantations

Regarding brand promotion

- Participating in trade fairs, customer conferences organized by the Vietnam Rubber Association, working with trade counselors, and meeting with customers to promote the company's products abroad;
- Always focusing on product quality, maintaining stable quality, providing excellent after-sales service, always listening to and accompanying customers, and gradually strengthening the DRI brand in the international market;
- Implementing transparent information disclosure and fulfilling the obligations within the company's core values of Fairness, Responsibility, Transparency, and Accountability.
- Registered and certified with the "Vietnam Rubber" label since 2022 and continuing to maintain it in the following years. Currently, the "Vietnam Rubber" label has been protected in the following countries: China, India, Taiwan, Laos, and Cambodia. Through trade promotion activities of trade counselors and the Vietnam Rubber Association, Vietnamese rubber products are increasingly asserting their position in the international market, especially in protected countries with growing market share.



SWOT Analysis

Strengths

S

The financial situation is increasingly healthy, long-term debts in USD were paid in 2023, reducing pressure on debt repayment, interest expenses, and exchange rate differences. Conversely, the USD appreciation and Daklaoruco's USD revenue collection amidst the Lao kip depreciation contribute to increased revenue and profit margins at the subsidiary. In recent years, DRI has consistently generated profits, paid stable dividends to shareholders, and DRI shares have attracted increasing shareholder participation with relatively good trading volume;

The key leadership team consists of experienced and dedicated personnel with a clear vision, leading the company towards sustainable development not only in environmental and social aspects but also in financial terms, anticipating green development trends, digital transformation, and meeting customer needs;

In 2024, DRI received FSC-FM/CoC certification for rubber latex and wood, FSC-CoC for DRI's processing plant and trading segment. DRI's SVR3L, SVRCV60, and SVR10 rubber products continue to be certified with the Vietnam Rubber Label by VRA. In 2024, DRI also met EUDR regulations and has been exporting goods under these regulations to the European Union, thereby increasingly asserting the DRI product brand in the international market. Currently, the effective application of EUDR is postponed for one year, which is an opportune time for DRI to actively improve traceability software and prepare for sales to the European Union.

For six consecutive years (2019-2025), DRI has been honored among the top 50 enterprises with the highest rubber export turnover in Vietnam, according to data from the General Department of Customs;

The European Union's regulations on deforestation are a reason for the difficulty in expanding rubber acreage in the future, which is also an advantage for pure rubber companies like DRI.

In 2024, DRI's durian products entered the harvest season, supplementing the company's revenue and profits.



W

Weaknesses

Donald Trump's election as US President raised concerns about tariff policies imposed on countries with trade deficits with the US, which has a significant adverse impact on the demand outlook for natural rubber. Accordingly, this trade risk could make traders and major tire companies cautious about stockpiling inventory. Rubber consumption in 2024 declined in DRI's main markets due to low economic recovery demand, concerns about tariff policies, and the global trade war.

The labor shortage, both indirect and direct, in Daklaoruco, the negative impacts of weather, and the increasingly complex situation of latex theft are the reasons why DRI has not fulfilled its production plan for several consecutive years, affecting social security in the project area. DRI and other rubber plantation enterprises in Laos have repeatedly petitioned the governments of both countries, the Lao Rubber Association, the Vietnam Rubber Association, the Association of Investors in Laos, etc. Currently, the Lao government has provided support and is gradually resolving these issues.

Inflation in Laos remains high, affecting workers' incomes. The Company has switched to paying indirect labor in USD to mitigate losses due to currency devaluation in Laos.

The repatriation tax in Laos is too high (10% of the total repatriated profit), reducing the actual profit value and affecting profit distribution and dividend payments to shareholders.

As a characteristic of the agricultural production sector, it is highly dependent on weather and climate factors. The increasingly extreme impacts of climate change, such as thunderstorms, floods, droughts, and epidemics, have affected the productivity and health of rubber plantations. Due to the impact of storms, many plantations have to be prematurely cleared because they do not have enough tapping trees per hectare.

Rubber plantations in Laos are geographically distant, and Laos is a landlocked country, resulting in higher transportation costs compared to domestic units.

Rubber investment projects have a long payback period and are invested in difficult, remote, and border areas lacking infrastructure and social security facilities. The investment process encounters many difficulties due to differences in law, culture, and the foreign investment mechanism, which still has many shortcomings.



Opportunities



Tariff and investment attraction policies towards the US have also caused the USD to appreciate. DRI's sales are in USD, so if the cost is well managed, it will contribute to increasing DRI's revenue and profit margin. In addition, from 2024, DRI has added durian products to supplement DRI's revenue and profit.

Concerns about supply shortages as rubber harvest yields decrease and inventories dwindle, coupled with China's economic recovery thanks to strong economic support policies, will support natural rubber prices.

With the strong development of science and technology, some units are researching rubber tapping machines to help reduce costs and overcome the labor shortage in Daklaoruco.

The reuse of rubber (for roads, artificial turf in stadiums, etc.) is developing strongly and is one of the effective methods to meet the circular economy criteria, contributing to the impact on rubber consumption demand in the future.

Our country has signed many multilateral and bilateral trade agreements and has now established strategic partnerships with 17 countries, including 5 comprehensive strategic partners. This is a very good stepping stone for trade opportunities for our country, including rubber products.

The European Union Deforestation Regulation (EUDR), effective from 2024-12-31 and extended to 2026-01-01, along with the close attention and monitoring of customers and consumers, makes it difficult to increase rubber acreage in the future, presenting an opportunity for the natural rubber industry. DRI is a pure natural rubber producer, and currently, with attractive stock valuations, it presents an investment opportunity when Dakruco divests.

The Company's financial costs are decreasing, due to gradually decreasing debt, which is an opportunity to increase the Company's accumulated funds. The USD loans that will be fully repaid in 2023 will significantly reduce the negative impact from exchange rate differences.

DRI's rubber latex products are increasingly reputable in the international market, especially as the latex products are granted FSC-FM/CoC certification, which is an opportunity to expand product sales into demanding markets, increasing product value.



T

Threats

DRI's sales to the US market are not high; however, if President Donald Trump imposes import taxes on Vietnam, it will also affect the consumption of DRI's rubber products in this market. In addition, US tariff policies are also changing the global supply chain, and a global trade war may occur. However, Vietnam still benefits from the trend of supply chain diversification, and businesses themselves must be flexible in the face of new US trade policies and seek new markets.

Customers and consumers are increasingly interested in and have strict monitoring policies for products with clear origins, produced by businesses with social and environmental responsibility, etc., requiring businesses to reorient their development strategies towards sustainability. This is a challenge but also an opportunity for the Company to improve management capacity, expand customers and markets, and achieve sustainable production. Currently, 100% of DRI's commercial rubber area meets EUDR requirements (8,299.83 ha), of which 74.07% meets FSC-FM/CoC requirements (6,148.03 ha).

Climate change increases the rate of pests and diseases and causes unpredictable extreme weather events that greatly affect the yield and output of agricultural crops in general and rubber trees in particular; forcing the Company to have sustainable production solutions to participate in the global sustainable supply chain.

Limited human resources and low infrastructure in Laos are obstacles to the application of Industry 4.0 technology in corporate governance. The increasingly complex and widespread latex theft situation is a challenge for the Company in protecting products, security, and order in the project area, as well as employment and community consultation when DRI implements FSC. The Company is developing salary policies and supporting working conditions to retain and attract employees. Promoting the application of information technology in the management and administration of the Company, from the parent company to subsidiaries.

The European Union's regulations on deforestation are expected to have a long-term impact on the market, not only changing the cost structure but also potentially changing trade flows. From 2026 onwards, rubber prices are expected to increase as manufacturers are expected to factor in traceability costs and pass those costs on to consumers.

The Company's durian product harvest volume is increasing, but the consumption market is difficult, requiring the Company to research procedures and orient towards direct export of goods.



Future development plan

Based on the supply and demand situation, changes in customer needs, the Company's production capacity, as well as forecasts of upcoming domestic and international economic developments, the Board of Directors has developed business production targets for 2025 to submit to the General Meeting of Shareholders as follows:

Orientation of some basic targets for 2025

Rubber

| | |
|------------------------------|-----------------------------|
| Exploitation | : 13,500 tons of dry rubber |
| Average yield | : 1,65 tons/ha |
| Estimated consumption output | : 13,500 tons |
| Average selling price | : 1,695 USD/ton |
| Cost of goods sold | : 1,350 USD/ton (pre-tax) |
| Export ratio | : 65% of total sales |

Preliminary business results for 2025

| | |
|---|--------------------------|
| Total revenue + income | : 612,955 million VND |
| Total expenses | : 475,575 million VND |
| Consolidated pre-tax profit | : 137,378 million VND |
| Expected dividend payout ratio for 2025 | : 9% of charter capital. |

- Invest in planting 30.48 ha of durian and replanting 94.55 ha of rubber in Daklaoruco.

Solutions to complete the plan

- Technical and production organization solutions: Implement well and synchronously technical solutions for exploitation and processing. Organize rubber tapping well, recruit and arrange labor reasonably, focus on equipping exploitation materials and fertilizers right from the beginning of the tapping season. Carry out care steps according to the technical process, ensuring good growth and development of the garden. Improve the quality of processed rubber products. Strengthen the direction of garden, product, and material protection.
- Financial solutions: Effectively control costs and production costs to ensure business efficiency according to the Resolution of the General Meeting of Shareholders and the Board of Directors. Structure capital sources and implement financial solutions to reduce financial costs and limit the impact of exchange rate differences.
- Import-export business solutions: Continue to maintain relationships with traditional customers and actively expand and exploit new markets. Monitor market price movements to have a reasonable sales strategy, bringing high business efficiency. Assign Daklaoruco to pilot the purchase of raw rubber materials for processing SRV 10, 20 rubber: about 1,000 tons, to gradually compensate for the shortage of output when the garden enters the liquidation process.

Cashew

| | |
|-----------------------|--------------------------|
| Yield | : 40 tons of fresh fruit |
| Average selling price | : 800 USD/ton |
| Cost of goods sold | : 451 USD/ton |

Durian

| | |
|-----------------------|--------------------|
| Yield | : 640 tấn quả tươi |
| Average selling price | : 50,055 VND/kg |
| Cost of goods sold | : 30,596 VND/kg |

- Maintain FSC-FM certification for rubber plantations in Laos, FSC-CoC certification for processing plants, trading and sales segments at DRI; Vietnamese rubber brand; Actively improve garden management software, traceability, ready to meet EUDR requirements when exporting to the European Union.
- Deploy the investment of 30.48 ha of durian and replant 95 ha of rubber in Daklaoruco, ensuring quality.
- Direct DRI High-Tech Agriculture Limited Company to intensively cultivate, care for, and prevent pests and diseases in the garden to achieve efficiency for durian gardens during harvest.
- Call for investment in a wood processing plant or energy pellets factory in Daklaoruco to consume liquidated rubber wood products.
- Deploy information technology applications in management and administration of the Company from the parent company to subsidiaries.

The Board of General Directors' explanation for the audit opinion

Auditor's opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of 31 December, 2024, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Accounting Regime for Enterprises, and relevant legal regulations on the preparation and presentation of consolidated financial statements.

DRI's explanation: No comments.

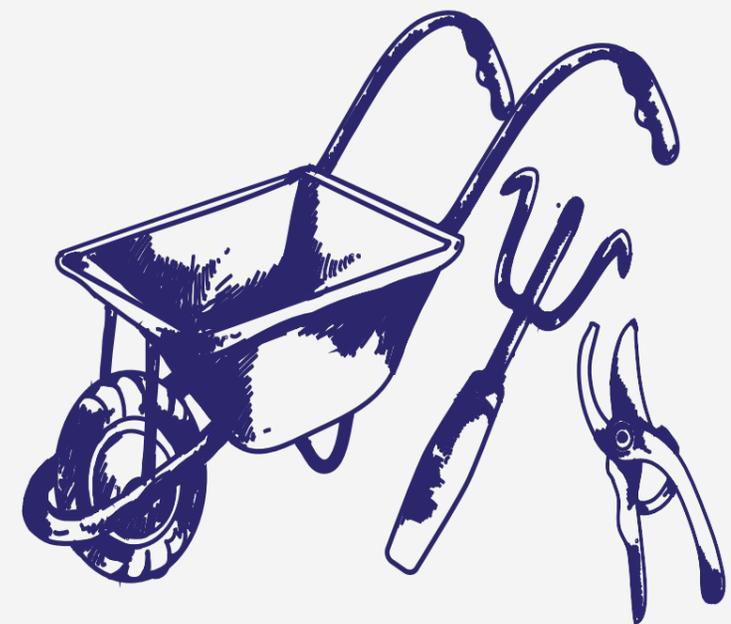




4

BOARD OF DIRECTORS' **ASSESSMENT REPORT**

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BOD'S ASSESSMENT OF THE WORLD RUBBER MARKET

2024 marked a year of proactive and flexible macroeconomic policy management by the Government. Core inflation was controlled, production recovered impressively, foreign investment improved, and export turnover reached a new historical milestone. Economic growth for the whole year 2024 reached 7.09% - a bright spot for economic growth in the region and the world. Accordingly, 2024 was also a good year for Vietnam's rubber exports with a volume of about 2 million tons of latex, worth 3.4 billion USD; down 6.2% in volume, but up 18.2% in value compared to 2023.

In 2025, with President Donald Trump's unpredictable tariff policies, most recently the US imposing a 25% import tax on goods from Canada and Mexico and an additional 10% on goods from China from March 04, 2025, it is expected that this will not disrupt consumption demand but only affect the supply chain; it is forecasted that a global trade war may occur, impacting the global supply chain, inflation may return, and the prices of input materials for production

will likely increase. Tire production activities in China are still likely to grow, less affected as the US is not a key export market. According to the International Trade Center data on China's tire export output to global markets, the export market share to the US market has decreased sharply from 15% in 2018 to only 3.6% in 2024. On the other hand, the shift of tire production to potential markets, including Vietnam, will increase domestic consumption demand.

The decline in supply as rubber acreage shrinks due to deforestation policies and unfavorable weather conditions will support rubber prices in 2025-2026 and possibly for many years to come.

MACROECONOMIC ENVIRONMENT AND THE EFFECTIVENESS OF POLICIES AFFECTING THE RUBBER MARKET

Our country's economy is deeply integrated into the world economy and is strongly affected by external fluctuations. In 2025, the world economy is forecast to have many unstable and unpredictable factors, so Vietnam's economy in 2025 will have both favorable and difficult contexts, but difficulties and challenges will be greater.

Entering 2025 with the spirit of determination for reform, breakthrough, and innovation. The Government continues to urgently implement the arrangement and streamlining of the apparatus, build and operate an effective and efficient state administration; remove policies, promote the development of the private economic sector, promote public investment as well as credit growth to leverage economic growth with a minimum of 8% according to the National Assembly's target.

2025 is projected to be another successful year for the Vietnamese rubber industry due to a global rubber shortage and sustained high rubber prices. Furthermore, the industry continuously seeks sustainable growth opportunities, with

export values expected to rise further thanks to international economic factors and Vietnam's domestic policies.

The Vietnam Rubber Association (VRA) is promoting the certification of the Vietnam Rubber trademark. This is a necessary step alongside improving rubber cultivation and processing quality to build the Vietnamese rubber brand.

The European Union Deforestation Regulation (EUDR), effective from January 01, 2026, and countries' tightening commitments and regulations to promote sustainable development will impact the global rubber supply chain.

Businesses and individuals are also actively changing production models and methods by applying science and technology and meeting stricter market standards such as ISO, FSC, PEFC, and EUDR.



BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S ACTIVITIES

On the implementation of key production and business target

Assessment of the implementation of key targets in 2024:

In 2024, impacted by labor shortages, rubber latex theft, and unfavorable weather, DRI continued to fall short of its production target (achieving 79.4% of the target); however, both revenue and pre-tax profit exceeded the plan due to the company's products benefiting from increased selling prices. Despite not meeting the rubber production target, revenue exceeded the plan by 6.82%, and pre-tax profit surpassed the plan by 87.72%. The export target exceeded the plan by 4.72%.

Assessment of the implementation of 2025 targets:

In 2025, rubber latex theft and labor shortages remain significant challenges for DRI. In addition to addressing labor shortages, DRI is determined to minimize rubber latex theft.

Unfavorable factors such as continued inflation, the devaluation of the Lao Kip affecting workers' incomes, and high repatriation tax (10%) eroding actual profits when transferring profits from Daklaoruco to the parent company DRI, along with erratic weather, will significantly impact agricultural activities.

In 2025, with a positive outlook for rubber consumption and prices, along with effective cost management, DRI has also gained an advantage by achieving FSC certification for its latex and rubberwood products, processing, and sales, coupled with its readiness to meet EUDR requirements for exports to the European Union, promising continued strong revenue and profit growth for DRI in 2025.



Regarding environmental and social responsibility

In 2024, DRI commissioned an assessment and received ISO 14001 - 2015 certification for its wastewater treatment system at the processing plant.

Focus on reusing input materials and limiting the use of fossil fuels by replacing diesel technology with technology using heat from burning branches, wood chips from plantations, and rubber gardens, contributing to a circular economy.

Limit the use of chemicals harmful to the environment, improve the latex collection process outside the rubber plantation to collect solid waste from the coating of latex containers of workers. Take care of the lives of workers such as building houses, supporting essential goods, supporting the community, through investing in the transportation system, supporting school construction, etc.



Regarding the activities of the Board of Directors

The activities of the Board of Directors comply with the provisions of the Law, the charter, and the company's internal management regulations; has managed the Company to complete the main targets and tasks assigned by the General Meeting of Shareholders and the Board of Directors to the best extent possible; regularly consults the Board of Directors on policy matters beyond its authority, advises the Board of Directors on solutions that contribute to the overall development of the Company.



PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS IN 2025

Orientation of the Board of Directors

- Direct Daklaoruco to find solutions and policies for recruitment and retention of labor, minimizing the rate of vacant gardens; DRI supports Daklaoruco to continue recruiting indirect labor; at the same time, directs the implementation of measures to protect products, ensuring the completion of the output plan assigned by DRI.
- Closely direct the Executive Board to organize production, fulfill the targets assigned by the General Meeting of Shareholders, create accumulated profits, and ensure sustainable financial resources for the Company. Maintain stable dividend payments to shareholders;
- Steadfast in the goal of sustainable development, economic development based on responsibility to the environment and society, targeting reputable markets such as the US, EU, Korea, Taiwan... with a stable export rate of 65% of the total annual rubber consumption. Increase marketing of FSC FM/CoC certified products, complete the tree management software including the sales subsystem according to EUDR regulations.
- Constantly approach and learn effective management and processing methods, maintain FSC, ISO 9001:2015, ISO 14000:2015, ISO/IEC 17025 certifications, Vietnam Rubber Label, consolidate customer confidence in product quality;
- Implement the Plan for liquidation of inefficient rubber plantations at Daklaoruco, according to the Plan approved by the 2021 Annual General Meeting of Shareholders and the 2024 Annual General Meeting of Shareholders approved the change in area and roadmap for liquidation of replanted gardens at Daklaoruco, on the basis of flexibility, suitable to the Company's financial situation in each period, with a plan to prepare capital for effective replanting.
- Direct Daklaoruco to continue purchasing raw latex to process SVR10, 20 products to compensate for the shortage of processed latex due to the liquidation of gardens according to the roadmap, in 2025 the purchase volume is 1,000 tons.
- Direct the representative of DRI's capital contribution at DRI High-Tech Agriculture Co., Ltd. to take good care of the durian garden, ensuring that the harvest meets and exceeds the plan assigned by the General Meeting of Shareholders.
- Improve salary policies and support essential goods for employees at Daklaoruco, to retain and recruit stable employees.
- Call for investors to invest in wood processing or energy pellet factories at Daklaoruco, to consume liquidated rubber wood according to the roadmap approved by the General Meeting of Shareholders.
- Apply information technology in corporate management and administration.
- Research procedures for exporting durian to create initiative in goods consumption.



Future development plan

- Maintain the International Forest Stewardship Council (FSC) Forest Management/Chain of Custody (FM/CoC) certification for rubber wood and latex at DakLakRubberCompany.Ltd, Champasak Province, Lao PDR, under DRI and FSC CoC commercial for DRI; ISO certifications such as ISO 9001:2015, ISO 14000:2015, ISO/IEC 17025, Vietnam Rubber Label Certification for finished latex products SVR 3L, SVR CV60, SVR 10. Ready to meet EUDR requirements. Research and implement carbon credits for rubber plantations in Laos and exchange carbon credits for units in need.
- Continue to improve product quality, designs, packaging, strengthen product advertising and marketing to meet FSC standards; gradually build a reputable DRI brand in the global market;
- Research and produce more high-value-added products such as CV, SVR10 with new technology to create a proactive position, when the market needs any item, DRI is always in a proactive position to produce and consume;
- Focus on training, improving the quality of the cadre team, especially management cadres, planning to recruit and train indirect Lao workers to gradually replace Vietnamese people working in Laos;
- Annually, from the profits, allocate funds, including development investment funds, to ensure DRI's rubber replanting plan later and maintain stable dividend payments to shareholders;
- Implement the plan to exploit, liquidate, and replant inefficient rubber plantations, in accordance with the land lease agreement with the Lao Government. Orient to call for investment to build a wood processing workshop; or processing energy pellets at Daklaoruco to take advantage of rubber trees during the liquidation period, if highly effective.
- Complete application software in the management and administration of the Company, including subsidiaries.

Implementation measures

- Pay attention to and timely support the Executive Board in directing production, the Board of Directors agrees on a mechanism to authorize the Chairman of the Board of Directors, General Director according to the scope of authorization to make timely decisions in sales and production direction, then report to the Board of Directors for approval, thereby helping the operation to be smooth or organize to get the opinion of the Board of Directors if deemed necessary, to promptly direct. Direct the assessment of the current situation of production and business in the context of the world economy with many unpredictable fluctuations, especially during the term of President Donald Trump, the complicated geopolitical situation; unpredictable climate change, to have appropriate policies, build economic - technical norms, improve production and business processes, to reduce production costs; strengthen marketing of FSC-FM/CoC standard products, maintain the "Vietnam Rubber" label; prepare conditions to meet EUDR, find partners to consume liquidated rubber wood, find drastic solutions to ensure a stable labor source and sharply reduce latex theft at Daklaoruco. Research and deploy carbon credits for rubber plantations in Laos.
- Focus on human resource development, training and reasonable arrangement of cadres, especially the team of leading and managing cadres at Daklaoruco, with qualifications, capacity, and enthusiasm; recruit enough and qualified exploitation workers, associated with improving salary policies, treatment regimes, and support for employees; well organize production and business activities, and successfully complete the targets assigned by the General Meeting of Shareholders.
- The Board of Directors closely directed the production and business situation, implemented cost-saving measures, and managed product costs well; oriented major issues for the Executive Board to operate flexibly and effectively.
- Directed DRI High-Tech Agriculture Limited Company to focus on taking care of durian gardens to ensure the highest possible business efficiency, focusing on finding customers to consume durian and aiming to organize direct exports.
- Directed Daklaoruco to pilot the purchase of raw latex to process SVR10 and 20 products, aiming to offset output when liquidating rubber gardens.



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Sustainability Report

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Enterprise's Sustainable Development Goals

Economic efficiency - Environmental protection - Social responsibility, specifically ensuring the harmony of interests of stakeholders, including:

Businesses

Effective production and business.

Customers

Comply with commitments, provide customers with stable and diverse quality products, and provide good after-sales service.

Investors

Use assets and resources effectively, provide timely and accurate information. Ensure shareholder benefits.

Employees

Have opportunities for training, career development, freedom to join associations and organizations permitted by the state, receive full and timely salaries, and enjoy other benefits.

Suppliers

Fair agreements, aiming to select suppliers with the same sustainable development orientation to build a comprehensive sustainable development supply chain.

Environment, society, community

Use resources effectively, implement good social security, regularly consult the community on related issues, and support the community.

State management agencies

Comply with the law, fulfill tax obligations, and provide complete and timely information as required.

Principles of sustainable development governance

Responsibility

Comply with the laws of Vietnam and the countries where DRI invests, recognize the rights of stakeholders as prescribed by law.

Accountability

Ensure strategic planning for the Company, effectively supervise the activities of the Board of Directors, and ensure the accountability of the Board of Directors to shareholders and stakeholders.

Sustainability

Ensures sustainable benefits for stakeholders, ensure harmony between company development and socio-economic and environmental development.

Fairness

Treat all shareholders fairly, including minority shareholders.

Transparency

Ensure the disclosure of information related to the business as prescribed, timely and accurately. In addition to disclosing information according to Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance, DRI also proactively discloses information related to the Company's activities monthly for investors to know.

In 2020, the Company's Board of Directors issued regulations on selecting contractors for procurement in production and business activities and maintaining regular operations of DRI and its subsidiaries; in 2024, the Company reviewed and amended the regulations to comply with the newly issued Bidding Law No. 22/2023/QH15; thereby ensuring the Company's operations are increasingly transparent and efficient.

In 2021, the Company completed the compilation of the Charter, Internal Regulations on Corporate Governance, Regulations on the operation of the Board of Directors, Board of Supervisors, in accordance with the 2020 Enterprise Law and the 2019 Securities Law to submit to the General Meeting of Shareholders for approval, and the Board of Directors also issued regulations to comply with the Charter, Internal Governance Regulations and other applicable legal documents such as: Financial Management Regulations, Information Disclosure Regulations, Regulations on appointing representatives of DRI's capital in other enterprises; Regulations on selecting contractors for procurement of goods, equipment and supplies...;

The charter and internal regulations are constantly updated and improved to comply with legal provisions and the Company's development orientation, ensuring validity and effectiveness.



Short-term, medium-term, and long-term sustainable development strategies

SHORT-TERM

- Deploy orchard management software including data traceability subsystem according to EUDR regulations.
- Implement digital transformation in management to enhance the efficiency and effectiveness of corporate governance, initially applying ioffice document management software throughout the Company; change the Company's website interface.
- Continuously improve and perfect criteria, maintain certifications including: Vietnam Rubber Label for SVR3L, SVRCV60, SVR10 rubber products; FSC-FM/CoC for latex and rubber wood products, FSC-CoC for DRI's processing plant and trading segment, ISO 9001:2015, ISO 14000:2015, ISO/IEC 17025 certification.
- Enhance marketing of FSC-FM/CoC certified products while implementing the FSC labeling and trademark usage process as regulated. Promote trade promotion of FSC-FM/CoC certified latex products.
- Implement the Rubber Replanting Project, planting 94.55 hectares in 2025.
- Implement the Durian Planting Project, planting 30.48 hectares in 2025.

MID AND LONG-TERM

- Continue to maintain FSC - FM/CoC Certifications for rubber plantations, processing plants and DRI's trading segment, certification of management systems according to ISO 9000, Environmental Management System according to ISO 14000, Vietnam Rubber Label for SVR3L, SVRCV60, SVR10 rubber products.
- Ready to meet EUDR regulations when exporting goods to the European Union.
- Research and deploy carbon credits for rubber plantations in Laos and implement carbon credit trading, aiming to contribute to the United Nations' net-zero emissions target..
- Implement the phase 2 Rubber Replanting Project from 2025-2032, with 4,081.64 hectares in Daklaoruco effectively, meeting sustainable criteria.
- Implement the project to plant 238.93 hectares of Durian from 2025-2031 in Daklaoruco.

Methods for obtaining and recording feedback from stakeholders

SHAREHOLDERS/INVESTORS

Direct meetings, through the General Meeting of Shareholders, fanpage, and website.

EMPLOYEES

Direct meetings, employee conferences, training programs, trade union organizations, and hotline numbers.

CUSTOMERS

Through the sales team, direct customer meetings, online exchanges, annual customer meetings organized by the Rubber Association, or domestic and international trade promotion conferences and fairs.

PARTNERS/SUPPLIERS

Direct meetings.

COMMUNITY

Village head, participation in community meetings, community consultations, and publicizing hotline numbers.

REGULATORY AGENCIES

Through meetings organized by the Government, Ministries, Departments, Lao Rubber Association, Vietnam Rubber Association, Vietnam Fruit Association, information exchange through written documents, etc.

Specific actions

| Stakeholders | Content | DRI's actions in 2024 | Results |
|------------------------|---|--|---|
| SHAREHOLDERS/INVESTORS | Sustainable business growth, effective | Good cost management, flexible in production and business administration, improve technical processes, reuse water in processing, gradually replace the use of wooden pallets with plastic pallets, iron pallets, convert latex drying techniques using diesel oil with Biomass technology by utilizing plant waste to reduce the use of fossil energy, suitable for the circular economy. | Rubber output only reached 79.4% of the plan, but revenue exceeded the plan by 6.88%, profit exceeded the plan by 87.72%. |
| | | Have policies to support workers' income, build houses for workers living far away to retain and attract labor. | Using Biomass drying technology helps save 20% fuel. |
| | | Invest in reasonable intensive farming, from 2024 the Company does not use prohibited chemicals according to FSC and local regulations. | Annually implement the construction of housing for workers living far away. |
| | | Maintain a stable export rate of about 65% of total sales. | Have complied with the use of chemicals according to FSC regulations. The export rate in 2024 reached 68.07%. |
| | Equal treatment and ensuring shareholder rights. | Information about the general meeting of shareholders, resolutions of the Board of Directors, and the company's business situation are publicly disclosed to all shareholders. | Provide information on the Company's activities monthly; Implement information disclosure in accordance with regulations. |
| | | Shareholders' recommendations are received and responded to promptly at the General Meeting of Shareholders or answered in writing/email when shareholders send recommendations to the Company. | During the year, there were no shareholder complaints regarding shareholder rights or inquiries requiring clarification about the Company's production and business activities. |
| | Compliance with laws and transparent information. | Production and business activities comply with the law. | In 2024, the Company did not violate any regulations related to information disclosure laws. |
| | | Ensure compliance with information disclosure regulations and maintain information disclosure according to regulations. | |

| Stakeholders | Content | DRI's actions in 2024 | Results | |
|--------------|---|--|--|--|
| CUSTOMERS | | Upgrade and improve the website to make it easier for shareholders to access and search for information when needed. | Applying 4.0 technology in management, issuing regulations on organizing the Annual General Meeting of Shareholders online, improving the method of voting and vote counting online on web software to reduce costs for the business, convenient for shareholders, further improving the form of sending notices and obtaining shareholder opinions via email and the Company's website. | |
| | Stable product quality, meeting customer needs. | Continuously improve product quality, designs, and packaging, reduce customer complaints about the Company's products and services. | During the year, there were no customer complaints about the Company's products and services. | |
| | Increase export targets. | Ensure stable product quality and safety for customers. | Equip metal detectors for both latex and scrap rubber lines; Annually maintain machinery and equipment and equip devices to ensure stable product quality. Annually participate in meetings and exchanges with customers organized by VRA. | |
| | Continuously expand the market. | Actively prepare conditions to adapt to EUDR regulations. Strive to achieve FSC-FM/CoC certification for rubber and wood products, FSC-CoC for processing plants and DRI's commercial segment. | Exported 420 tons according to EUDR regulations from July to October 2024. Obtained FSC-CoC certification for the processing plant in Laos in August 2024, FSC-CoC for DRI's sales and trading segment in October 2024, and FSC-FM/CoC for rubber and wood products in November 2024 and exported 80 tons of FSC-FM/CoC certified products. | |
| | EMPLOYEES | Dynamic and professional working environment. | Delegation of authority and responsibility to employees. | Implemented the Company's internal regulations and rules, ensuring clear delegation of authority within the system. |
| | | Opportunities for training and career development. | Participate in training courses to improve knowledge and work skills. | In 2024, the Company trained 2,549 people in team management, executive management, rubber technical intermediate level, rubber tapping skills, fire prevention and fighting, FSC awareness, GIS map building, International Financial Reporting Standards, etc. |
| | | Regularly recruit professional staff, with a focus on Laotian personnel. | | Average income for indirect labor is 21.67 million VND/person/month, reaching 116.01% of the plan and increasing 18.49% compared to 2023; direct labor is 5.39 million VND/person/month, reaching 89.58% of the plan and increasing 44.17% compared to 2023 (low direct labor wages are due to unexploited output reaching the plan and the currency conversion from KIP to VND depreciating). |

SUSTAINABLE DEVELOPMENT GOALS

| Stakeholders | Content | DRI's actions in 2024 | Results |
|--|--|---|--|
| | Good remuneration. | Ensure salary, bonus, and other insurance regimes; support employee income in the context of the Laotian currency continuously depreciating due to inflation. | All employees are fully covered by social insurance, health insurance, and the Company has a policy of deducting from the welfare fund to purchase unemployment insurance for employees with a working period of 1 year or more. |
| COMMUNITY | Supporting community livelihoods; Participating in contributing to the construction of local socio-economic infrastructure | Prioritize recruiting local people in the project area to create stable and long-term livelihoods for residents. | Creating stable jobs for 2,623 workers, including 2,390 Lao workers. |
| | | Building houses for workers living far away. | In 2024, 12 new worker houses, 7 toilets, and 2 collective dining halls were built with a budget of 12.2 billion VND, basically meeting housing needs. |
| | | Supporting localities in constructing works related to education, transportation, and local cultural activities, etc. | In 2024, the company supported localities in Laos and Vietnam with more than 640 million VND. |
| | Responsible business production and environmental protection. | Investing in a wastewater treatment system at the processing plant. | The company invests in a wastewater treatment system, ensuring that wastewater meets standards when discharged into the environment. |
| Building an environmental management system that meets ISO 14.001-2015 standards. Continuing to operate the rubber latex drying system using Biomass technology, saving 25% of costs. | | Has been granted an environmental management system certificate according to ISO 14.001:2015. | |
| PARTNER/SUPPLIER | Fair treatment. Clear evaluation criteria. | Develop supplier evaluation standards, transparently and publicly. | Suppliers continue to accompany the company. |
| | Respect commitments. | Implement the contract commitments properly. | Maintain the natural rubber export market at 65%. Focus on expanding market share in markets with good and stable prices such as the US, EU, and Taiwan. Markets are registered for protection of the Vietnamese Rubber Brand. |
| | | The Board of Directors has issued internal regulations on the selection of contractors for procurement in production and business activities and the maintenance of regular operations of DRI and its subsidiaries. | The whole system implements these regulations well. |
| MANAGEMENT AGENCY | Comply with the law in production and business. | | Not penalized for violating the law. |
| | Fully fulfill tax obligations to the state budget. | | In 2024, paid to the state budget of Vietnam and Laos 51.78 billion VND, an increase of 33.66% compared to 2023 (in 2023, paid 38.74 billion VND). |

Sustainable development aims to approach the UN's Sustainable Development Goals

SUSTAINABLE DEVELOPMENT CONTENTS ACCORDING TO THE 17 UN CRITERIA (BY 2030).

| 17 UN Criteria | DRI's actions | Achieved results |
|--|--|--|
| <p>1. Poverty eradication <i>(End poverty in all its forms everywhere)</i></p> | <ul style="list-style-type: none"> - Prioritize recruiting workers in the project area. - Create livelihoods and stable income for people in the area. - Contribute to changing lifestyles from dependence on forests, growing short-term industrial crops to becoming rubber workers. | <ul style="list-style-type: none"> - In 2024, the Company created jobs for 2,623 employees, including at DRI and its subsidiaries, of which 2,390 Lao workers accounted for 91.11%, creating jobs for 34 regular employees at DRI High-Tech Agriculture Limited Company, not including seasonal workers. - Constructing worker housing to proactively recruit employees from afar in the context of labor shortages, especially at Farms 2 and 4. - Average income for indirect labor is 21.67 million VND/person/month, reaching 116.01% of the plan and increasing by 18.49% compared to 2023; direct labor is 5.39 million VND/person/month, reaching 89.58% of the plan and increasing by 44.17% compared to 2023. Switching to USD salary payments for indirect labor to mitigate income reduction due to the continuous devaluation of the Lao Kip. - Supporting essential goods for direct laborers. Supporting fuel costs for technical staff and security personnel due to the specific nature of their work requiring frequent travel. |
| <p>2. Zero Hunger <i>(End hunger, achieve food security and improved nutrition and promote sustainable agriculture)</i></p> | | |
| | <ul style="list-style-type: none"> - Gradually improving working conditions for employees. - Organizing annual health checkups for employees. - Implementing mandatory insurance payments for employees. - Not using chemicals in production and processing that affect the health of workers and consumers. Complying with FSC and local regulations regarding the use of chemicals in production and processing. | <ul style="list-style-type: none"> - Encouraging and providing solutions for all employees to participate in social and health insurance. - Purchasing accident insurance for all employees with labor contracts of 1 year or more. - Implementing occupational safety and health effectively, providing annual training for employees on occupational safety and health. - All employees receive regular health checkups. - Using state-permitted and internationally compliant chemicals in production and processing; Establishing standardized chemical management and usage procedures. - Investing in housing construction and providing electricity for latex tapping workers in Laos. - Investing in a latex storage and pumping system to transport latex to the factory at NTI, 3 - Daklaoruco, reducing waiting time and workload for workers. - Implementing waste management and treatment at the office, processing plant, and rubber plantation in accordance with FSC regulations. |

| 17 UN Criteria | DRI's actions | Achieved results |
|--|---|---|
| <p>4. Quality Education <i>(Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all)</i></p> | <p>- Organizing training and development courses on expertise, management, etc., for employees.</p> | <p>- In 2024, organizing training for 2,545 people on team management skills, rubber tapping skills, fire prevention and fighting, advanced skills training, management, etc.</p> <p>- For the community, the company supports funding for materials to build a fence behind Nam Say Lum High School, provides funding for Champasak Provincial College of Agriculture and Forestry, and covers the costs of organizing the National High School Sports Congress for Salavan Province.</p> |
| <p>5. Gender Equality <i>(Achieve gender equality and empower all women and girls)</i></p> | <p>No discrimination between male and female workers, between Vietnamese and Lao workers, no recruitment and use of child labor.</p> | <p>- Ratio of male and female workers in 2024</p> <ul style="list-style-type: none"> • Male: 1,583 people, accounting for 60.33%. • Female: 1,040 people, accounting for 39.65%. <p>- Paying employees' salaries according to the company's salary regulations, calculated based on position, capacity, and seniority, without discrimination based on gender or nationality.</p> <p>- Publicly disclosing salary and income regulations to employees.</p> |
| <p>6. Clean Water & Sanitation <i>(Ensuring sustainable management and provision of water and sanitation for all)</i></p> | <p>- Complying with legal requirements.</p> <p>- Using water resources efficiently and responsibly.</p> <p>- Wastewater from processing is treated to ensure it meets environmental discharge standards.</p> <p>- Reusing water in processing.</p> <p>- Standard separate restrooms are built in all work areas</p> | <p>- The company has a wastewater treatment system to treat post-production water before reuse and discharge into the environment. The treated water ensures quality and does not pose environmental hazards, with 20% of the water reused for production.</p> <p>- The company has been granted an environmental discharge permit by the competent authority. The environmental management system is certified to ISO 14001:2015.</p> <p>- In 2024, the company was not warned or penalized by competent authorities regarding wastewater treatment or other environmental pollution issues;</p> <p>- Offices and units use tap water for daily activities and have standard separate restrooms.</p> <p>- Implementing the construction of latex collection tanks and barrel rinsing tanks at the lot for workers to wash barrels before taking them home, avoiding the situation of workers taking latex barrels to wash in rivers, streams, or taking them home to wash, leading to localized pollution.</p> <p>- Outside the rubber lot, equipment is provided to collect plastic waste and domestic waste from workers for collection and treatment.</p> |

| 17 UN Criteria | DRI's actions | Achieved results |
|--|---|--|
| <p>7. Affordable and Clean Energy <i>(Ensuring access to affordable, reliable, sustainable, and modern energy for all)</i></p> | <p>The company is researching the use of renewable energy in processing and wastewater treatment in Laos (but Laos' policy does not yet purchase solar power). The company has invested in and put into use a Biomass heat supply furnace, replacing diesel fuel burning.</p> | <p>- Regularly directing the improvement of processing lines; using electricity economically to reduce power and fuel consumption;</p> <p>- The company uses inverters in some processing machinery and equipment to synchronize the system, increase the efficiency of machinery and equipment use, and reduce power and energy waste.</p> <p>- Adding some bright plastic sheets in the factory and tool storage instead of galvanized iron to take advantage of natural daylight, thereby significantly reducing lighting electricity, aiming for energy saving in conjunction with the Government and International Conventions on building a green and environmentally friendly industry.</p> <p>- The Biomass heat supply furnace has been operating since April, 2023, reducing the use of fossil fuels and initially contributing to the implementation of a circular economy.</p> |
| <p>8. Decent Work and Economic Growth <i>(Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all)</i></p> | <p>- Improving labor productivity and product quality.</p> <p>- Developing the local economy.</p> <p>- Protecting labor rights; ensuring a safe working environment.</p> | <p>a) From 2017 to present, the company has been profitable, allocating funds and distributing dividends to shareholders.</p> <p>b) Creates jobs for an average of 2500 workers/year, of which more than 90% are Laotian.</p> <p>c) Develops and implements effective replanting plans, maintaining profits and jobs for workers.</p> <p>d) Supports the Dak Lak Province's flood and storm prevention fund annually with over 100 million VND, contributes to local road and school construction, and provides aid to people affected by natural disasters and floods.</p> |
| <p>9. Industry, Innovation & Infrastructure <i>(Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation)</i></p> | <p>- Applies modern technology in production to efficiently utilize resources.</p> <p>- Applies information technology in management.</p> <p>- Applies advanced management tools to production and product quality control.</p> | <p>a) The entire area of banana and durian cultivation within the rubber plantation utilizes an irrigation system based on efficient use of water and fertilizer, saving labor.</p> <p>b) Rubber processing factory: Equips metal detectors on the field latex and latex concentrate production lines for timely detection of metal contamination in latex; adds a pressing roller to the latex concentrate production line to improve product quality; uses heat to dry rubber latex instead of diesel oil.</p> <p>c) Gradually applies information technology to management: Software applications include accounting software, shareholder management software, and voting software; in 2024, will implement plantation management software. Adds regulations for organizing the General Meeting of Shareholders online to the company's Charter and Internal Regulations on corporate governance, improves the method of soliciting shareholder opinions online and online voting to save costs and human resources for DRI, and provides convenience for shareholders.</p> <p>d) The company has been certified with: ISO 9001:2015 Quality Management System, ISO/IEC 17025 accredited testing laboratory, and ISO 14001:2015 Environmental Management System. FSC FM/CoC certification for rubber plantations in Laos, the processing factory, and DRI's trading segment.</p> |

| 17 UN Criteria | DRI's actions | Achieved results |
|--|--|--|
| <p>10. Reduced Inequalities (reduce inequality within and among countries)</p> | <ul style="list-style-type: none"> - No discrimination. - Creates stable income, especially in rural areas. - Contributes to local socio-economic development. - Respects the rights of indigenous people. | <p>a) The ratio of male to female workers in the company is relatively balanced. Salaries for men and women of the same nationality are equivalent for the same job position.</p> <p>b) The areas where the company plants rubber trees are mostly remote and previously, people mainly depended on forests and short-term crops with outdated farming practices. Now, people have stable incomes, contributing to improved living standards and reducing the gap between rich and poor in rural and urban areas.</p> <p>c) During project implementation, the company always respects the rights of indigenous people. Previously, when clearing land for planting, the company always avoided sacred forests and community forests of local people. The majority of Lao people are Buddhist, and the company also supports the construction of spiritual works such as village temples.</p> <p>d) All company production and business activities related to the community are consulted before implementation.</p> |
| <p>11. Sustainable Cities and Communities (Make cities and human settlements inclusive, safe, resilient, and sustainable)</p> | <ul style="list-style-type: none"> - Sustainable rural development. - Ensure a safe living and working environment. - Reduce the harmful impacts of the environment on humans and livestock, strengthen air quality management and other waste sources. | <p>a) Create stable livelihoods by prioritizing employment for local people in the project area; Provide accommodation with adequate water, electricity, and sanitation for workers recruited from afar.</p> <p>b) Gradually improve the working environment, create a safe working environment for employees;c) 2019, the Company invested in building a wastewater treatment system at the Rubber Processing Factory that meets standards, and in 2024, it will evaluate and certify the environmental management system according to ISO 14001:2015.</p> <p>d) Rubber plantations contribute to greening barren hills and improving air quality. The company aims for biodiversity by planting more native trees and forest trees in closed canopy areas, strips of land without rubber trees, or poor land where rubber trees are not effective. In 2024, DRI proactively allocated 697.33 hectares of native ecological samples, including riparian corridors, cashew gardens, acacia and bamboo planting areas, and low-yielding rubber areas, and has been granted FSC-FM/CoC certification for this area; Support people in managing natural forests and headwater forests adjacent to the company's rubber area. The area of banana intercropped with rubber has returned a large amount of biomass to the soil, creating a thick organic mulch layer that contributes to increasing humus, making the soil fertile, preventing erosion, and allowing rubber trees to grow better than in pure stands, significantly reducing the amount of fertilizer.</p> |

| 17 UN Criteria | DRI's actions | Achieved results |
|--|---|---|
| <p>12. Responsible Consumption and Production (Ensure sustainable consumption and production patterns))</p> | <ul style="list-style-type: none"> - Towards choosing responsible suppliers; - Factory wastewater meets standards before being discharged into the environment; - Reuse materials; - Launch a movement to reduce plastic waste, clean up offices, workplaces, rubber plantations, and plant trees,... | <ul style="list-style-type: none"> - As points c and d of criteria 11 - Gradually replace wooden pallets with iron pallets to be able to reuse them many times to reduce costs and reduce the overuse of wood materials; - The groups of raw materials related to the company's product processing include processing materials such as diesel oil, PE nylon bags, PE mats, PE films; chemical materials such as coagulating acid, Bisulfite, HNS, ammonia,... and electricity and water used in processing. Among the above raw materials, for PE mat materials, the company reuses about 15% for products manufactured from the latex line and 25% for products manufactured from the field latex line. Reuse about 20% of water (latex line), gradually switch to using chemicals that are less harmful to the environment, - The company has invested in building and renovating the wastewater treatment system at the factory. The competent authorities have granted permission for post-processing wastewater to be discharged into the environment; - The office block of the parent company and subsidiaries do not use plastic water bottles but switch to using glass bottles, actively participate in the annual tree planting ceremony in Laos, periodically all employees participate in cleaning the workplace and dormitory area,... install air suction balls at the processing plant. The company also contracts with a unit to collect and treat waste in the processing area, the company's office, and waste in rubber plantations is also classified and treated. - Improve the technical process of rubber production according to the Sustainable Rubber Production Guidance Document of the Vietnam Rubber Group, suitable to the unit's reality and the regulations of the Lao State, and international conventions. Aiming towards cleaner, sustainable, and environmentally friendly rubber production, contributing to the implementation of a circular economy. - Annually, the Company contributes to the Flood and Storm Prevention Fund in Vietnam with an amount exceeding 100 million VND. |
| <p>13. Climate Action (urgent action to combat climate change and its impacts)</p> | <ul style="list-style-type: none"> - Aiming to be certified for sustainable rubber forest management according to international forest certification standards. | <ul style="list-style-type: none"> - Annually, the Company launches tree-planting movements in the Company's office area and units, wastewater lake areas, etc., with the area of rubber trees and other plants that the Company is managing, contributing to absorbing CO2 and reducing the greenhouse effect. - Gradually moving towards using renewable energy, reducing energy consumption, gradually reducing the use of fossil energy such as fuel oil, etc., contributing to reducing CO2 emissions, thereby reducing the greenhouse effect, contributing to preserving the Earth's common atmosphere. - In 2024, achieved sustainable rubber forest management certification according to the FSC-FM international forest certification standard for the entire rubber area in Daklaoruco; FSC-CoC for Daklaoruco Rubber Processing Factory and DRI's commercial field. |

SUSTAINABLE DEVELOPMENT GOALS

| 17 UN Criteria | DRI's actions | Achieved results |
|--|--|--|
| 14. Life Below Water <i>(Conserving and sustainably using the oceans, seas and marine resources)</i> | - Good management of wastewater and chemical use in agriculture, contributing to the protection of the ocean and marine resources. | - As point c, criteria 11, criteria 13; - Limiting and only using chemicals in production and processing that ensure compliance with the regulations of the host country and are in accordance with international standards; - Investing in the construction and renovation of the wastewater treatment system at the factory, ensuring that wastewater after processing meets the conditions for discharge into the environment. - Implementing solutions so that workers do not bring coated rubber containers for washing in rivers and streams or bring them home for washing, causing local pollution. - Launching a movement to reduce plastic waste at the office and in the families of employees. - Actively participating in the Tet tree planting movement in Laos and planting trees in the wastewater treatment area of the Rubber Processing Factory. |
| 15. Life On Land <i>(Protecting, restoring and promoting sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, and halting and reversing land degradation and halting biodiversity loss)</i> | - Maximizing the protection of vegetation, implementing intercropping, diversifying vegetation to prevent erosion; | - As criteria 13, 14; - Converting inefficient land, barren land, closed compartments, and inefficient cashew gardens into forests, to increase land cover, biodiversity, and prevent erosion; - Improving the technical process of rubber production and processing towards sustainability, replacing the method of cleaning grass in the garden with grass management, weeding, minimizing the use of chemicals, etc., to maintain soil moisture, prevent erosion, and prevent land degradation; - Enclosing and regenerating natural forests in inefficient cashew gardens in Muong Khoong, Champasak, Laos, and inefficient rubber planting areas. - Intercropping banana and durian trees in rubber plantations has returned a significant amount of plant residue, contributing to increased humus levels, moisture retention, and creating a favorable environment for microorganism development. |
| 16. Peace, Justice and Strong Institutions <i>(Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels)</i> | -Anti-discrimination. - No child labor. - Establish a complaint resolution mechanism and a hotline at the Company and its subsidiaries. - Consult with the community on company projects related to the community, maintain close relationships, and exchange information between the Company and villages in the project area. | - As criteria 5; - Establish regulations on labor use, clearly stipulating no recruitment of child labor; - Establish a complaint handling policy, publicize the hotline, and change the approach to communicating company policies to employees and indigenous people; - Proactively exchange information with village heads in the project area regarding recruitment, employment, income, insurance policies, and disciplinary actions; - Establish regulations on community consultation and develop a plan for training employees of units working directly with the community on Community Relations; - Comply with legal regulations. |
| 17. Partnerships for the Goals <i>(Strengthen the means of implementation and revitalize the global partnership for sustainable development)</i> | - Strengthen cooperation with NGOs and Associations in building businesses towards sustainable development. | In 2021, Daklaoruco joined the Lao Rubber Association (LRA); DRI continued to participate in the Vietnam Rubber Association (VRA); The company strives to expand relationships with associations and NGOs in Vietnam (PanNature; Forestrends; FSC Vietnam...) as well as in Laos to exchange and cooperate in community development and environmental protection, towards building a sustainable production platform. Attend the Conference of Southeast Asian Rubber Associations in Vientiane, Laos. |

Roles and responsibilities of management levels in implementing the enterprise's sustainable development

Roles and responsibilities of the Board of Directors in strategic goal setting and sustainable development

- In July 2018, the Board of Directors issued a resolution on developing the company towards sustainable development, ensuring the harmony of stakeholder interests based on the harmony of three criteria: economic - social - environmental.
- Review and reassess the project's impact on people and stakeholders.
- Issue a sustainable development action plan for the 2018-2021 period and a detailed plan for the fourth quarter of 2018 and 2019.
- On December 30, 2019, continue to issue the phase 2 sustainable development plan, aiming to be granted FSC certification by 2022 at the latest.
- On December 29, 2021, agreed on the policy of preparing bidding documents to hire consultants for training, guidance, and dossier preparation for FSC-FM certification assessment for Farm 1's wood and latex products, FSC-CoC for Daklaoruco Latex Processing Factory, and FSC-CoC for DRI's commercial activities. However, after a survey and assessment, the Board of Directors decided at the meeting on March 16, 2022 to focus on building a sustainable forest management plan for Daklaoruco associated with building a digital map in 2022 and working towards completing the criteria for FSC certification.
- Monitor the implementation of issued sustainable development plans through quarterly and annual performance evaluations.
- In 2022, invite the German organization GFA to conduct a pre-feasibility assessment according to FSC-FM criteria.
- In 2023, officially hire a consulting firm to guide dossier and document preparation, staff training, etc., to meet the requirements of the FSC standard set. In 2024, invite an organization for official assessment and obtain FSC-FM/CoC certification for 6,148.03 hectares of rubber and 697.33 hectares of native ecological samples in Laos, FSC-CoC for the processing factory in Laos, and the commercial segment at DRI.
- Assign DRI and Daklaoruco to prepare necessary documents and procedures for selling goods to the European Union in compliance with EUDR deforestation regulations. In 2024, 420 tons of rubber were exported under EUDR regulations and 80 tons under FSC regulations.
- Continue researching to implement steps for carbon credits and carry out credit trading as regulated.

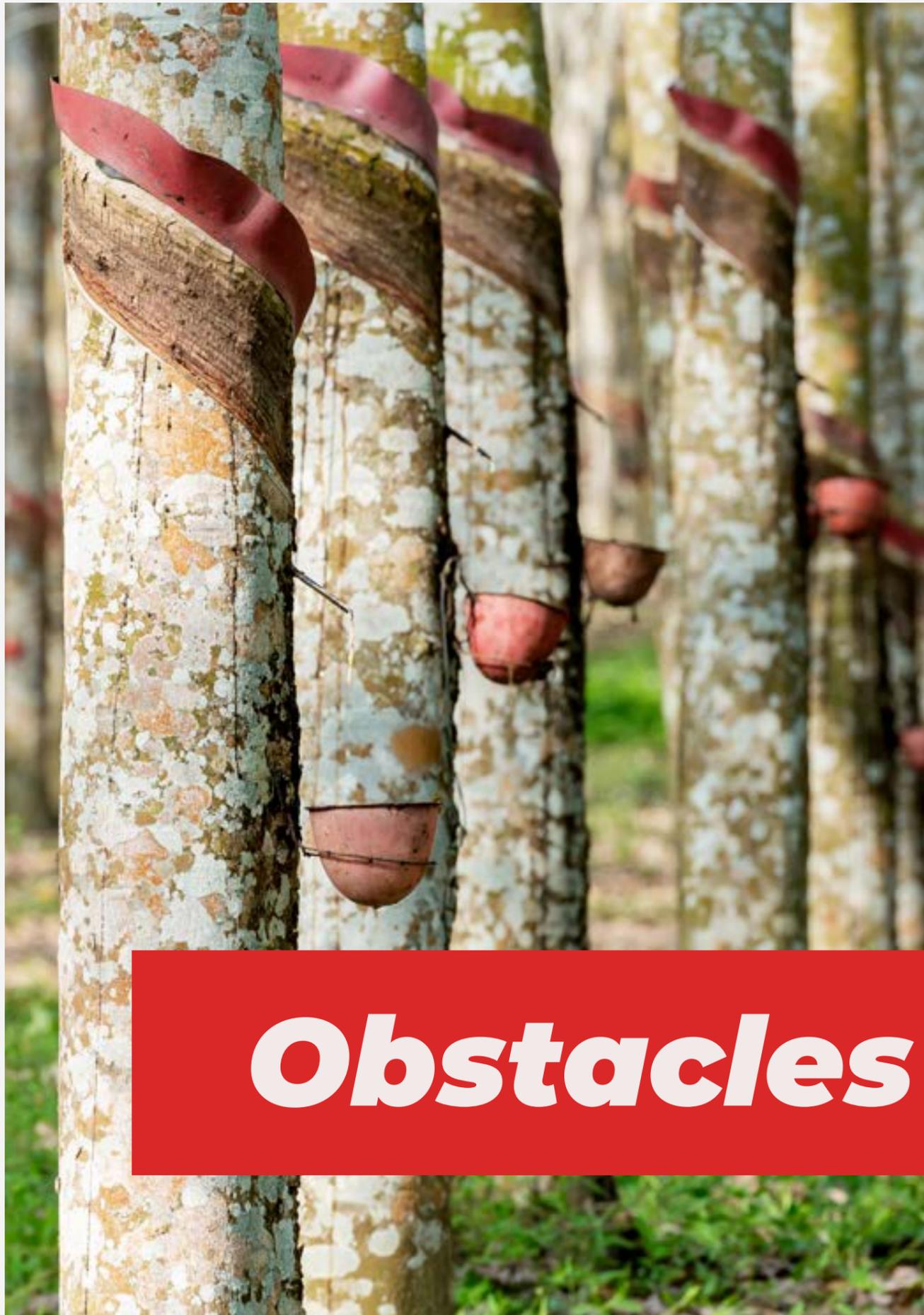
Role of the DRI and Daklaoruco Board of General Directors in implementing the Board of Directors' resolutions on environmental protection:

- Develop a detailed action plan, budget estimate, and human resources to organize implementation based on the resolutions and policies of the Board of Directors and the General Meeting of Shareholders.
- Report implementation results and propose implementation solutions

Role of the Board of Supervisors

Inspect and supervise the implementation of the Board of Directors' resolutions on environmental protection, the implementation of the Board of General Directors based on compliance with the law and regulations of the Board of Directors and the General Meeting of Shareholders.





Obstacles

6

Corporate Governance

92 Board of Directors

120 Supervisory Board

122 Transactions, remuneration, and benefits of the Board of Directors, Board of Management, and Supervisory Board



BOARD OF DIRECTORS

Members, structure of the Board of Directors

| No. | Member | Position | Number of shares | Percentage |
|-----|--------------------|---|----------------------------|------------|
| 1 | Nguyen Viet Tuong | Chairman of the Board of Directors | Individual: 100,000 | 0,14% |
| | | | Representative: 44,537,500 | 60,84% |
| 2 | Bui Quang Ninh (*) | Vice Chairman of the Board of Directors | 148.000 | 0,2% |
| 3 | Le Thanh Can | Member of the Board of Directors, General Director of DRI | - | - |
| 4 | Nguyen Tran Giang | Member of the Board of Directors | - | - |
| 5 | Nguyen Minh | Member of the Board of Directors | - | - |
| 6 | Tran Le (**) | Independent Member of the Board of Directors | - | - |
| 7 | Ta Quang Tong | Independent Member of the Board of Directors | - | - |
| 8 | Le Dinh Huyen | Independent Member of the Board of Directors | - | - |

(*) Mr. Bui Quang Ninh was temporarily suspended as a member of the Board of Directors and was dismissed by the Board of Directors, but has not yet been submitted to the General Meeting of Shareholders.

(**) Mr. Trần Lê resigned at his own request and was approved by the Board of Directors and the General Meeting of Shareholders on 2024-04-25.

Sub-committees under the Board of Directors

The Company has not yet established sub-committees under the Board of Directors but assigns specific contents to each individual, the Board of Directors operates on the principle of collective leadership, individual responsibility.

| No. | Member of the Board of Directors | Number of Board meetings attended | Attendance Rate | Reason for Absence |
|-----|----------------------------------|-----------------------------------|-----------------|---|
| 1 | Mr. Nguyen Viet Tuong | 12/12 | 100% | |
| 2 | Mr. Bui Quang Ninh | 05/12 | 41,66% | Resigned as Vice Chairman/Member of the Board of Directors in accordance with legal regulations |
| 3 | Mr. Le Thanh Can | 12/12 | 100% | |
| 4 | Mr. Tran Le | 03/12 | 25% | -Resignation letter submitted due to illness -Dismissed from 2024-04-25 |
| 5 | Mr. Ta Quang Tong | 11/12 | 91,66% | |
| 6 | Mr. Nguyen Tran Giang | 12/12 | 100% | |
| 7 | Mr. Nguyen Minh | 12/12 | 100% | |
| 8 | Mr. Le Dinh Huyen | 7/12 | 58,33% | Dismissed from 2024-04-25 |

Activities of the BOD

In 2024, the BOD met and issued 05 Resolutions, consulted and issued 07 resolutions. The total number of resolutions passed was 12 Resolutions to agree on many guidelines and solutions to orient and direct the Executive Board in production and business activities, specifically as follows:

Resolutions/Decisions

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|--------------------------|------------|--|---------------|
| | | | @/ Obtaining BOD' approval for the following contents: I- Agreement to amend Article 8, Article 9, Chapter III of the Regulation on Contractor Selection for Procurement in Production and Business Activities and Regular Operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries, issued under Decision No. 54/QĐ-HĐQT dated 2020-10-22, specifically: 1. Amended and Adjusted Content 1.1- Clause 2, Article 8 "Competitive Quotation": a) Common, simple consulting and non-consulting services with a value not exceeding 500 million VND for companies in Vietnam or equivalent to 500 million VND, when converted to Lak currency at the current exchange rate for subsidiaries in Laos. b) Procurement of common goods, assets, and services (widely used and with a guaranteed, stable supply), readily available on the market (goods delivered immediately upon request without having to order for design, processing, manufacturing, production), with standardized technical characteristics (according to Vietnamese standards, basic standards, international standards, or foreign standards) and equivalent in quality (interchangeable due to having the same technical characteristics, usage functions, and other characteristics) with a value not exceeding 01 billion VND for companies in Vietnam or equivalent to 01 billion VND, when converted to Lak currency at the current exchange rate for subsidiaries in Laos. 1.2- Clause 1, Article 9 "Small and Retail Procurement," Refers to procurement activities for production and business or regular procurement with a limit not exceeding 100 million VND for each purchase for companies in Vietnam or equivalent to 100 million VND, when converted to Lak currency at the current exchange rate for subsidiaries in Laos. 2. Other contents continue to be implemented according to Decision No. 54/QĐ-HĐQT dated 2020-10-22 on the issuance of Regulations on Contractor Selection for Procurement in Production and Business Activities and Regular Operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries. II- Assign the Executive Board to supplement and edit the submission to the Chairman of the BOD for consideration and signing of a decision to issue the adjusted contents. | 7/7/7 |
| | 01/NQ-HĐQT | 23/01/2024 | | |

THE BOARD OF DIRECTORS

Activities of the BOD

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|-----------------------------|------------|--|------------------|
| 2 | 02/NQ-HĐQT | 27/02/2024 | <p>@/Obtain the BOD' opinion on the following contents:</p> <p>1. Agree in principle for DRI High-Tech Agriculture Limited Company. to sign a consulting contract for care and supply of materials and fertilizers for durian gardens in 2024, specifically:</p> <p>1.1. Agree to let the Capital Representative of DRI at DRI High-Tech Agriculture Limited Company vote in the Members' Council Meeting on the following contents:</p> <ul style="list-style-type: none"> - DRI High-Tech Agriculture Limited Company is allowed to sign a technical consulting contract for flower treatment, care, and durian fruit nurturing in 2024 with Hai Trieu Agricultural Materials Store and Consulting Group, at Tay Ha 3 Hamlet, Cu Bao Commune, Buon Ho Town, Dak Lak Province. - DRI High-Tech Agriculture Limited Company, Ltd. is allowed to use materials, fertilizers, pesticides, and specific drugs for durian trees as recommended and supplied by the consultant to ensure the results of the consulting contract, for types that are not common in the market, but must ensure that the unit price of materials is not too different from the market price for the same product line (with the same formula, origin). The supply of other commonly available materials, fertilizers, and pesticides on the market will still be carried out according to the bidding regulations issued under Decision No. 54/QĐ-HĐQT dated 2020-10-22. - The Director of DRI High-Tech Agriculture Limited Company signs a contract with the consulting unit. The contract content will link the final results and effectiveness of the consultant, which must be detailed in the relevant clauses of the consulting contract. The Director of DRI High-Tech Agriculture Limited Company is primarily responsible for coordinating with the consultant to implement the committed contents of the contract, including technical consulting, procurement of materials, and fertilizers. The implementation steps are in accordance with the Company's regulations in the procurement regulations, the purchasing process, and the policy of the Members' Council of DRI High-Tech. <p>1.2. The General Director of DRI, who is also the capital representative of DRI, assigns the Production Technical Department and related departments of DRI Company to coordinate with DRI High-Tech to be responsible for supervising the implementation of the contents of the consulting contract between DRI High-Tech and consulting unit.</p> | 7/7/7 |

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|-----------------------------|------------|--|------------------|
| | | | <p>2. Agree on the preparation for the 2024 Annual General Meeting of Shareholders as follows:</p> <p>2.1- Regarding the time and form of the 2024 Annual General Meeting of Shareholders;</p> <ul style="list-style-type: none"> - Last registration date to finalize the list of shareholders attending the meeting: March 22, 2024 - Expected date of the 2024 Annual General Meeting of Shareholders: Thursday, April 25, 2024 - Form of the meeting: in person, at Dakruco Hotel - 30 Nguyen Chi Thanh Street, Buon Ma Thuot City <p>2.2- Regarding the contents to be approved at the 2024 Annual General Meeting of Shareholders:</p> <p>(1) Report on the BOD' activities in 2023 and the plan for 2024. (2) Report on the Supervisory Board's activities in 2023 and tasks for 2024. (3) Report of the Executive Board on production and business activities in 2023 and the plan for 2024. (4) Summary report of the audit results of the 2023 Financial Statements. (5) Proposal for approval of production and business and investment targets for 2024. (6) Proposal for profit distribution and allocation to funds in 2023. (7) Proposal for remuneration of the BOD and Supervisory Board in 2024. (8) Proposal for selection of an auditing unit for the 2024 Financial Statements. (9) Proposal for dismissal and election of additional members of the DRI BOD.</p> <p>2.3- Assign the Executive Board to prepare the necessary documents and conditions for the BOD meeting before the 2024 Annual General Meeting of Shareholders, in accordance with legal regulations.</p> | |
| 3 | 03/NQ-HĐQT | 19/03/2024 | <p>@/ Obtain BOD' approval for the following matters:</p> <p>1. Approve the "Sustainable Forest Management Plan for the period 2024-2054" of Dak Lak Rubber Company Limited, as per Submission No. 04/TTr-CT dated March 14, 2024 from the DRI Executive Board.</p> <p>2. Authorize the Chairman of the BOD to issue a Decision approving the plan for implementation by the DRI Executive Board and Daklaoruco.</p> <p>Assign the General Director of DRI and the Director of Daklaoruco to implement specific tasks to each department and unit. Annually, the General Director of DRI will report the assessment to the BOD for their information and further direction.</p> | 7/7/7 |

THE BOARD OF DIRECTORS

Activities of the BOD

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|-----------------------------|------------|---|------------------|
| 4 | 04/NQ-HĐQT | 26/03/2024 | <p>@/ BOD meeting to discuss the following matters</p> <p>I- Focus on directing several key tasks for the second quarter of 2024 as follows:</p> <p>1. For Daklaoruco:</p> <ul style="list-style-type: none"> - Continue to coordinate with DRI to recruit indirect labor, meeting the requirements of product management and protection. - Focus on maintenance and repair of machinery and equipment to ensure timely exploitation and processing of latex; at the same time, proactively implement technical production solutions and product protection solutions during the tapping season. - Focus on investing in repairing transportation routes and building worker housing according to the plan. - Continue to implement Notice No. 16/TB-HĐQT dated January 22, 2024 of the Chairman of the BOD. Coordinate with consultants to organize internal assessments in April 2024 and implement corrective actions based on the assessment results, striving to invite external organizations for evaluation and certification of FSC-FM and FSC-CoC in the beginning of the third quarter of 2024. - Develop a plan to organize the 20th anniversary of Daklaoruco's establishment to report to DRI for submission to the BOD for consideration and direction. <p>2. For DRI High-tech Agriculture Limited Company:</p> <ul style="list-style-type: none"> - Focus on caring for the durian orchard planted in 2018, focusing on flowering and fruiting to meet requirements and ensure the completion of the output plan assigned by the BOD. - Implement the plan to liquidate the banana orchard, ensuring the good growth and development of the durian orchard planted in 2020. <p>3. For DRI Company:</p> <ul style="list-style-type: none"> - Continue to support Daklaoruco in recruiting indirect staff. - Monitor and closely direct the production and business situation of Daklaoruco and DRI High-Tech Agriculture Limited Company, promptly handle arising situations within their authority or propose to the BOD for direction and implementation. - Coordinate with consultants to ensure FSC-CoC certification for DRI's commercial segment. Support Daklaoruco to complete the dossier for FSC-FM and FSC-CoC certification at | 6/6/7 |

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| 4 | 04/NQ-HĐQT | 26/03/2024 | <p>Daklaoruco.</p> <ul style="list-style-type: none"> - Support Daklaoruco in developing and implementing the 20th anniversary celebration plan in a practical and meaningful way. <p>II- Approve the programs and documents prepared for the 2024 Annual General Meeting of Shareholders, as follows:</p> <p>1- Agree on the meeting agenda; proposed personnel; submit to the General Meeting of Shareholders for approval the list of the presidium, shareholder eligibility verification board, secretariat, and ballot counting board.</p> <p>2- Reports presented to the General Meeting of Shareholders: (1) Report on the BOD' performance results in 2023 and directions for 2024; (2) Report on the Supervisory Board's activities in 2023 and directions for 2024; (3) Report on the Executive Board's production and business activities in 2023 and directions for 2024; (4) Summary of the audited 2023 Financial Statements.</p> <p>3- Submissions presented to the General Meeting of Shareholders, including:</p> <p>(1) Submission for approval of some key production and business targets for 2024; Specifically, adjusting the average selling price of finished rubber from 1,440 USD/ton to 1,500 USD/ton; accordingly, adjusting some production and business targets for 2024 in Clause 2, Article 5, Resolution No. 10/NQ-HĐQT dated December 30, 2023 of the BOD as follows: Revenue from finished rubber sales: 434.70 billion VND; Total revenue and other income: 462.50 billion VND; Consolidated profit before tax: 74.40 billion VND; Expected profit after tax: 60.62 billion VND; Dividend payout ratio for 2024: expected 6% of charter capital. Other contents of Resolution No. 10/NQ-HĐQT of the BOD remain unchanged.</p> <p>(2) Submission on profit distribution and fund allocation for 2023.</p> <p>(3) Submission on remuneration for the BOD and Supervisory Board in 2024.</p> <p>(4) Submission on the selection of an auditing unit for the 2024 financial statements.</p> <p>(5) Submission for approval of contracts and transactions with related parties of the Company.</p> <p>(6) Submission on changing the replanting roadmap for rubber plantations at Daklaoruco.</p> | 6/6/7 |

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|-----|--------------------------|--|---|--------------------------|-----------|----------|----------------------|--------------------------|---|-------------------|---------------------|-------|----------|---|----------------|-------------------------------|-------|-------|---|--------------|--|-------|-------|---|-------------------|-------------------|-------|-------|---|-------------|-------------------|-------|-------|---|---------|-------------------|--|-------|---|---------------|-------------------|-------|-------|-------|
| 4 | 04/NQ-HĐQT | 26/03/2024 | <p>(7) Submission on the dismissal of an independent member of the BOD.</p> <p>(8) Announcement on the nomination and candidacy for election of an additional independent member of the BOD.</p> <p>4- Regulations presented to the General Meeting of Shareholders: Working regulations at the 2024 Annual General Meeting of Shareholders; Regulations on nomination, candidacy, and election of additional members of the BOD for term III (2022-2027).</p> <p>III- Results of the performance evaluation and ranking of the BOD and its members, and the General Director in 2023 are as follows:</p> <ul style="list-style-type: none"> - BOD: Successfully completed tasks. - Evaluation results of each member of the BOD: (Mr. Tran Le absent). <table border="1"> <thead> <tr> <th>No.</th> <th>Full Name</th> <th>Position</th> <th>Self-as- sessment</th> <th>Secret ballot results</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Nguyen Viet Tuong</td> <td>Chairman of the BOD</td> <td>Agree</td> <td>Disagree</td> </tr> <tr> <td>2</td> <td>Bui Quang Ninh</td> <td>Vice Chair- man of the BOD</td> <td>Agree</td> <td>Agree</td> </tr> <tr> <td>3</td> <td>Le Thanh Can</td> <td>Member of the BOD, General Director</td> <td>Agree</td> <td>Agree</td> </tr> <tr> <td>4</td> <td>Nguyen Tran Giang</td> <td>Member of the BOD</td> <td>Agree</td> <td>Agree</td> </tr> <tr> <td>5</td> <td>Nguyen Minh</td> <td>Member of the BOD</td> <td>Agree</td> <td>Agree</td> </tr> <tr> <td>6</td> <td>Tran Le</td> <td>Member of the BOD</td> <td></td> <td>Agree</td> </tr> <tr> <td>7</td> <td>Ta Quang Tong</td> <td>Member of the BOD</td> <td>Agree</td> <td>Agree</td> </tr> </tbody> </table> <p>Note:</p> <ul style="list-style-type: none"> + Excellent completion of tasks: HTXSNV. + Successfully completed tasks: HTTNV. + Completed tasks: HTNV. - General Director's performance evaluation: Successfully completed tasks. | No. | Full Name | Position | Self-as- sessment | Secret ballot results | 1 | Nguyen Viet Tuong | Chairman of the BOD | Agree | Disagree | 2 | Bui Quang Ninh | Vice Chair- man of the BOD | Agree | Agree | 3 | Le Thanh Can | Member of the BOD, General Director | Agree | Agree | 4 | Nguyen Tran Giang | Member of the BOD | Agree | Agree | 5 | Nguyen Minh | Member of the BOD | Agree | Agree | 6 | Tran Le | Member of the BOD | | Agree | 7 | Ta Quang Tong | Member of the BOD | Agree | Agree | 6/6/7 |
| No. | Full Name | Position | Self-as- sessment | Secret ballot results | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Nguyen Viet Tuong | Chairman of the BOD | Agree | Disagree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Bui Quang Ninh | Vice Chair- man of the BOD | Agree | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Le Thanh Can | Member of the BOD, General Director | Agree | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Nguyen Tran Giang | Member of the BOD | Agree | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Nguyen Minh | Member of the BOD | Agree | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Tran Le | Member of the BOD | | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | Ta Quang Tong | Member of the BOD | Agree | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|--------------------------|------------|--|---------------|
| 4 | 04/NQ-HĐQT | 26/03/2024 | <p>IV. Agreement to approve the content of Submission No. 05/ TTr-CT dated March 22, 2024 on the approval of transactions and contracts with a value of less than 10% of the total asset value of DRI recorded in the most recently published financial statements, specifically as follows:</p> <p>1. Parties entering into contracts and transactions:</p> <p>(1) Dak Lak Rubber Company .Ltd (Daklaoruco).</p> <p>(2) DRI High-Tech Agriculture Limited Company.</p> <p>(3) Dak Lak Rubber Joint Stock Company (Dakruco).</p> <p>2. The content of the contracts and transactions includes:</p> <ul style="list-style-type: none"> - Borrowing/lending, loan guarantees, and other loan security measures (pledge, mortgage), excluding loan transactions and loan guarantees that the Company is not allowed to carry out according to legal regulations. - Trading fresh banana products, durian, materials, machinery, equipment, rubber seedlings, seedlings... serving the production and business activities of the Company and its subsidiaries. - Other contracts and transactions to ensure the continuity of production and business activities and procurement to maintain the regular operations of DRI and its subsidiaries. <p>3. Specific value of each transaction: according to the value at each specific time and contract based on ensuring the Company's benefits.</p> <p>4. Implementation time of contracts and transactions: from the effective date of the BOD' Resolution approving the above contents until the BOD issues a new resolution to replace it.</p> <p>5. Authorization content:</p> <ul style="list-style-type: none"> - The BOD assigns and authorizes the General Director of the Company to decide on matters related to the negotiation, execution, and implementation of each specific contract and transaction based on the Company's actual situation. - The authorization is effective from the date the BOD' Resolution is passed until the BOD issues a new resolution to replace it and is not limited by the one-year term. <p>V. Agreement to submit to the 2024 Annual General Meeting of Shareholders the dismissal of independent member of the BOD, Mr. Tran Le, who submitted his resignation letter on January 23, 2024.</p> | 6/6/7 |

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| 5 | 05/NQ-HĐQT | 25/04/2024 | <p>@/ BOD meeting approves the following contents:</p> <p>1. The BOD agrees to temporarily suspend the position of Vice Chairman of the BOD for Mr. Bui Quang Ninh – a non-executive member of the BOD at Dak Lak Rubber Investment Joint Stock Company.</p> <p>Reason for temporary suspension: Mr. Bui Quang Ninh – Member of the BOD, General Director of Dak Lak Rubber Joint Stock Company (Dakruco) is currently being prosecuted for the crime: Violation of regulations on management and use of state assets, causing loss and waste, occurring from 2002-2012 at Dak Lak Rubber Company, now Dak Lak Rubber Joint Stock Company, according to Decision No. 104/QĐ-CSDT, dated April 17, 2024 of the Dak Lak Provincial Police Investigation Agency.</p> <p>Temporary suspension period: from April 25, 2024</p> <p>2. Mr. Bui Quang Ninh and the members of the BOD, DRI and its subsidiaries, the Person in charge of Internal Control, and the Board Secretary shall base their actions on the Resolution.</p> | 6/6/7 |



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| 6 | 06/NQ-HĐQT | 07/05/2024 | <p>@/ Obtaining written opinions on the following:</p> <p>1. Agreement on the selection of an audit unit for the 2024 Financial Statements as follows:</p> <ul style="list-style-type: none"> - Select AFC Vietnam Auditing Company Limited to audit the Company's 2024 financial statements, including reviewing the semi-annual financial statements and auditing the 2024 financial statements of the parent company and subsidiaries, and the consolidated financial statements. - Assign the General Director of DRI to negotiate a reasonable price ensuring compliance with the approved financial plan and sign a contract with the audit firm. - Audit Time: <ul style="list-style-type: none"> + Review of semi-annual financial statements: in July 2024 + Audit of 2024 financial statements: in January-February 2025. <p>2. Approving the bonus coefficient from the 2023 Company Management Bonus Fund</p> <p>2.1. The bonus coefficient for members of the BOD, members of the Supervisory Board, members holding concurrent positions, and assistants to the BOD are implemented according to the provisions of Article 3, Resolution No. 09/NQ-HĐQT dated 2022-04-20.</p> <p>2.2. Bonus coefficient for members of the Executive Board:</p> <ul style="list-style-type: none"> + General Director : 1.0 + Deputy General Director : 0.8 + Chief Accountant : 0.8 <p>2.3. For those holding multiple positions with bonuses, the highest bonus coefficient shall apply.</p> <p>Based on the above bonus coefficient, the Executive Board implements the bonus payment for company managers in 2023 according to Article 3 of Resolution No. 01/NQ-ĐHĐCĐ dated April 25, 2024 of the 2024 Annual General Meeting of Shareholders.</p> | 6/6/7 |

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| 7 | 07/NQ-HĐQT | 12/07/2024 | <p>@/ BOD meeting to approve the following contents</p> <p>1. Regarding the results of the implementation of the BOD' Resolution</p> <p>The BOD agreed with the report of the BOD' secretary on the implementation of resolutions: No. 04 dated March 26, 2024; No. 05 dated April 26, 2024; No. 06 dated May 07, 2024 and the contents that the Chairman of the BOD and the General Director have directed.</p> <p>2. Regarding the production and business situation in the first 6 months of 2024 and some orientations for the management of production and business at DRI and subsidiaries in the last 6 months of the year</p> <p>Agreed with Report No. 16/BC-CT dated July 11, 2024 of the Executive Board on the production and business situation in the first 6 months of 2024 and the direction and tasks for the last 6 months of 2024. In general, the Executive Board has promptly implemented the policies of the General Meeting of Shareholders and the BOD, so it has achieved some good results, especially in the preparation for the production and exploitation of latex; taking care of rubber tree gardens and durian gardens; financial management; implementing the sustainable development program at Daklaoruco. However, there are still some shortcomings that need to be focused on in the last 6 months of the year, such as the management and organization of production at Daklaoruco to ensure the highest possible rubber latex output, focusing on production cost management and product cost.</p> <p>In the remaining 6 months of 2024, it is necessary to focus on the following main tasks:</p> <p>2.1. For Daklaoruco:</p> <ul style="list-style-type: none"> - Continue to effectively implement the directions of the Chairman of the BOD in Notice No. 41/TB-HĐQT dated June 14, 2024 regarding the management and organization of latex exploitation, anti-theft and management of rubber latex products; implementing the FSC program; organizational structure and decentralization of management. - Continue to promote the recruitment of indirect and direct labor to ensure sufficient personnel to manage, operate, protect products, and exploit latex. - Train more CV latex processing management personnel; increase the processing of CV products to meet export orders. - Conduct an early assessment of personnel and arrange a | 6/6/6 |

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| 7 | 07/NQ-HĐQT | 12/07/2024 | <p>stable team of farm-level management personnel, limiting frequent transfers that affect the management and organization of production.</p> <ul style="list-style-type: none"> - Closely coordinate with the consulting unit to overcome errors in previous internal assessments. At the same time, review all archived documents, inspect the site, and promptly overcome any shortcomings before the official assessment. After the official assessment, Daklaoruco is requested to continue coordinating with the consulting unit to implement corrective actions to ensure FSC certification in Quarter 4/2024. - Implement the pilot durian planting plan according to the BOD' direction and carry out procedures for crop conversion for the durian planting land area. - Implement the plan to organize the 20th anniversary of Daklaoruco's establishment according to the BOD' direction. <p>2.2. For DRI High-Tech Agriculture Limited Company :</p> <ul style="list-style-type: none"> - Focus on caring for commercial durian orchards and basic construction to ensure good tree growth and development, focusing on pest and disease prevention and control; ensure that the durian yield in 2024 reaches 400 tons or more. - Organize the sale of harvested durian fruit in 2024 through a competitive bidding method, ensuring publicity and transparency according to regulations. - Continue to liquidate the banana garden planted in 2020 so that the durian garden grows and develops well, ensuring that the garden is put into operation in 2026. - Care for the durian garden after harvest, ensuring that the 2025 flowering treatment is one month earlier than the 2024 crop. <p>2.3. For DRI Company</p> <ul style="list-style-type: none"> - Continue to support Daklaoruco in labor recruitment. - Support Daklaoruco in completing the dossier to obtain FSC-FM, FSC-CoC certificates at Daklaoruco. - Monitor and support DRI High-Tech Agriculture Limited Company in taking care of orchards and consuming products. - Strengthen promotion and marketing to boost exports in the last 6 months of 2024, striving to achieve the export rate according to the General Meeting of Shareholders' target of 65% of total sales. - After exporting trial shipments of rubber latex according to the European Union Deforestation Regulation (EUDR), | 6/6/6 |

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| 7 | 07/NQ-HĐQT | 12/07/2024 | <p>urgently prepare procedures to ensure smooth export of goods in 2025.</p> <p>- Coordinate with Daklaoruco to organize the 20th anniversary of Daklaoruco's establishment.</p> <p>3. Regarding the policy of piloting and planning the development of durian growing areas at Daklaoruco Agree on the policy of piloting and planning the development of durian growing areas at Daklaoruco according to Official Letter No. 16/TTr-CT dated July 10, 2024 of the DRI Executive Board.</p> <p>Assign Daklaoruco to implement the pilot planting of 30.47 hectares of durian at Farm 1; at the same time, carry out legal procedures to convert crops for an area of 200 - 300 hectares of planned durian land.</p> <p>Daklaoruco includes the planned durian planting area in the overall replanting project to submit to the BOD in the coming time regarding area, capital source, investment level, etc.</p> <p>Assign the General Director of DRI to direct Daklaoruco to implement, the pilot planting time is in the fourth quarter of 2024 and 2025.</p> <p>4. Regarding the Regulations on Contractor Selection for Procurement in Production and Business Activities and Maintaining Regular Operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries.</p> <p>Approve the Regulations on Contractor Selection for Procurement in Production and Business Activities and Maintaining Regular Operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries according to Official Letter No. 17/TTr-CT dated July 10, 2024 of the DRI Executive Board. Assign the Executive Board to complete the editing of comments in the meeting and submit them to the Chairman of the BOD to sign the Decision to issue these Regulations.</p> <p>5. Regarding personnel work for the position of General Director of DRI</p> <p>Agree to extend the term of General Director of DRI for Mr. Le Thanh Can until DRI holds the 2025 Annual General Meeting of Shareholders, to ensure operational aspects and find a replacement. The extension period is until the BOD has a Resolution appointing a new General Director, but no later than June 30, 2025.</p> | 6/6/6 |

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| 6 | | | <p>6. Regarding the plan to organize the 20th anniversary of Daklaoruco's establishment Agreed on the plan to organize Daklaoruco's 20th anniversary celebration according to Plan No. 06/KH-CT dated July 09, 2024 of Daklaoruco regarding: guests, program, and estimated total cost of 146,550 USD. The organization time is arranged by Daklaoruco in December 2024, reporting to DRI before implementation.</p> <p>7. Regarding the payment of the remaining 2023 dividends Agreed on the time and source of funds to pay the remaining dividends of 2023 according to Submission No. 18/TTr-CT dated July 10, 2024 of the DRI Executive Board, specifically:</p> <ul style="list-style-type: none"> - Last registration date to exercise the right to receive the remaining dividends of 2023/ - Payment date: August 15, 2024 - Assign the General Director of DRI to prepare the conditions and procedures for dividend payment according to regulations. | | | | | | | | | | | | | | | | | |
| 8 | 08/NQ-HĐQT | 23/8/2024 | <p>@/ Obtain the BOD' opinion to approve the following content</p> <p>1. Agree on the policy to extend the loan payment deadline of Contract No. 01/2022/HĐVV dated September 05, 2022 signed between Dak Lak Rubber Joint Stock Company (Dakruco) and Dak Lak Rubber Investment Joint Stock Company (DRI) with the outstanding balance up to the present time being 40,000,000,000 VND (Forty billion VND). The principal amount and the extension period requested by Dakruco are as follows:</p> <table border="1"> <thead> <tr> <th>TT</th> <th>Disbursed principal amount (million VND)</th> <th>Payment due date according to the Contract</th> <th>Requested extension date/</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>20,000</td> <td>Sep 13 2024</td> <td>Dec 13, 2024</td> </tr> <tr> <td>2</td> <td>10,000</td> <td>Dec 15, 2024</td> <td>March 15, 2025</td> </tr> <tr> <td>3</td> <td>10,000</td> <td>Jan 03, 2025</td> <td>April, 03, 2025</td> </tr> </tbody> </table> <p>2. The BOD authorizes the General Director of DRI to negotiate and sign the Appendix to the Loan Agreement and other contents and documents arising with the Appendix to the Loan Agreement No. 01/2022/HĐVV dated September 05, 2022.</p> | TT | Disbursed principal amount (million VND) | Payment due date according to the Contract | Requested extension date/ | 1 | 20,000 | Sep 13 2024 | Dec 13, 2024 | 2 | 10,000 | Dec 15, 2024 | March 15, 2025 | 3 | 10,000 | Jan 03, 2025 | April, 03, 2025 | 6/6/6 |
| TT | Disbursed principal amount (million VND) | Payment due date according to the Contract | Requested extension date/ | | | | | | | | | | | | | | | | | |
| 1 | 20,000 | Sep 13 2024 | Dec 13, 2024 | | | | | | | | | | | | | | | | | |
| 2 | 10,000 | Dec 15, 2024 | March 15, 2025 | | | | | | | | | | | | | | | | | |
| 3 | 10,000 | Jan 03, 2025 | April, 03, 2025 | | | | | | | | | | | | | | | | | |

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| 9 | 09/NQ-HĐQT | 18/10/2024 | <p>@/ BOD meeting to approve the following contents</p> <p>1. Regarding the results of implementing the BOD' Resolution The BOD agrees with the report of the Board Secretary on the implementation of resolutions: No. 07 dated July 12, 2024; No. 08 dated August 23, 2024 and the contents that the Chairman of the BOD and the General Director have directed to implement.</p> <p>2. Regarding the production and business situation in the first 9 months of 2024 and the direction and tasks for the fourth quarter of 2024</p> <p>Agree with the General Director's report on the production and business situation in the third quarter, the first 9 months of 2024, and the direction and tasks for the last 3 months of 2024. The BOD requests the Executive Board to direct the implementation of some key contents in the fourth quarter of 2024 as follows:</p> <p>2.1- For Daklaoruco:</p> <ul style="list-style-type: none"> - Implement the measures and solutions directed by the BOD and the Chairman of the BOD since the beginning of the year, including: product protection; labor recruitment; production organization (checking the equipment of exploitation materials, compensation tapping, overlapping tapping, tapping the entire tree, collecting latex on the cup after product delivery...), striving to achieve the highest rubber latex output in the fourth quarter of 2024, from 5,350 tons or more. Continue to purchase external latex to achieve the planned external latex output. - Implement comprehensive product protection measures: Continue to recruit Vietnamese security personnel; equip them with clothes, hats, shoes, and support tools to perform their duties; maintain the reward regime for catching or recovering stolen latex. Plan to build solid fences to protect the rubber gardens, prioritizing key areas with latex loss, and gradually fence the entire garden in the following years. Work with local authorities and police to have measures to support the Company in preventing latex loss and strengthening the relationship between the farm and the locality. - Coordinate with DRI to recruit laborers and provide training for the advanced technical rubber intermediate class, creating a source of team management and technical personnel for the Company; recruit indirect staff for departments lacking personnel. | 5/6/6 |
| 9 | 09/NQ-HĐQT | 18/10/2024 | <ul style="list-style-type: none"> - Survey the investment needs for 2025, such as: Traffic roads, internal roads, bridges and culverts; housing, canteens, and offices for units; machinery, equipment... Report to DRI to agree on inclusion in the 2025 production, business, and investment plan to submit to the BOD and the General Meeting of Shareholders, to be completed in November 2024. - Coordinate with DRI to finalize with the Consultant the development of product traceability software to serve both product management and sales according to EUDR and FSC-CoC regulations; simultaneously implement registration and labeling with FSC-FM/CoC certification for latex products sourced from FSC-FM certified rubber plantations. Continue to direct relevant departments to maintain processes ensuring compliance with FSC regulations and rectify errors identified by GFA's audit in the July 2024 assessment. - Coordinate with DRI to seek and attract investment for a wood and pellet processing plant to consume liquidated rubberwood. - Properly prepare and organize the 20th anniversary of Daklaoruco's establishment and development as directed by the BOD, scheduled for December 20, 2024. <p>2.2. For DRI High-Tech Agriculture Company Limited:</p> <ul style="list-style-type: none"> - Conduct an investigation to assess the fruiting potential of commercial durian orchards and durian orchards planted in 2020; survey investment in infrastructure for internal roads, irrigation systems...; develop a 2025 production and business plan that accurately reflects the situation and is feasible. - Focus on caring for commercial durian orchards to ensure optimal yield for 2025. Organize the harvesting and liquidation of bananas to ensure the good growth and development of durian orchards planted in 2020, to bring the orchards into operation in 2026. <p>2.3. For DRI:</p> <ul style="list-style-type: none"> - Focus on directing subsidiaries and relevant departments to develop a 2025 plan with feasible solutions to overcome the shortcomings and deficiencies of 2024, to be submitted to the BOD in December 2024. - Support Daklaoruco in implementing some key tasks as follows: Recruiting Vietnamese laborers; providing training for the advanced technical rubber intermediate class; rectifying errors following the GFA assessment in July 2024; | 5/6/6 |

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| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
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| 9 | 09/NQ-HĐQT | 18/10/2024 | <p>registering and labeling with FSC-FM/CoC certification after being certified; developing rubber product management and traceability software; implementing the durian planting policy at Farm 1, Daklaoruco; organizing the 20th anniversary of Daklaoruco's establishment and development.</p> <ul style="list-style-type: none"> - Coordinate with Daklaoruco to visit and work with the authorities and police of the provinces and districts where the rubber areas managed by Daklaoruco's Farms 1, 2, 3, and 4 are located, thereby reporting on the production and business situation and the Company's proposals and recommendations. - Promote and organize export sales for FSC-FM/CoC certified latex products; maintain the current export rate of latex. - Coordinate with Daklaoruco to seek and attract investors for wood and pellet processing plants to consume liquidated rubberwood products. - Assign the Capital Representative to direct DRI High-Tech Agriculture Limited Company to focus on implementing the contents mentioned in section 2.2 above. <p>3. Regarding the policy of supplementing the 2024 financial plan for DRI High-Tech Agriculture Limited Company. Agree with Submission No. 22/TTr-CT, dated October 15, 2024, of the Company's General Director on supplementing the 2024 financial plan for DRI High-Tech Agriculture Limited Company as follows: 2,415,547,610 VND, including: KTCB durian garden: 421,945,331 VND; commercial durian garden: 1,993,602,279 VND.</p> <p>The capital representative of DRI at DRI High-Tech Agriculture Limited Company shall vote in the Members' Council meeting and be responsible for monitoring the use of funds for the right purposes and in accordance with regulations.</p> <p>4. Regarding the policy of planting durian in Daklaoruco: DRI shall review and adjust the Certificate of Overseas Investment Registration at the Ministry of Planning and Investment; at the same time, coordinate with Daklaoruco to establish an investment project for durian planting at Farm 1 - Daklaoruco, Ba Chieng district, Champasak province, Laos, with an area of 238.93 ha; planting time from 2025 to 2027, in which planting in 2025 is: 30.48 ha; in 2026: 106.15 ha and in 2027: 102.30 ha. Investment capital: equity capital from 40 - 50%; loans from commercial banks from 50 - 60%. Project management form: Daklaoruco invests and establishes a farm to specialize in</p> | 5/6/6 |

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
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| 9 | 09/NQ-HĐQT | 18/10/2024 | <p>management and production organization. Investment direction implements mechanization and automation, reducing dependence on manual farming.</p> <p>DRI's Executive Board shall coordinate with Daklaoruco to complete the Project according to the BOD' opinions and in accordance with the above orientation to submit to the Chairman of the BOD for project approval and implementation, when the Certificate of Overseas Investment Registration is adjusted.</p> <p>5. Regarding supplementing Daklaoruco's 2024 financial plan Agree with Submission No. 24/TTr-CT dated October 17, 2024 of the Company's General Director on supplementing the 2024 financial plan for Daklaoruco, specifically: Supplement the investment cost of NPK fertilizer for the entire KTCB rubber plantation at Daklaoruco according to the norm of 200 kg/ha with a value of 1,052,892,000 Lak. Assign Daklaoruco to implement and ensure good growth and development of the plantation. Especially some areas of the plantation are preparing to be put into operation in 2025.</p> <p>6. Regarding Information Disclosure Regulations Agree to pass the amended Information Disclosure Regulations according to Circular 68/2024/TT-BTC dated September 18, 2024 of the Ministry of Finance. The BOD authorizes the Chairman of the BOD to sign the Decision to issue the Information Disclosure Regulations.</p> <p>7. Regarding the interim dividend payment in 2024 Agree to pay an interim dividend in 2024 in cash to shareholders of Dak Lak Rubber Investment Joint Stock Company. Interim payment ratio: 4%/share (one share receives 400 VND).</p> <p>Assign the General Director of DRI to balance the payment source and prepare conditions to implement the interim dividend payment in 2024 during December 2024 or January 2025 in accordance with legal regulations.</p> | 5/6/6 |

THE BOARD OF DIRECTORS

Activities of the BOD

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|--------------------------|------------|--|---------------|
| 10 | 10/NQ-HĐQT | 12/11/2024 | <p>@/ Obtain the BOD' opinion to approve the following contents</p> <p>1. Approve the plan to pay an interim dividend in 2024 in cash to shareholders of Dak Lak Rubber Investment Joint Stock Company, specifically as follows:</p> <ul style="list-style-type: none"> - Interim payment ratio: 4%/share (one share receives 400 VND) - Source of funds for dividend payment: Undistributed after-tax profit; - Last registration date to finalize the list of shareholders: 2024-11-27; - Payment date: December 12, 2024; - Place of implementation: + For deposited securities: The owner carries out the dividend receipt procedure at the Depository Members where the depository account is opened. + For non-deposited securities: The owner carries out the dividend receipt procedure at Dak Lak Rubber Investment Joint Stock Company, No. 59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak Province (on weekdays), starting from 2024-12-12 and presenting their Citizen Identification/Identity Card. - Assign the General Director of DRI to prepare the conditions for implementing the 2024 interim dividend payment in accordance with legal regulations. <p>2. Agree on the policy of financial support for Dakruco specifically as follows:</p> <ul style="list-style-type: none"> - Credit limit: 40,000,000,000 VND (Forty billion VND). Loan term: 36 months. Floating loan interest rate and not lower than the loan interest rate of Vietinbank- Dak Lak Branch. Collateral: DRI shares owned by Dakruco. - Authorize the General Director of DRI: to balance cash flow to disburse to Dakruco in 2024 and 2025 based on financial conditions and must ensure the operation of DRI and Daklaoruco; negotiate and sign the Credit Contract with Dakruco and the appendices, arising documents attached to the above Credit Contract in accordance with the laws and regulations of the Company. | 6/6/6 |

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|--------------------------|------------|--|---------------|
| 10 | 10/NQ-HĐQT | 12/11/2024 | <p>3. Agree on the policy of liquidating the rubber plantation, implementing before the rubber seedling nursery planted in 2025 at Daklaoruco:</p> <p>3.1. Liquidation of rubber plantation</p> <ul style="list-style-type: none"> - Total area of the liquidated plantation/: 134.29 ha. In which: + Area of liquidated rubber for replanting rubber in 2025: 94.56 ha; + Area of liquidated cashew for planting durian in 2025: 36.12 ha; + Area for water reservoir and road lots: 3.61 ha; - Total number of standing trees according to inventory: 29,104 trees; - Remaining book value of the plantation as of 2024-11-30: 2,424,385,417 Lak. - Assign Daklaoruco to organize the sale of liquidated rubber trees by competitive bidding and the minimum starting price equal to the book value. - Implementation time: in quarter 4 of 2024 <p>3.2. Implement before the 3-leaf rubber seedling nursery in preparation for new planting in 2025:</p> <ul style="list-style-type: none"> - Stump bare root rubber seedling nursery: 80,000 Stump; - Estimated implementation cost: 1,225,140,000 Lak; - Implementation time: in December 2024; - The above costs are included in the 2025 Financial Plan according to regulations. <p>3.3. The BOD assigns the General Director of DRI to notify and direct Daklaoruco to implement the above contents according to regulations.</p> | 6/6/6 |
| 11 | 11/NQ-HĐQT | 9/12/2024 | <p>@/ Obtain the BOD' opinion on the following contents:</p> <p>1. Regarding the policy of purchasing cars for Daklaoruco: Agree on the policy for Daklaoruco to purchase cars to serve the travel needs of Farm 2 and Farm 4, specifically:</p> <ul style="list-style-type: none"> - Vehicle type: 2-bridge pickup truck; - Quantity: 2 vehicles - Estimated value not exceeding 44,300 USD/unit. - Implementation time: in 2024. <p>- Supplement to the 2024 Investment Plan for Construction and Investment in Daklaoruco;</p> <p>- Assign the General Director of DRI to notify the Director of Daklaoruco to organize the implementation according to the Company's Financial Management Regulations and Procurement Regulations, and current regulations of the Lao PDR.</p> | 6/6/6 |

THE BOARD OF DIRECTORS

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| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|-----------------------------|------------|--|------------------|
| 11 | 11/NQ-HĐQT | 9/12/2024 | <p>2. Regarding the policy of signing a consulting contract to maintain the FSC certificate in 2025 for Daklaoruco.</p> <ul style="list-style-type: none"> - Agree on the policy for the Director of Daklaoruco to select a unit to implement consulting services to maintain FSC-FM and FSC-CoC certificates. - Implementation cost: Assign the Director of Daklaoruco to negotiate with consulting units on the following contents: consulting work, consulting time, and total implementation cost. Based on that, include it in the cost of the 2025 production, business, and investment plan. - Consulting implementation time in 2025. <p>3. Regarding the policy of signing a loan agreement between Daklaoruco and DRI.</p> <p>Agree on the policy for DRI to re-sign the loan agreement with Daklaoruco, with the following specific information:</p> <ul style="list-style-type: none"> - Loan amount: 1,750,000 USD. - Loan term: From January 01, 2025 to December 31, 2027. (3-year term). - Interest rate: 0%. - Early repayment is possible after agreement between the two parties. - Assign the General Director of DRI and the Director of Daklaoruco to implement. <p>4. Regarding the policy of selling the liquidated cashew garden at Daklaoruco:</p> <p>Agree on the policy for Daklaoruco to liquidate the cashew garden as follows:</p> <ul style="list-style-type: none"> - The starting price is determined based on the number of cashew trees inventoried in each lot. Starting price of each lot = Number of trees x 22,000 Lak/tree for Lots D3, D4, D5. For Lot D6, which is the area of cashew trees that have been cut and restored, the height of the cashew trees is only 1 meter, the selling price of firewood is 4,000 Lak/tree x the number of trees. - Starting price of 36.13 ha of liquidated cashew for durian planting in 2025: 122,720,000 Lak. - Selling method: Competitive bidding. - Assign the General Director of DRI to notify and direct Daklaoruco to implement the above contents according to regulations. | 6/6/6 |
| 12 | 12/NQ-HĐQT | 31/12/2024 | <p>@/BOD meeting approves the following contents:</p> <p>1. Regarding the implementation results of the BOD' Resolution:</p> <p>The BOD agrees with the contents of the report of the BOD' secretary on the implementation of resolutions: No. 09 dated October 18, 2024; No. 10 dated November 12, 2024; No. 11 dated December 09, 2024 of the BOD.</p> <p>2. Regarding the preliminary report on production and business results in 2024 and direction and tasks for 2025.</p> <p>Agree with the Preliminary Report on Production and Business Results in 2024 of the DRI Executive Board. The BOD directs the implementation of several contents to implement the 2025 Production and Business Plan as follows:</p> <p>2.1. For DRI:</p> <ul style="list-style-type: none"> - Focus on directing the consolidation of the organizational structure from the parent company to subsidiaries, ensuring effective and efficient operation. - Continue to support Daklaoruco in recruiting and training indirect labor, ensuring resources for managing and operating production and business activities. - Strongly implement digital transformation, redesign the interface of DRI's website and Daklaoruco's website; implement document management using ioffice application software from the parent company to subsidiaries; digitize management from the garden to processing and sales, ensuring that sales procedures can quickly trace the origin of FSC-FM/CoC products and meet EUDR sales regulations; and facilitate leadership and direction. - Support Daklaoruco in implementing the Rubber Replanting Project and the New Durian Planting Project. - Direct and support Daklaoruco in maintaining the FSC-FM/CoC certificate, developing product promotion plans, and promoting trade to boost sales of FSC-certified products. - Proactively seek and attract investment in wood and pellet processing plants to consume liquidated rubber wood at Daklaoruco in the first quarter of 2025. <p>2.2. For Daklaoruco:</p> <ul style="list-style-type: none"> - Consolidate the leadership and management apparatus from the company level to the farm level, and quickly stabilize to effectively manage production and business tasks. | 6/6/6 |

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| No. | Resolution/ Decision No. | Date | Content | Approval Rate | No. | Resolution/ Decision No. | Date | Content | Approval Rate |
|-----|-----------------------------|------------|--|------------------|-----|-----------------------------|------------|--|------------------|
| 12 | 12/NQ-HĐQT | 31/12/2024 | <ul style="list-style-type: none"> - Implement indirect and direct labor recruitment associated with training, especially in areas lacking personnel such as technical, administrative, and security. - Implement loan and investment procedures for the New Durian Planting Project with quality and efficiency. For the Rubber Replanting Project, while awaiting approval at the General Meeting of Shareholders, Daklaoruco will continue to implement nursery and planting stages according to the temporarily assigned production and business plan for 2025. - Promote rubber latex exploitation from the first month of 2025; organize effective rubber latex exploitation from labor arrangement to technical management; strengthen measures to protect rubber latex products according to the resolutions directed by the BOD. Continue to implement the purchase of raw latex for processing, reaching a minimum of 1,000 tons/year. - Coordinate with DRI to maintain the FSC-FM/CoC certificate, focusing on overcoming the shortcomings of the GFA assessment in July 2024 and any new issues. - Implement digital transformation as directed by the BOD and the Executive Board of DRI. - Issue a salary payment plan for 2025 for implementation, ensuring timeliness, fairness, and motivation for employees to work effectively and have long-term commitment to the company. - Strengthen local relations at all levels to ensure production and business activities, security, order, and protection of the company's products and assets. <p>2.3. At DRI Agricultural Processing Company Limited</p> <ul style="list-style-type: none"> - Focus on caring for commercial durian orchards, ensuring the best yield in 2025 and exceeding the assigned plan output. Focus on proactively seeking customers to consume durian. For the investment and development durian orchard, focus on care and shaping to prepare for commercial operation in 2026. Implement field sanitation and procedures for VietGap or GlobalGap certification. - Manage costs and prices well, and balance finances effectively to reduce incurred financial costs. - Implement digital transformation as directed by the DRI BOD. <p>3. Regarding the main targets of the 2025 production and business plan:</p> | 6/6/6 | 12 | 12/NQ-HĐQT | 31/12/2024 | <p>Temporarily assign some main targets of the 2025 financial plan for the Executive Board to assign plans to Daklaoruco and DRI High-Tech Agriculture Limited Company. The official plan will be decided at the 2025 Annual General Meeting of Shareholders. The temporarily assigned plan is as follows:</p> <p>3.1. Targets in terms of volume:</p> <p>1.1. Total area of cultivated plants: 9,418.24 ha</p> <p>1.1.1. Total area of rubber trees: 8,588.69 ha, including:</p> <p>a) Area of rubber for investment and development: 387.03 ha</p> <p>b) Area of exploited rubber: 8,201.66 ha</p> <p>1.1.2. Area of cashew trees: 465.67 ha</p> <p>1.1.3. Area of other trees + lakes, durian axis: 22.61 ha</p> <p>1.1.4. Durian acreage in Laos: 30.48 ha</p> <p>1.1.5. Vacant, suitable land, FSC corridor: 168.62 ha</p> <p>1.1.6. Orchard area at DRI High-Tech Agriculture Limited Company : 142.17 ha</p> <p>a) Area of durian orchard planted in 2018: 75.53 ha</p> <p>b) Area of durian orchard planted in 2020: 66.64 ha</p> <p>3.1.2. Rubber latex product:</p> <p>1.2.1. Average rubber latex yield and output</p> <p>- Average latex yield: 1.65 tons/ha.</p> <p>- Rubber output exploited in the year: 13,500 tons</p> <p>1.2.2. Processed output in the year: 13,500 tons</p> <p>1.2.3. Finished product rubber latex inventory transferred: 2,000 tons</p> <p>1.2.4. Expected sales volume in the year: 13,500 tons.</p> <p>3.1.3. Cashew product:</p> <p>1.3.1. Average yield: 86 kg fresh/ha</p> <p>1.3.2. Output: 40 tons fresh</p> <p>3.1.4. Durian product:</p> <p>1.4.1. Average annual yield: 62 kg/tree</p> <p>1.4.2. Output: 640 tons of product</p> <p>3.2. Value indicators:</p> <p>3.2.1. Average unit selling price:</p> <ul style="list-style-type: none"> - Average rubber latex selling price in the year: 1,695 USD/ton; - Fresh cashew selling price: 800 USD/ton; - Average fresh durian selling price: 50,055,000 VND/ton <p>3.2.2. Average unit production cost</p> <ul style="list-style-type: none"> - Cost of goods sold for rubber latex before tax: 1,350 USD/ton; - Cost of goods sold for cashew: 451 USD/ton; - Cost of goods sold for durian: 30,596 VND/kg | 6/6/6 |

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| 12 | 12/NQ-HĐQT | 31/12/2024 | <p>3.2.3. Total revenue + other income: 612,955 million VND, including:</p> <ul style="list-style-type: none"> - Sales revenue: 604,855 million VND; + Rubber revenue: 572,020 million VND + Cashew revenue: 800 million VND + Durian revenue: 32,035 million VND - Financial revenue + other income: 8,100 million VND (Provisional exchange rate: 25,000 VND/USD; 0.93 VND/Lak) <p>3.2.4. Total cost: 475,577 million VND</p> <ul style="list-style-type: none"> - Rubber cost: 455,544 million VND - Cashew cost: 451 million VND - Durian cost: 19,581 million VND <p>3.2.5. Profit before tax: 137,378 million VND</p> <p>3.2.6. Profit after tax: 110,384 million VND</p> <p>3.2.7. Dividend payout ratio for 2025: expected 9% of charter capital.</p> <p>3.3. Investment indicators:</p> <p>3.3.1. Investment in perennial crop gardens/23,002.93 million VND, of which:</p> <ul style="list-style-type: none"> - Rubber 9,542.65 million VND, with an area of 387.04 ha, the average investment cost is 24,655,477 VND/ha. - New durian planting in Daklaoruco: 5,441 million VND with 30.48 ha, the average investment cost is 178,520,867 VND/ha. - Durian at DRI High-Tech Agriculture Limited Company : 8,019 million VND, corresponding to an area of 62.25 ha, the average investment cost is 128,814,585 VND/ha. The investment cash flow for durian trees comes from the basic depreciation of DRI High-Tech Agriculture Limited Company, the proceeds from durian harvest (expected 40 tons), the rest is mobilized from other sources. <p>3.3.2. Construction investment: 51,193 million VND, of which:</p> <ul style="list-style-type: none"> - Investment at Daklaoruco: 49,697 million VND - Investment at DRI High-Tech Agriculture Limited Company is 1,496 million VND <p>4. Regarding the settlement of the 2024 payroll fund at DRI, subsidiaries, and 2024 profit advance at DRI High-Tech Agriculture Limited Company.</p> | 6/6/6 |

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|---------|---|---|---|---------------|---|---|-------|-------|-----------------------------|------------------------|--|--------------------|----------------|---------|----------------|--|--|-------|------------|--|--|-------|----------------|--|--|-------|--|--|--|-------|
| 12 | 12/NQ-HĐQT | 31/12/2024 | <p>- Assign the General Director of DRI to guide the subsidiaries and implement at the DRI parent company the settlement of the 2024 payroll fund, according to the 2024 payroll fund plan approved by the General Meeting of Shareholders, ensuring compliance with the regulations of Circular 28/2016/TT-BLĐTBXH of the Ministry of Labor - Invalids and Social Affairs.</p> <p>- Agree in principle to allow DRI High-Tech Agriculture Limited Company to advance 2024 profits to contributing members at 10% of charter capital. Assign the DRI capital representative at DRI High-Tech Agriculture Limited Company. to vote on this content at the company's Member Council meeting.</p> <p>5. Rubber latex sales formula for 2025:</p> <p>5.1. Pricing formula for Spot Contracts:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Export price (minus maximum/plus minimum)</th> <th>Warehouse selling price (minus maximum)</th> <th>Notes</th> </tr> </thead> <tbody> <tr> <td rowspan="3">SVR3L</td> <td>CT1: (SMRL + SMR5)/ 2 - 15%</td> <td rowspan="3">Export price – 100 usd</td> <td rowspan="3">SMRL and SMR5 and SMR10 are averaged over 5 consecutive days adjacent to the pricing date.</td> </tr> <tr> <td>CT2: SVR10 + 60USD</td> </tr> <tr> <td>SVR3L + 40 USD</td> </tr> <tr> <td>SVRCV60</td> <td>SVR3L – 35 USD</td> <td></td> <td></td> </tr> <tr> <td>SVR 5</td> <td>SMR10 – 7%</td> <td></td> <td></td> </tr> <tr> <td>SVR10</td> <td>SVR10 – 20 USD</td> <td></td> <td></td> </tr> <tr> <td>SVR20</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>5.2. Pricing formula for Long-term Contracts:</p> <ul style="list-style-type: none"> - The pricing basis is announced in USD (settlement price) by SGX (Singapore Exchange). - Pricing period: Average price of the entire pricing month prior to the delivery month. - Pricing formula (FOB HCM price, goods with Pallet) as follows: | Item | Export price (minus maximum/plus minimum) | Warehouse selling price (minus maximum) | Notes | SVR3L | CT1: (SMRL + SMR5)/ 2 - 15% | Export price – 100 usd | SMRL and SMR5 and SMR10 are averaged over 5 consecutive days adjacent to the pricing date. | CT2: SVR10 + 60USD | SVR3L + 40 USD | SVRCV60 | SVR3L – 35 USD | | | SVR 5 | SMR10 – 7% | | | SVR10 | SVR10 – 20 USD | | | SVR20 | | | | 6/6/6 |
| Item | Export price (minus maximum/plus minimum) | Warehouse selling price (minus maximum) | Notes | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SVR3L | CT1: (SMRL + SMR5)/ 2 - 15% | Export price – 100 usd | SMRL and SMR5 and SMR10 are averaged over 5 consecutive days adjacent to the pricing date. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | CT2: SVR10 + 60USD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | SVR3L + 40 USD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SVRCV60 | SVR3L – 35 USD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SVR 5 | SMR10 – 7% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SVR10 | SVR10 – 20 USD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SVR20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | | | <table border="1"> <thead> <tr> <th>Item Type/</th> <th>SGX (minimum addition)</th> </tr> </thead> <tbody> <tr> <td>SVR10</td> <td>Equal to TSR20 +15 USD/ton</td> </tr> <tr> <td>SVR 3L</td> <td>TSR20 + 160 USD/ton</td> </tr> <tr> <td>SVR CV60</td> <td>SVR3L + 40USD/ton</td> </tr> </tbody> </table> <p>5.3. For FSC and EUDR products (plus a minimum of 100 USD/ton for each formula)</p> <p>5.4. Application period: From 2025-01-01 to 2025-12-31.</p> <p>5.5. Authorization for the General Director of DRI: authorized to decide on sales as follows:</p> <ul style="list-style-type: none"> - The General Director is authorized to review and sell goods within the framework of the prescribed floor price calculated from the above formula. - The General Director is authorized to sign contracts with unit prices lower than the prescribed floor price ≤ 1%. For orders sold at prices lower than the prescribed floor price > 1%, there must be a valid reason and approval from the Chairman of the BOD. <p>- Depending on the market situation, the General Director shall report and request the BOD' opinion to adjust the sales formula accordingly.</p> <ul style="list-style-type: none"> - Approve the investment project for planting, caring for, and trading 238.93 hectares of durian trees of Daklaoruco according to Official Letter No. 34/TTr-CT dated December 26, 2024 of the DRI Steering Committee, specifically: <ol style="list-style-type: none"> (1). Project name: Investment project for new planting, care, and trading of 238.93 hectares of durian trees of Daklaoruco. (2). Investor: Dak Lak Rubber Company .Ltd (Daklaoruco); (3). Implementing unit: Dak Lak Rubber Company .Ltd (Daklaoruco); (4). Location: Maysivilay Village, Ba Chieng District, Champasak Province, Laos; (5). Investment period: 2025 – 2031; (6). Project scale: 238.93 ha; (7). Total investment capital (2025-2031): 7,195,754 USD; (8). Investment capital source: <ul style="list-style-type: none"> - Company's equity (50.0%): 3,597,877 USD; - Bank loan (50.0%): 3,597,877 USD. (9). Investment form: The investor directly manages and implements the project. | Item Type/ | SGX (minimum addition) | SVR10 | Equal to TSR20 +15 USD/ton | SVR 3L | TSR20 + 160 USD/ton | SVR CV60 | SVR3L + 40USD/ton | 6/6/6 |
| Item Type/ | SGX (minimum addition) | | | | | | | | | | | |
| SVR10 | Equal to TSR20 +15 USD/ton | | | | | | | | | | | |
| SVR 3L | TSR20 + 160 USD/ton | | | | | | | | | | | |
| SVR CV60 | SVR3L + 40USD/ton | | | | | | | | | | | |

| No. | Resolution/ Decision No. | Date | Content | Approval Rate |
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| 12 | 12/NQ-HĐQT | 31/12/2024 | <p>- The BOD authorizes the Chairman of the BOD to sign the decision approving the Project; Daklaoruco's Director and the DRI Steering Committee shall develop a detailed annual investment plan to submit to the BOD for consideration and to the General Meeting of Shareholders for decision, and as a basis for implementing the annual investment plan.</p> <p>7. Regarding the policy of liquidating the rubber plantation for the second time for Daklaoruco:</p> <p>Agree to allow Daklaoruco to liquidate the rubber plantation for the second time with the following specific information:</p> <ul style="list-style-type: none"> - Liquidated rubber area: 98.17 ha; - Remaining value as of December 31, 2024: 1,989,078,023 lak; - Total number of standing trees according to inventory: 48,621 trees; - Average remaining value per tree: 40,910 lak/tree; - Starting price: 26,600 lak/tree. <p>Daklaoruco shall carry out auction procedures according to regulations and report the results to DRI for further direction.</p> | 6/6/6 |



List of Board of Directors members with corporate governance training certificates

| No. | Full name | Position | Training content | Time of participation |
|-----|-----------------------|---|--|--|
| 1 | Mr. Nguyen Viet Tuong | Chairman of the BoD, Non-executive BoD Member | | 20-21/09/2018 |
| 2 | Mr. Bui Quang Ninh | Vice Chairman of the BoD, Non-executive BoD Member | | 5-6/10/2017 |
| 3 | Mr. Le Thanh Can | Executive BoD Member / General Director | Corporate governance training program for public companies held by the Center for Scientific Research and Securities Training of the SSC | Corporate governance training class. |
| 4 | Mr. Nguyen Thac Hoanh | Head of Supervisory Board | | Professional accounting class. |
| 5 | Mr. Phan Thanh Can | Member of Supervisory Board | | Corporate governance training class. |
| 6 | Ms Nguyen Thi Hai | Deputy General Director / Person in charge of Corporate Governance / Person in charge of Information Disclosure | | 5-6/10/2017 |
| 7 | Mr. Le Thanh Cuong | Chief Accountant | | Corporate governance training class 5-6/10/2017 |

SUPERVISORY BOARD

| No. | Member | Position | Work | Shares |
|-----|-------------------|----------|-----------|--------|
| 1 | Nguyen Thac Hoanh | Head | Full-time | - |
| 2 | Phan Thanh Tan | Member | Full-time | - |
| 3 | Tran Van Tinh | Member | Part-time | - |

b. Activities of the Supervisory Board:

| No. | Member | Position | Number of meetings | Percentage |
|-----|-------------------|----------|--------------------|------------|
| 1 | Nguyen Thac Hoanh | Head | 4/4 | 100% |
| 2 | Phan Thanh Tan | Member | 4/4 | 100% |
| 3 | Tran Van Tinh | Member | 4/4 | 100% |

The Supervisory Board has complied with the Company's Charter and legal regulations in performing its supervisory work at the company. Specifically:

- Control the management and direction of the Board of Directors, to achieve the targets of the General Meeting of Shareholders, issue guidelines for production and business within the competence of the Board of Directors on rubber production and business, and on the deployment of investment in durian projects and the organization of production and business.

- Control the operation of the Company's Board of General Directors and subsidiaries in performing assigned tasks and implementing the resolutions of the Company's Board of Directors.
- Control financial work, cost management, progress of financial plan implementation, inspect and control accounting work.
- Control purchasing and sales, purchase of fixed assets, major repairs carried out at the subsidiary in Laos.
- Review tax policy risks and legal regulations related to accounting in Laos, and recommend step-by-step improvement of the legal basis and apparatus to apply the value-added tax deduction method.
- Monitor debt, use of loans, and financial security.
- Work with independent auditors on matters related to the semi-annual and year-end financial statements.
- Review data from reports of the Board of Directors, General Director, and independent audit financial statements before submitting to the General Meeting of Shareholders.



TRANSACTIONS, REMUNERATION, AND BENEFITS

Salary, bonus, remuneration, benefits

| No. | Full name | Title | Remuneration | Bonus | Salary + Other | Total income |
|------------|---------------------------|-------------------------|--------------------|--------------------|----------------------|----------------------|
| I | Board of Directors | | 473.878.322 | 279.159.826 | 264.094.208 | 1.017.132.355 |
| 1 | Nguyen Viet Tuong | Chairman | 112.153.846 | 57.361.608 | | 169.515.454 |
| 2 | Bui Quang Ninh | Vice Chairman | 30.927.273 | 49.713.394 | | 80.640.666 |
| 3 | Tran Le | Member | 18.692.308 | 38.241.072 | | 56.933.380 |
| 4 | Le Dinh Huyen | Member | 50.412.587 | 0 | | 50.412.587 |
| 5 | Ta Quang Tong | Member | 74.769.231 | 38.241.072 | | 113.010.303 |
| 6 | Nguyen Tran Giang | Member | 74.769.231 | 38.241.072 | | 113.010.303 |
| 7 | Nguyen Minh | Member | 74.769.231 | 38.241.072 | | 113.010.303 |
| 8 | Bui Thi Tuyet Nhung | Secretary | 37.384.615 | 19.120.536 | 264.094.208 | 320.599.359 |
| II | Supervisory Board | | 194.400.000 | 99.426.787 | 264.094.208 | 557.920.995 |
| 1 | Nguyen Thac Hoanh | Head | 97.200.000 | 49.713.394 | | 146.913.394 |
| 2 | Phan Thanh Tan | Member | 59.815.385 | 30.592.858 | | 90.408.243 |
| 3 | Tran Van Tinh | Member | 37.384.615 | 19.120.536 | 264.094.208 | 320.599.359 |
| III | Executive Board | | 37.384.615 | 99.426.787 | 1.320.479.998 | 1.457.291.400 |
| 1 | Le Thanh Can | General Director | | 38.241.072 | 497.610.387 | 535.851.459 |
| 2 | Nguyen Thi Hai | Deputy General Director | 37.384.615 | 30.592.858 | 439.037.927 | 507.015.400 |
| 3 | Le Thanh Cuong | Chief Accountant | | 30.592.858 | 383.831.684 | 414.424.542 |
| | TOTAL | | 705.662.937 | 478.013.400 | 1.848.668.414 | 3.032.344.751 |

Insider trading

| No. | Person conducting the transaction | Relationship with insiders | Number of shares held at the beginning of the period | | Number of shares held at the end of the period | | Reason for increase/decrease (purchase, sale, conversion, bonus...) |
|-----|--|---|--|------------|--|------------|---|
| | | | Number of shares | Percentage | Number of shares | Percentage | |
| 1 | Dak Lak Rubber Joint Stock Company (Dakruco) | | 48.750.000 | 66,6% | 44.537.500 | 60,84% | Bán |
| 2 | Bui Quang Ninh | Major shareholder - Parent company | 178.000 | 0,24% | 140.000 | 0,19% | Bán |
| | | | 140.000 | 0,19% | 148.000 | 0,2% | Mua |
| 3 | Phan Thanh Hai | | 10.345 | 0,01% | - | - | Bán |
| 4 | Nguyen Thi Hai | Brother of Phan Thanh Tan - Member of the Supervisory Board | 226.000 | 0,31% | 193.000 | 0,26% | Bán |
| | | | 193.000 | 0,26% | 190.000 | 0,26% | Bán |



Contracts or transactions with related parties

Transactions between the Company's insiders, related persons of insiders, and subsidiaries or companies controlled by the Company: None.

Transactions between the Company and the Company's related parties; or between the Company and major shareholders, insiders, and related persons of insiders:

| No. | Organization Name | Business Registration No., Place & Date of Issue | Related Party | Position at the Company |
|-----|---|---|----------------|-------------------------|
| 01 | Dak Lak Rubber Joint Stock Company (Dakrurco) | 6000175829 | Parent company | Parent company |
| 02 | DRI High-Tech Agriculture Limited Company | 60016051 | Parent company | Subsidiary |
| 03 | Dak Lak Rubber Co., Ltd. (Daklaoruco) | The 4th amendment to the transfer registration certificate No. 01616/KD/DDT4 dated March 30, 2016, issued by the Ministry of Planning and Investment of the Lao People's Democratic Republic to Daklaoruco. | Parent company | Subsidiary |

Evaluation of Compliance with Corporate Governance Regulations

The company fully complies with corporate governance regulations as prescribed by the law.

Transactions between the Company and the Company's related parties; or between the Company and major shareholders, insiders, and related persons of insiders (*continued*):

| Head Office Address | Transaction Time | Note |
|--|------------------|--|
| | 2024 | Dakruco repaid the principal loan under Loan Agreement No. 01/2022/HDVV dated 05/09/2022: VND 40 billion. |
| 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City, Dak-Lak | 2024 | DRI lent to Dakruco: Credit limit: VND 40,000,000,000 (Forty billion VND) according to the Board Resolution No. 05 dated 18/05/2023. Maximum loan term: 60 months. Interest rate: floating and not lower than the lending rate of VietinBank – Dak Lak Branch. Collateral: DRI shares owned by Dakruco. Disbursed in 2023: VND 33 billion; disbursed in January 2024: VND 7 billion. Total disbursed as of 30/06/2024: VND 40 billion. |
| | 2024 | DRI provided Dakruco with a long-term loan (Loan Agreement No. 01/2024/HDVV dated 22/11/2024): Credit limit: VND 40,000,000,000 (Forty billion VND) per Board Resolution No. 20 dated 31/10/2024. Disbursed on 04/12/2024: VND 20 billion; disbursed on 24/12/2024: VND 20 billion. |
| 59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak Province, Vietnam | 2024 | DRI provided a loan to DRI High-Tech Agriculture Limited Company with a credit limit of VND 15,000,000,000 (Fifteen billion VND), with a loan term of 36 months; Loan Agreement No. 02/2023/HDVV dated 20/07/2023, according to Board Resolution No. 06 dated 10/07/2023. Disbursed amount: VND 14,000,000,000 (Fourteen billion VND). |
| | 2024 | DRI High-Tech Agriculture Limited Company paid interest to DRI in 2024: VND 1,240,986,302. |
| | 2024 | DRI purchased rubber latex from Daklaoruco, including the following types: SVR3L (5,554.54 tons), SVR10 (1,016.4 tons), SVRCV50 (171.36 tons), SVR CV60 (744.66 tons), Total value: VND 315,861,901,787. |
| Ban Tha Luong, Pakse District, Champasak Province, Lao PDR. | 2024 | Daklaoruco repaid an early loan to DRI under Loan Agreement No. 01/HDVV-2022-DRI dated 30/12/2022: USD 907,795.55, equivalent to VND 22,558,719,418. |
| | 2024 | DRI granted Daklaoruco a medium-term investment loan (Loan Agreement No. 02/HDVV-2024-DRI dated 30/12/2024): Credit limit: USD 1,750,000 (One million seven hundred fifty thousand U.S. dollars) per Board Resolution No. 11 dated 09/12/2024. |

Challenges

7

Financial Statements

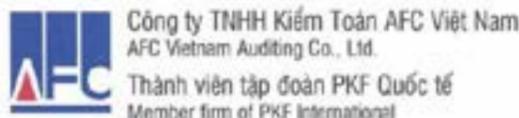
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Independent Auditor's Report



No: 208/2025/BCKTHN-HCM.00895



INDEPENDENT AUDITORS' REPORT

To: **Shareholders, Board of Directors and Executive Board
DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**

We have audited the accompanying consolidated financial statements of Dak Lak Rubber Investment Joint Stock Company ("the Company") and its subsidiaries (collectively referred to as the "Group"), prepared on 10 March 2025, from page 06 to page 37, which comprise the consolidated balance sheet as at 31 December 2024, the consolidated income statement, the consolidated cash flow statement for the year then ended, and the notes to the consolidated financial statements.

The Board of Administrators' responsibility

The Board of Administrators of the Company is responsible for the preparation and fair presentation of the consolidated financial statements of the Group in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the relevant legal regulations on the preparation and presentation of the consolidated financial statements and is responsible for the internal control that the Board of Administrators determines is necessary to ensure the preparation and presentation of the Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to express an opinion on the consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements of the Group have also material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Group's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Administrators, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of the Group as at 31 December 2024, as well as the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the relevant statutory requirements applicable to the preparation and presentation of consolidated financial statements.



TRANG DẠC NHA
Deputy General Director
Auditing Practice Registration Certificate Number:
2111-2023-009-1
AFC VIETNAM AUDITING COMPANY LIMITED
Ho Chi Minh City, 10 March 2025

Manatru

NGUYEN NGOC ANH TRUC
Auditor
Auditing Practice Registration Certificate Number:
5517-2021-009-1

Ho Chi Minh City Head Office - Tel: +84 28 2226 0237 - Fax: +84 28 2226 0285 - Email: pkf.hcm@pkf.com.vn
2/F Indochina Park Tower - No. 4 Nguyen Dinh Chieu Street - Dakao Ward - District 1 - Ho Chi Minh City - Vietnam - Website: www.pkf.com.vn

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Balance Sheet

DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY
Address: No. 59 Cao Thang - Tan An Ward - Buon Ma Thuot City - Dak Lak Province
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

| | Code | Note | 31/12/2024 VND | 01/01/2024 VND |
|---|------------|------|------------------------|------------------------|
| ASSET | | | | |
| CURRENT ASSETS | 100 | | 222,807,571,471 | 180,145,227,844 |
| Cash and cash equivalents | 110 | 5.1 | 81,129,688,423 | 60,334,618,849 |
| Cash | 111 | | 81,129,688,423 | 60,334,618,849 |
| Cash equivalents | 112 | | - | - |
| Short-term financial investment | 120 | | 10,000,000,000 | 10,000,000,000 |
| Trading securities | 121 | | - | - |
| Provision for impairment of trading securities | 122 | | - | - |
| Held to maturity investment | 123 | 5.2 | 10,000,000,000 | 10,000,000,000 |
| Short-term receivables | 130 | | 6,476,927,852 | 38,308,179,204 |
| Short-term trade receivables | 131 | 5.3 | 4,383,576,600 | 3,798,437,768 |
| Short-term prepayments to suppliers | 132 | | 245,950,000 | 1,944,472,582 |
| Short-term inter-company receivables | 133 | | - | - |
| Receivable according to the progress of construction contract | 134 | | - | - |
| Receivables for short-term loans | 135 | | - | 30,000,000,000 |
| Other short-term receivables | 136 | 5.4 | 1,847,401,252 | 2,565,268,854 |
| Allowance for short-term doubtful debts | 137 | | - | - |
| Deficit assets for treatment | 139 | | - | - |
| Inventory | 140 | | 115,992,121,938 | 65,399,095,898 |
| Inventory | 141 | 5.5 | 115,992,121,938 | 65,399,095,898 |
| Allowance for inventories | 149 | | - | - |
| Other current assets | 150 | | 9,208,833,258 | 6,103,333,893 |
| Short-term prepaid expenses | 151 | 5.6 | 1,644,399,059 | 929,664,000 |
| Deductible VAT | 152 | | 7,380,006,036 | 4,989,241,730 |
| Taxes and other receivables from the State | 153 | 5.14 | 184,428,163 | 184,428,163 |
| Trading Government bonds | 154 | | - | - |
| Other current assets | 155 | | - | - |

Balance Sheet

DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY
Address: No. 59 Cao Thang - Tan An Ward - Buon Ma Thuot City - Dak Lak Province
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

| | Code | Note | 31/12/2024 VND | 01/01/2024 VND |
|---|------------|------|------------------------|------------------------|
| ASSET | | | | |
| NON-CURRENT ASSETS | 200 | | 506,262,228,352 | 462,345,391,115 |
| Long-term receivables | 210 | | 80,000,000,000 | 43,000,000,000 |
| Long-term trade receivables | 211 | | - | - |
| Long-term prepayments to suppliers | 212 | | - | - |
| Working capital in affiliates | 213 | | - | - |
| Long-term inter-company receivables | 214 | | - | - |
| Receivables for long-term loans | 215 | 5.7 | 80,000,000,000 | 43,000,000,000 |
| Other long-term receivables | 216 | | - | - |
| Allowance for long-term doubtful debts | 219 | | - | - |
| Fixed assets | 220 | | 375,452,097,992 | 358,532,083,781 |
| Tangible fixed assets | 221 | 5.8 | 370,055,797,147 | 353,135,782,936 |
| Historical cost | 222 | | 752,260,910,267 | 671,660,545,112 |
| Accumulated depreciation | 223 | | (382,205,113,120) | (318,524,762,176) |
| Financial leased assets | 224 | | - | - |
| Historical cost | 225 | | - | - |
| Accumulated depreciation | 226 | | - | - |
| Intangible fixed assets | 227 | 5.9 | 5,396,300,845 | 5,396,300,845 |
| Initial cost | 228 | | 5,909,403,812 | 5,892,241,116 |
| Accumulated amortization | 229 | | (513,102,967) | (495,940,271) |
| Investment property | 230 | | - | - |
| Historical costs | 231 | | - | - |
| Accumulated depreciation | 232 | | - | - |
| Long-term assets in process | 240 | | 36,765,882,701 | 46,576,970,160 |
| Long-term work in process | 241 | | - | - |
| Construction-in-progress | 242 | 5.10 | 36,765,882,701 | 46,576,970,160 |
| Long-term financial investments | 250 | | 3,000,000,000 | 3,000,000,000 |
| Investments in subsidiaries | 251 | | - | - |
| Investments in joint ventures and associates | 252 | | - | - |
| Investments in other entities | 253 | | 3,000,000,000 | 3,000,000,000 |
| Provisions for devaluation of long-term financial investments | 254 | | - | - |
| Held-to-maturity investments | 255 | | - | - |
| Other non-current assets | 260 | | 11,044,247,659 | 11,236,337,174 |
| Long-term prepaid expenses | 261 | 5.11 | 11,044,247,659 | 11,236,337,174 |
| Deferred income tax assets | 262 | | - | - |
| Long-term components and spare parts | 263 | | - | - |
| Other non-current assets | 268 | | - | - |
| Commercial advantage | 269 | | - | - |
| TOTAL ASSETS | 270 | | 729,069,799,823 | 642,490,618,959 |

DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY
Address: No. 59 Cao Thang - Tan An Ward - Buon Ma Thuot City - Dak Lak Province
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

| | Code | Note | 31/12/2024 VND | 01/01/2024 VND |
|---|------------|------|------------------------|------------------------|
| CAPITAL SOURCE | | | | |
| LIABILITIES | 300 | | 138,475,201,502 | 105,239,078,828 |
| Short-term debt | 310 | | 138,475,201,502 | 105,239,078,828 |
| Short-term trade payables | 311 | 5.12 | 4,099,061,339 | 1,719,663,144 |
| Short-term advances from customers | 312 | 5.13 | 19,772,017,650 | 3,600,674,264 |
| Taxes and other obligations to the State Budget | 313 | 5.14 | 31,607,284,938 | 13,636,107,063 |
| Payables to employees | 314 | 5.15 | 42,283,146,120 | 32,746,243,049 |
| Short-term accrued expenses | 315 | 5.16 | 369,197,357 | 2,133,855,607 |
| Short-term inter-company payables | 316 | | - | - |
| Payable according to the progress of construction contracts | 317 | | - | - |
| Short-term unearned revenue | 318 | | - | - |
| Other short-term payables | 319 | 5.17 | 1,953,785,287 | 1,016,385,187 |
| Short-term borrowings and financial leases | 320 | 5.18 | 30,541,552,646 | 45,322,271,775 |
| Provisions for short-term payables | 321 | | - | - |
| Bonus and welfare funds | 322 | 5.19 | 7,849,156,165 | 5,063,878,739 |
| Price stabilization fund | 323 | | - | - |
| Trading Government bonds | 324 | | - | - |
| Non-current liabilities | 330 | | - | - |
| Long-term trade payables | 331 | | - | - |
| Long-term advances from customers | 332 | | - | - |
| Long-term accrued expenses | 333 | | - | - |
| Inter-company payables for working capital | 334 | | - | - |
| Long-term inter-company payables | 335 | | - | - |
| Long-term unearned revenue | 336 | | - | - |
| Other long-term payables | 337 | | - | - |
| Long-term borrowings and financial leases | 338 | | - | - |
| Convertible bonds | 339 | | - | - |
| Preferred shares | 340 | | - | - |
| Deferred income tax liability | 341 | | - | - |
| Provisions for long-term payables | 342 | | - | - |
| Science and technology development fund | 343 | | - | - |

Balance Sheet

| | Code | Note | 31/12/2024 VND | 01/01/2024 VND |
|--|------------|------|------------------------|------------------------|
| CAPITAL SOURCE | | | | |
| OWNER'S EQUITY | 400 | | 590,594,598,321 | 537,251,540,131 |
| Owner's equity | 410 | 5.20 | 590,594,598,321 | 537,251,540,131 |
| Owner's equity | 411 | | 732,000,000,000 | 732,000,000,000 |
| Common shares with voting rights | 411a | | 732,000,000,000 | 732,000,000,000 |
| Preferred stock | 411b | | - | - |
| Capital surplus | 412 | | - | - |
| Bond conversion option | 413 | | - | - |
| Other sources of capital | 414 | | - | - |
| Treasury stock | 415 | | - | - |
| Differences on asset revaluation | 416 | | - | - |
| Foreign exchange differences | 417 | 5.20 | (350,539,300,581) | (376,878,191,349) |
| Development investment fund | 418 | 5.20 | 50,211,220,807 | 43,186,847,037 |
| Business arrangement supporting fund | 419 | | - | - |
| Other funds | 420 | | - | - |
| Retained earnings | 421 | 5.20 | 152,881,999,866 | 134,255,665,451 |
| Retained earnings being accumulated to the end of the prior year | 421a | | 73,312,577,629 | 60,584,188,784 |
| Retained earnings of the current period | 421b | | 79,569,422,237 | 73,671,476,667 |
| Construction investment fund | 422 | | - | - |
| Non-controlling interest | 429 | | 6,040,678,230 | 4,687,218,993 |
| Other sources and funds | 430 | | - | - |
| Sources of expenditure | 431 | | - | - |
| Fund to form fixed assets | 432 | | - | - |
| TOTAL LIABILITIES AND OWNER'S EQUITY | 440 | | 729,069,799,823 | 642,490,618,959 |

NGUYEN THI THU HA
Preparer

LE THANH CUONG
Chief Accountant

NGUYEN VIET TUONG
Chairman
Dak Lak, 10 March 2025

Income Statement

| | Code | Notes | 2024 VND | 2023 VND |
|--|-----------|-------|------------------------|------------------------|
| Sales and service revenue | 01 | 6.1 | 471,071,619,679 | 443,718,005,470 |
| Sales deductions | 02 | | - | 209,320,329 |
| Net sales | 10 | 6.1 | 471,071,619,679 | 443,508,685,141 |
| Cost of sales | 11 | 6.2 | 281,492,627,642 | 284,218,803,700 |
| Gross profit | 20 | | 189,578,992,037 | 159,289,881,441 |
| Financial income | 21 | 6.3 | 23,205,067,083 | 17,798,917,259 |
| Financial expenses | 22 | 6.4 | 6,929,393,135 | 19,260,401,577 |
| In which: Loan interest expenses | 23 | | 3,507,929,952 | 5,867,885,350 |
| Profit/(loss) in joint ventures and associates | 24 | | - | - |
| Selling expenses | 25 | 6.5 | 30,531,491,942 | 34,421,706,984 |
| General and administration expenses | 26 | 6.6 | 34,232,229,929 | 26,784,815,048 |
| Net operating profit | 30 | | 141,090,944,114 | 96,621,875,091 |
| Other income | 31 | 6.7 | 51,000,000 | 799,137,571 |
| Other expenses | 32 | 6.8 | 1,465,555,387 | 3,681,963,142 |
| Other profit/(loss) | 40 | | (1,414,555,387) | (2,882,825,571) |
| Total accounting profit before tax | 50 | | 139,676,388,727 | 93,739,049,520 |
| Current corporate income tax expense | 51 | | 29,273,507,253 | 20,081,207,096 |
| Deferred corporate income tax expense | 52 | | - | - |
| Profit after corporate income tax | 60 | | 110,402,881,474 | 73,657,842,424 |
| Profit after tax of parent company | 61 | | 109,017,164,172 | 73,671,476,667 |
| Profit after tax of non-controlling shareholders | 62 | | 1,385,717,302 | (13,634,243) |
| Basic earnings per share | 70 | | 1,489 | 914 |

NGUYEN THI THU HA
Preparer

LE THANH CUONG
Chief Accountant

NGUYEN VIET TUONG
Chairman
Dak Lak, 10 March 2025

Statement of Cash flows

| | Code | 2024 VND | 2023 VND |
|---|-----------|-------------------------|-------------------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Profit before tax | 01 | 139,676,388,727 | 93,739,049,520 |
| <i>Adjustments for the following items:</i> | | | |
| Depreciation of fixed assets and investment properties | 02 | 46,239,381,132 | 42,115,725,720 |
| Provisions and allowances | 03 | - | - |
| Exchange gain/ (loss) due to revaluation of monetary items in foreign currencies | 04 | (2,216,062,480) | 1,710,308,197 |
| (Gain)/loss from investing activities | 05 | (14,264,143,331) | (8,483,639,550) |
| Interest expense | 06 | 3,507,929,952 | 5,867,885,350 |
| Operating profit before changes in working capital | 08 | 172,943,494,000 | 134,949,329,237 |
| (Increase)/decrease in receivables | 09 | (1,075,231,100) | 8,658,973,919 |
| (Increase)/decrease inventory | 10 | (50,577,736,040) | 6,946,670,984 |
| Increase/(decrease) payables | 11 | 35,829,838,977 | 1,092,933,924 |
| (Increase)/decrease prepaid expenses | 12 | (522,645,544) | 1,356,266,977 |
| (Increase)/decrease in trading securities | 13 | - | - |
| Interest paid | 14 | (3,507,929,952) | (5,900,587,998) |
| Corporate income tax paid | 15 | (15,187,415,696) | (16,030,624,817) |
| Other cash inflows | 16 | - | - |
| Other cash outflows | 17 | (4,839,683,674) | (3,666,521,923) |
| Net cash flow from operating activities | 20 | 133,062,690,972 | 127,406,440,303 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| Purchases and construction of fixed assets and other non-current assets | 21 | (30,076,704,524) | (22,745,859,319) |
| Proceeds from disposals of fixed assets and other non-current assets | 22 | 349,019,048 | - |
| Cash outflow for lending, buying debt instruments of other entities of other entities | 23 | (47,000,000,000) | (43,000,000,000) |
| Cash recovered from lending, selling debt instruments of other entities | 24 | 40,000,000,000 | 30,000,000,000 |
| Investments into other entities | 25 | - | (10,000,000,000) |
| Withdrawals of investments in other entities | 26 | - | 5,000,000,000 |
| Interest earned, dividends and profits received | 27 | 15,272,716,869 | 7,628,772,245 |
| Net cash flow from investing activities | 30 | (21,454,968,607) | (33,117,087,074) |

| | Code | 2024 VND | 2023 VND |
|--|-----------|-------------------------|--------------------------|
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Proceeds from issuing stocks and capital contributions from owners | 31 | - | - |
| Proceeds from borrowings | 33 | 117,768,874,900 | 93,488,468,177 |
| Repayment for loan principal | 34 | (135,333,318,008) | (171,992,469,714) |
| Payments for financial leased assets | 35 | - | - |
| Dividends and profit paid to the owners | 36 | (72,991,609,348) | (21,922,166,828) |
| Net cash flow from financing activities | 40 | (90,556,052,456) | (100,426,168,365) |
| NET CASH FLOWS DURING THE YEAR | 50 | 21,051,669,909 | (6,136,815,136) |
| Beginning cash and cash equivalents | 60 | 60,334,618,849 | 66,551,192,559 |
| Effects of fluctuations in foreign exchange rates | 61 | (256,600,335) | (79,758,574) |
| Ending cash and cash equivalents | 70 | 81,129,688,423 | 60,334,618,849 |

NGUYEN THI THU HA
Preparer

LE THANH CUONG
Chief Accountant

NGUYEN VIET TUONG
Chairman
Dak Lak, 10 March 2025



Notes to Financial Statements

1. GENERAL INFORMATION

1.1. Ownership

Daklak Rubber Investment Joint Stock Company (Parent Company) is a joint stock company.

The Parent Company's shares are traded on the UPCOM market exchange with the stock code DRI and the first trading day is 23 May 2017.

1.2. Scope of operating activities

The Group (including parent company and subsidiaries) operates in the field of industrial crop cultivation and processing.

1.3. Line of business

Invest in developing projects to plant, care for, exploit and process rubber latex, rubber wood, cashew, banana and durian products for domestic consumption and export.

1.4. Business cycle

Business cycle of the Company is not exceeding 12 months.

1.5. Structure of the Company

The Group includes the Parent Company and 2 subsidiaries:

| Company name | Head office address | Proportion benefit | Voting rights ratio |
|---|---|--------------------|---------------------|
| Dak Lak Rubber Company Limited | Tha Luong Village, Pakse District, Champasak Province, Laos | 100% | 100% |
| DRI High-Tech Agriculture Company Limited | 59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak Province | 83.87% | 83.87% |

1.6. Statement of comparability of information in the Financial Statements

The figures presented in the Consolidated Financial Statements for the year ended 31 December 2024 are comparable to the corresponding figures for the previous year.

1.7. The number of employees

The number of employees of the Group as at 31 December 2024 was 2,602 people (as at 31 December 2023 was 2,424 People).

2. ACCOUNTING PERIOD AND ACCOUNTING CURRENCY

2.1. Fiscal year

The financial year of the Group is from January 01 to December 31 annually.

2.2. Accounting currency

The Company maintains its accounting records in Vietnamese Dong (VND) due to the revenues and expenditures are made primarily by currency VND.

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3. APPLICABLE ACCOUNTING STANDARDS AND REGIME

3.1. Applicable Accounting Standards and Regimes

The consolidated financial statements are prepared and presented in accordance with the Enterprise Accounting Regime issued under Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance, Circular No. 202/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance guiding the method of preparing and presenting consolidated financial statements and Vietnamese Accounting Standards.

The Group applies the Vietnamese enterprise accounting regime issued under Circular No. 200/2014/TT-BTC and Circular No. 202/2014/TT-BTC. These circulars are effective for fiscal years beginning on or after 01 January 2015. The Group applies the accounting standards of the Ministry of Finance in the preparation and presentation of the Consolidated Financial Statements.

3.2. Comply with the Vietnamese Accounting Standards and Vietnamese Accounting Regime

The Board of General Directors ensures that it has complied with the requirements of accounting standards, the Vietnamese Enterprise Accounting Regime issued under Circular No. 200/2014/TT-BTC, Circular No. 202/2014/TT-BTC as well as circulars guiding the implementation of accounting standards of the Ministry of Finance in preparing the consolidated financial statements.

4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

4.1. Basis for preparing the financial statements

The consolidated financial statements are prepared on the accrual basis of accounting (except for information relating to cash flows).

4.2. Basis of financial statement consolidation

The consolidated financial statements include the financial statements of the parent company and its subsidiaries. A subsidiary is an entity that is controlled by the parent company. Control exists when the parent company has the power, directly or indirectly, to govern the financial and operating policies of a subsidiary so as to obtain benefits from its activities. In assessing control, potential voting rights that are currently exercisable or convertible are taken into account.

The results of operations of subsidiaries acquired or sold during the year are presented in the consolidated statement of income from the date of acquisition or up to the date of sale of the investment in that subsidiary.

In case the accounting policy of a subsidiary is different from the accounting policy applied consistently in the Group, the Financial Statements of the subsidiary will be appropriately adjusted before being used for preparing the consolidated financial statements.

Balances of accounts on the Balance Sheet between companies in the same Group, intra-group transactions, unrealized intra-group profits arising from these transactions are eliminated when preparing the consolidated financial statements. Unrealized losses arising from intra-group transactions are also eliminated unless the costs creating such losses are unrecoverable.

The non-controlling interest in the net assets of a consolidated subsidiary is identified as an item in the equity section of the consolidated balance sheet. The non-controlling interest consists of the amount of the non-controlling interests at the date of the original business combination and the non-controlling interest in changes in equity since the date of the business combination. Losses arising at the subsidiary must be allocated in proportion to the non-controlling interest, even if such losses are greater than the non-controlling interest in the net assets of the subsidiary.

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Notes to Financial Statements

Business combination

The assets, liabilities and contingent liabilities of a subsidiary are measured at their fair values at the date of acquisition. Any Totalitional difference between the purchase price and the fair value of the assets acquired is recognised as goodwill. Any negative difference between the purchase price and the fair value of the assets acquired is recognised in the income statement for the year in which the subsidiary is acquired.

Non-controlling interests at the date of the initial business combination are measured based on the non-controlling interest's share of the fair value of the assets, liabilities and contingent liabilities recognised.

4.3. Accounting estimates

The preparation of consolidated financial statements in accordance with Vietnamese Accounting Standards, Accounting Systems for enterprises and legal regulations related to the preparation and presentation of consolidated financial statements requires the Board of General Directors to make estimates and assumptions that affect the reported figures on liabilities, assets and the presentation of contingent liabilities and assets at the date of the consolidated financial statements as well as the reported figures on revenues and expenses during the period. Although the accounting estimates are made with all the knowledge of the Board of General Directors, the actual figures may differ from the estimates and assumptions made.

4.4. Foreign currency transactions

During the period, transactions in currencies other than VND are converted into VND at the actual exchange rate at the time of the transaction. At the end of the accounting period, the balance of assets and liabilities denominated in foreign currencies are converted into VND at the transfer buying rate and selling rate, respectively, announced by the commercial bank where the parent company and its subsidiaries regularly conduct transactions on that date.

Exchange rate differences arising during the period from foreign currency transactions are recorded in financial income or financial expenses. Exchange rate differences arising from revaluation of foreign currency items at the end of the fiscal year after offsetting the increase and decrease are recorded in financial income or financial expenses.

4.5. Cash and cash equivalents

Cash includes cash, cash in banks. Cash equivalents are short-term investments with a maturity of no more than 3 months from the date of investment, which are easily convertible to a known amount of cash and are subject to an insignificant risk of change in value at the reporting date.

4.6. Principles of foreign currency conversion

Transactions in foreign currencies are translated at the exchange rate on the date of the transaction. Balances of foreign currency items at the end of the financial period are translated at the exchange rate on that date.

Exchange rate differences arising during the period from foreign currency transactions are recorded in financial income or financial expenses. Exchange rate differences arising from revaluation of foreign currency items at the end of the fiscal year after offsetting the increase and decrease are recorded in financial income or financial expenses.

The exchange rate used to convert transactions in foreign currency is the actual exchange rate at the time of the transaction. The actual exchange rate for transactions in foreign currency is determined as follows:

- Actual exchange rate when buying and selling foreign currencies (spot foreign currency contracts, forward contracts, futures contracts, options contracts, swap contracts): exchange rate signed in foreign currency buying and selling contracts between the Group and the bank.

- If the contract does not specify a payment rate:

- For capital contributions or capital receipts: foreign currency buying rate of the bank where the Group opens an account to receive capital from investors on the date of capital contribution.
- For receivables: the buying rate of the commercial bank where the Group designates the customer to make payment at the time the transaction occurs.
- For payables: selling rate of the commercial bank where the Group plans to transact at the time the transaction occurs.
- For asset purchases or expenses paid immediately in foreign currency (not through payable accounts): the buying rate of the commercial bank where the Group makes the payment.

The exchange rate used to re-evaluate the balance of foreign currency items at the end of the fiscal period is determined according to the following principles: For foreign currency deposits at banks: foreign currency buying rate of the bank where the Company opens a foreign currency account.

When converting the financial statements of foreign establishments - Subsidiaries to consolidate into the consolidated financial statements of the Group, the exchange rate used is as follows:

- For assets and liabilities (both monetary and non-monetary items) of foreign establishments are converted at the closing exchange rate;
- Revenue, other income and expense items of the foreign establishment are translated at the exchange rate on the transaction date. In case the average exchange rate approximates the actual exchange rate, the average exchange rate is used to translate revenue, other income and expense items of the foreign establishment.
- All exchange differences resulting from the translation of the financial statements of a foreign entity for inclusion in the consolidated financial statements are classified as equity until the disposal of that net investment.

Exchange rate used for conversion at the time of date: 31/12/2023: 0.9536 LAK/VND
31/12/2024: 0.8906 LAK/VND

4.7. Accounts Receivable

Accounts receivable are stated at carrying amount less allowance for doubtful debts.

The classification of receivables as trade receivables and other receivables is carried out according to the following principles :

- Trade receivables reflect commercial receivables arising from purchase-sale transactions between the Company and buyers who are independent entities of the Company , including receivables for export sales entrusted to other entities.
- Other receivables reflect non-commercial receivables not related to purchase and sale transactions.

The allowance for doubtful debts represents the estimated loss due to non-payment of receivables arising on the receivables balance at the balance sheet date .

Increases and decreases in the balance of the provision for doubtful debts that must be set up at the end of the fiscal year are recorded in business administration expenses.

4.8. Inventory

Inventories are stated at the lower of cost and net realizable value.

The cost of inventories is determined as follows:

- Raw materials and goods: include purchase costs and other directly related costs incurred in bringing inventories to their present location and condition.
- Finished goods: include the cost of raw materials, direct labor and directly related general manufacturing costs allocated based on normal levels of activity .
- Work in progress costs: only include the cost of main raw materials.

Notes to Financial Statements

Net realizable value is the estimated selling price of inventories in the ordinary course of business, less the estimated costs of completion and the estimated costs necessary to make the sale.

Inventories are valued using the weighted average method and accounted for using the perpetual inventory method.

Provision for inventory decline is made for each inventory item whose cost is greater than its net realizable value.

Provision for inventories is created for the estimated loss due to the impairment of inventories of materials, finished goods, and merchandise owned by the Group that may arise (reduction in value, deterioration in quality, obsolescence, etc.) based on appropriate evidence of impairment at the end of the financial year. Increases or decreases in this provision are recorded in the cost of goods sold in the consolidated income statement.

4.9. Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of tangible fixed assets includes all costs incurred to acquire the fixed assets up to the date when the assets are ready for use. Expenditures incurred after initial recognition are only recorded as an increase in the cost of fixed assets if it is certain that these costs will increase future economic benefits from the use of the assets. Expenditures that do not satisfy the above conditions are recorded immediately as expenses.

When tangible fixed assets are sold or disposed of, their cost and accumulated depreciation are eliminated from the accounts and any gain or loss resulting from their disposal is included in income or expenses for the period.

Tangible fixed assets are depreciated using the straight-line method over their estimated useful lives. The depreciation years for various types of tangible fixed assets are as follows:

| Type of fixed asset | Year |
|----------------------------------|----------------------------|
| Houses, buildings | 20 years |
| Machinery and equipment | 05 – 10 years |
| Means of transport, transmission | 08 – 10 years |
| Management equipment and tools | 06 – 08 years |
| Perennial garden | According to mining output |

4.10. Intangible fixed assets

Intangible fixed assets are stated at cost less accumulated depreciation. The Group's intangible fixed assets include:

Land use rights

Land use rights are all actual costs that the Group has spent directly related to the land used, including: money spent to obtain land use rights, costs for compensation, site clearance, site leveling, registration fees, etc.

The land use rights of the Group are legally transferred, the land use rights have indefinite term so they are not depreciated.

Computer software

The cost of computer software that is not an integral part of related hardware is capitalized. The cost of computer software is all costs incurred up to the date the software is put into use. Computer software is amortized on a straight-line basis over 05 years.

ISO Certificate

ISO certification includes costs directly related to building the system and obtaining ISO certification. This cost is amortized over 10 years.

4.11. Long-term prepaid expenses

Tools, instruments

Tools and equipment put into use are allocated to expenses using the straight-line method with an allocation period of no more than 03 years.

4.12. Accounts Payable and Accrued Expenses

Liabilities and accruals are recognized for amounts to be paid in the future for goods and services received. Accruals are recognized based on reasonable estimates of the amounts to be paid.

The classification of payables as trade payables, accrued expenses and other payables is made according to the following principles:

- Trade payables reflect commercial payables arising from transactions of purchasing goods, services, assets and the seller is an independent entity of the Group, including payables when importing through consignees.
- Payable expenses reflect amounts payable for goods and services received from sellers or provided to buyers but not yet paid due to lack of invoices or insufficient accounting records and documents, and amounts payable to employees for leave wages, production and business expenses that must be accrued in advance.
- Other payables reflect non-commercial payables not related to the purchase, sale or provision of goods and services.

4.13. Equity

Owner's equity

Owner's equity is recorded according to the actual capital contributed by shareholders.

Capital surplus

Share capital surplus is recorded as the difference between the issue price and the par value of shares when first issued, Totalitional issued, the difference between the reissue price and the book value of treasury shares and the equity component of convertible bonds at maturity. Direct costs related to the Totalitional issuance of shares and reissue of treasury shares are recorded as a decrease in share capital surplus.

Other owners' equity

Other capital is formed by supplementing from business results, revaluation of assets and the remaining value between the fair value of donated, presented, and sponsored assets after deducting taxes payable (if any) related to these assets.

Treasury stock

When shares issued by the Parent Company are repurchased, the amount paid, including transaction-related expenses, is recorded as treasury shares and reflected as a deduction in equity. When reissued, the difference between the reissue price and the book value of treasury shares is recorded in the item "Share premium".

4.14. Profit distribution

Profit after corporate income tax is distributed to shareholders after setting aside funds according to the Parent Company's Charter as well as legal regulations and approved by the General Meeting of Shareholders.

The distribution of profits to shareholders takes into account non-monetary items in undistributed profits after tax that may affect cash flow and the ability to pay dividends such as interest on

Notes to Financial Statements

revaluation of contributed assets, interest on revaluation of monetary items, financial instruments and other non-monetary items.

Dividends are recognized as liabilities when approved by the General Meeting of Shareholders.

4.15. Revenue and income recognition

Revenue from sales of goods and finished products

Revenue from the sale of goods and finished products is recognized when all of the following conditions are simultaneously satisfied:

- The Group has transferred to the buyer the significant risks and rewards of ownership of the products or goods.
- The Group no longer holds the right to manage the goods as the owner of the goods or the right to control the goods.
- Revenue is determined with relative certainty. When the contract stipulates that the buyer has the right to return the purchased products or goods under specific conditions, revenue is only recognized when those specific conditions no longer exist and the buyer is not entitled to return the products or goods (except in cases where the customer has the right to return the goods in exchange for other goods or services);
- It is probable that the economic benefits associated with the transaction will flow to the Group.
- Identify the costs associated with a sales transaction.

Service revenue

Revenue from a service transaction is recognised when the outcome of the transaction can be measured reliably. In cases where the service is performed over several periods, revenue is recognised in each period based on the results of the work completed at the end of the accounting period. The outcome of a service transaction is recognised when all of the following conditions are met:

- Revenue is measured reliably. When a contract provides that the buyer has the right to return the services purchased under specific conditions, revenue is recognized only when the specific conditions no longer exist and the buyer is not entitled to return the services provided.
- It is possible to obtain economic benefits from the transaction of providing that service.
- Determine the portion of work completed as at the end of the fiscal year.
- Identify the costs incurred for the transaction and the costs to complete the transaction to provide that service.

Interest

Interest is recognized on an accrual basis, determined on the deposit account balance and the actual interest rate for each period.

Dividends and profits distributed

Dividends and profits received are recognized when the Group is entitled to receive dividends or profits from capital contributions. Dividends received in shares are only tracked by the number of shares increased, not the value of shares received.

4.16. Borrowing costs

Borrowing costs include interest and other costs incurred in connection with borrowing.

Borrowing costs are recognized as expenses when incurred. Where borrowing costs are directly attributable to the construction or production of an asset that takes a substantial period of time (over 12 months) to get ready for its intended use or sale, these borrowing costs are included in the cost of that asset. For loans specifically used to construct fixed assets or investment properties, interest is

capitalized even if the construction period is less than 12 months. Income from temporary investments of loans is recorded as a reduction in the cost of the relevant asset.

For general borrowings used for the purpose of investment in construction or production of unfinished assets, the capitalized borrowing costs are determined according to the capitalization rate for the weighted average cumulative costs incurred for investment in basic construction or production of that asset. The capitalization rate is calculated according to the weighted average interest rate of the

outstanding borrowings during the year, except for separate borrowings serving the purpose of forming a specific asset.

4.17. Operating lease

A lease is classified as an operating lease when the lessor retains a majority of the rewards and is subject to the risks of ownership of the asset.

Operating lease costs are recognized in the income statement over the lease term on a straight-line basis over the term of the lease.

4.18. Corporate income tax

Corporate income tax expense includes current income tax and deferred income tax.

Current income tax

Current income tax is the tax that is calculated on taxable income. Taxable income differs from accounting profit due to adjustments for temporary differences between tax and accounting, non-deductible expenses as well as adjustments for non-taxable income and losses carried forward.

Deferred income tax

Deferred income tax is the income tax payable or recoverable in respect of temporary differences between the carrying amount of assets and liabilities for financial reporting purposes and their taxable amounts. Deferred income tax liabilities are recognized for all taxable temporary differences. Deferred income tax assets are recognized only when it is probable that future taxable profits will be available against which the deductible temporary differences can be utilized.

The carrying amount of deferred tax assets is reviewed at the end of each financial year and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Previously unrecognised deferred tax assets are reviewed at the end of each financial year and recognised to the extent that it is probable that sufficient taxable profit will be available to utilise the unrecognised deferred tax assets.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability settled, based on tax rates that have been enacted at the balance sheet date. Deferred tax is recognised in the income statement except to the extent that it relates to items recognised directly in equity, in which case it is recognised in equity.

The Company's tax reports will be examined by the tax authorities. Due to the application of tax laws to each type of business and the interpretation, understanding and acceptance in many different ways, the figures in the financial statements may differ from the figures of the tax authorities.

4.19. Report by department

Segment is a distinguishable component that is engaged in providing products or services and that is subject to risks and returns that are different from those of other business segments.

Notes to Financial Statements

A geographical segment is a distinguishable component that is engaged in providing products or services within a particular economic environment and that is subject to risks and returns that are different from those of components operating in other economic environments.

4.20. Financial instruments

Financial assets

The classification of these financial assets depends on the nature and purpose of the financial assets and is determined at the time of initial recognition. The Group's financial assets include cash and cash equivalents, trade receivables and other receivables.

At initial recognition, financial assets are recorded at cost plus transaction costs that are directly attributable to the acquisition of the financial asset.

Financial liabilities

The classification of financial liabilities depends on the nature and purpose of the financial liability and is determined at the time of initial recognition. The Group's financial liabilities include trade payables, loans and borrowings, and other payables.

At the time of initial recognition, except for liabilities related to financial leases and convertible bonds which are recorded at amortized cost, other financial liabilities are initially recorded at cost less transaction costs directly related to such financial liabilities.

The amortised cost is determined as the amount at which the financial liability is initially recognised minus principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, minus any reduction (directly or through the use of an allowance account) for impairment or uncollectibility.

Equity instruments

An equity instrument is a contract that evidences a residual interest in the assets of the Group after deducting all of its liabilities.

Offsetting of financial instruments

Financial assets and financial liabilities are offset against each other and presented at net value in the Balance Sheet when and only when the Group:

- Has a legal right to set off the amount recorded; and
- Intend to settle on a net basis or to realise the asset and settle the liability simultaneously.

4.21. Related parties

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions. Parties are also considered to be related if they are subject to common control or common significant influence.

In considering any related party relationship, attention is directed more to the substance of the relationship than to the legal form.

The following companies/entities are considered related parties:

| Company / subject | Relationship |
|---|----------------|
| Dak Lak Rubber Joint Stock Company | Parent company |
| The Board of Administrators, the Board of Supervisors, the Board of General Directors | Key members |

5. ADDITIONAL INFORMATION TO ITEMS IN CONSOLIDATED STATEMENT OF FINANCIAL POSITION

5.1. Cash and cash equivalents

| | 31/12/2024 VND | 01/01/2024 VND |
|---------------|-----------------------|-----------------------|
| Cash on hand | 7,478,125,235 | 8,118,063,286 |
| Cash in banks | 73,651,563,188 | 52,216,555,563 |
| | <u>81,129,688,423</u> | <u>60,334,618,849</u> |

5.2. Held-to-maturity investment

| | 31/12/2024 | | 01/01/2024 | |
|--------------|-----------------------|-----------------|-----------------------|-----------------|
| | Value VND | Provison VND | Cost VND | Provison VND |
| Term deposit | 10,000,000,000 | - | 10,000,000,000 | - |
| | <u>10,000,000,000</u> | <u>-</u> | <u>10,000,000,000</u> | <u>-</u> |

Term deposit at Dak Lak Rubber People's Credit Fund according to deposit contract No. 01/HDTG-QTDNDC; deposit amount VND 10,000,000,000; deposit term from 2 April 2024 to 2 April 2025; deposit interest rate 5%/year.

5.3. Short-term trade receivables

| | 31/12/2024 VND | 01/01/2024 VND |
|--|----------------------|----------------------|
| Trade receivables – other customers | | |
| Ukko Corporation | 3,118,779,000 | - |
| Corrie Maccoll Europe BV | 1,114,797,600 | 760,748,316 |
| NC Group Pte. Ltd | - | 2,874,608,352 |
| Other customers | 150,000,000 | 163,081,100 |
| | <u>4,383,576,600</u> | <u>3,798,437,768</u> |

5.4. Other short-term receivables

| | 31/12/2024 | | 01/01/2024 | |
|---|----------------------|-----------------|----------------------|-----------------|
| | Value VND | Provison VND | Cost VND | Provison VND |
| Receivable from related parties | | | | |
| DakLak Rubber Joint Stock Company - Loan interest | 1,617,657,534 | - | 2,313,849,314 | - |
| Receivables from other organizations and individuals | | | | |
| Interest accrued on deposit contracts | 124,657,000 | - | 80,547,000 | - |
| Employee Advances | 93,361,570 | - | 105,266,124 | - |
| Other short-term receivables | 11,725,148 | - | 65,606,416 | - |
| | <u>1,847,401,252</u> | <u>-</u> | <u>2,565,268,854</u> | <u>-</u> |

Notes to Financial Statements

5.5. Inventory

| | 31/12/2024 | | 01/01/2024 | |
|--|------------------------|--------------|-----------------------|--------------|
| | Cost VND | Provison VND | Cost VND | Provison VND |
| Raw materials | 17,216,016,928 | - | 13,695,495,511 | - |
| Cost of production and unfinished business | 6,315,738,678 | - | 2,370,888,803 | - |
| Finished product | 92,460,366,332 | - | 49,332,711,584 | - |
| | 115,992,121,938 | - | 65,399,095,898 | - |

5.6. Short-term prepaid expenses

| | 31/12/2024 | 01/01/2024 |
|--|----------------------|--------------------|
| | VND | VND |
| Prepay for transportation costs of year-end rubber inventory | 970,560,000 | 929,664,000 |
| Rubber Nursery 2025 | 354,845,859 | - |
| Biofertilizer production in 2025 | 318,993,200 | - |
| | 1,644,399,059 | 929,664,000 |

5.7. Long-term loans receivables

| | 31/12/2024 | 01/01/2024 |
|---|-----------------------|-----------------------|
| | VND | VND |
| Receivable from related party Dak Lak Rubber Joint Stock Company (*) | 80,000,000,000 | 43,000,000,000 |
| | 80,000,000,000 | 43,000,000,000 |

(*) Loan to Dak Lak Rubber Joint Stock Company includes:

- Contract No. 01/2023/HDVV dated 22 May 2023, loan amount of VND 40,000,000,000, interest rate of 9%/year, loan term of 24 months, extendable for 60 months. Loan collateral is 6,000,000 DRI shares issued by Dak Lak Rubber Investment Joint Stock Company owned by Dak Lak Rubber Joint Stock Company, currently deposited at Vietnam Development Investment Bank Securities Joint Stock Company.
- Contract No. 01/2024/HDVV dated 22 November 2024, with the following basic contents: maximum loan amount of VND 40,000,000,000, interest rate of 9.5%/year, loan term of 36 months. The loan collateral is 5,000,000 DRI shares issued by Dak Lak Rubber Investment Joint Stock Company owned by Dak Lak Rubber Joint Stock Company, currently deposited at Vietnam Development Investment Bank Securities Joint Stock Company.

5.8. Increase, decrease tangible fixed assets

| | Houses, buildings | Machinery and equipment | Transportations | Office equipment | Perennial garden | Total |
|------------------------------|------------------------|-------------------------|-----------------------|--------------------|------------------------|------------------------|
| | VND | VND | VND | VND | VND | VND |
| Cost | | | | | | |
| As at 01/01/2024 | 105,636,823,163 | 35,879,041,525 | 24,422,270,660 | 132,388,356 | 505,590,021,408 | 671,660,545,112 |
| Transferring from CIP | 12,242,389,501 | 362,341,051 | 2,948,358,586 | - | 24,334,702,845 | 39,887,791,983 |
| Liquidation | (3,146,621,563) | (478,242,201) | (298,446,057) | - | (1,197,448,513) | (5,120,758,334) |
| Exchange rate difference (*) | 6,112,527,367 | 2,538,041,338 | 1,411,471,046 | 6,446,313 | 35,764,845,442 | 45,833,331,506 |
| As at 31/12/2024 | 120,845,118,468 | 38,301,181,713 | 28,483,654,235 | 138,834,669 | 564,492,121,182 | 752,260,910,267 |

| | Houses, buildings | Machinery and equipment | Transportations | Office equipment | Perennial garden | Total |
|---------------------------------|-----------------------|-------------------------|-----------------------|-------------------|------------------------|------------------------|
| | VND | VND | VND | VND | VND | VND |
| Accumulated depreciation | | | | | | |
| As at 01/01/2024 | 61,083,431,305 | 30,912,057,259 | 17,067,378,618 | 77,711,342 | 209,384,183,653 | 318,524,762,176 |
| Depreciation in year | 7,349,468,328 | 1,986,053,992 | 2,171,244,488 | 15,966,764 | 34,716,647,561 | 46,239,381,133 |
| Liquidation | (2,745,913,918) | (476,453,655) | (298,446,057) | - | (742,780,264) | (4,263,593,894) |
| Exchange rate difference (*) | 3,702,764,271 | 2,186,682,694 | 1,000,946,512 | 2,578,525 | 14,811,591,703 | 21,704,563,705 |
| As at 31/12/2024 | 69,389,749,986 | 34,608,340,290 | 19,941,123,561 | 96,256,631 | 258,169,642,653 | 382,205,113,120 |
| Residual value | | | | | | |
| As at 01/01/2024 | 44,553,391,858 | 4,966,984,266 | 7,354,892,042 | 54,677,014 | 296,205,837,756 | 353,135,782,936 |
| As at 31/12/2024 | 51,455,368,482 | 3,692,841,423 | 8,542,530,674 | 42,578,038 | 306,322,478,530 | 370,055,797,147 |

In which, the original price of fixed assets that have been fully depreciated but are still in use:

| | | | | | | |
|------------------|----------------|----------------|----------------|------------|---|----------------|
| As at 31/12/2024 | 18,026,682,053 | 28,290,975,173 | 11,830,315,852 | 17,740,849 | - | 58,165,713,927 |
|------------------|----------------|----------------|----------------|------------|---|----------------|

Some tangible fixed assets with original cost and remaining book value as at 31 December 2024 of VND 517,614,352,726 and VND 243,816,472,447, respectively, have been mortgaged to secure the Group's loans at Viet Lao Bank and Vietnam Joint Stock Commercial Bank for Industry and Trade - Laos Branch.

(*) Exchange rate differences arising from the conversion of financial statements of foreign subsidiaries.

5.9. Increase, decrease intangible fixed assets

| | Rights land use | ISO Certificate | Total |
|---------------------------------|----------------------|--------------------|----------------------|
| | VND | VND | VND |
| Cost | | | |
| As at 01/01/2024 | 5,649,620,520 | 242,620,596 | 5,892,241,116 |
| Exchange rate difference (*) | - | 17,162,697 | 17,162,697 |
| As at 31/12/2024 | 5,649,620,520 | 259,783,292 | 5,909,403,812 |
| Accumulated depreciation | | | |
| As at 01/01/2024 | 253,319,675 | 242,620,596 | 495,940,271 |
| Depreciation in year | - | - | - |
| Exchange rate difference (*) | - | 17,162,697 | 17,162,697 |
| As at 31/12/2024 | 253,319,675 | 259,783,292 | 513,102,967 |
| Residual value | | | |
| As at 01/01/2024 | 5,396,300,845 | - | 5,396,300,845 |
| As at 31/12/2024 | 5,396,300,845 | - | 5,396,300,845 |

(*) Exchange rate differences arising from the conversion of financial statements of foreign subsidiaries.

Notes to Financial Statements

5.10. Cost of unfinished construction

| | 31/12/2024 VND | 01/01/2024 VND |
|--|-----------------------|-----------------------|
| Cost of investing in durian garden | 17,080,244,678 | 35,239,827,619 |
| Investment costs for rubber plantation | 17,679,498,912 | 11,337,142,541 |
| Other projects | 2,006,139,111 | - |
| | 36,765,882,701 | 46,576,970,160 |

5.11. Long-term prepaid expenses

| | 31/12/2024 VND | 01/01/2024 VND |
|--|-----------------------|-----------------------|
| Tools and equipment of the Parent Company Headquarters | 831,297,337 | 1,446,581,417 |
| Land rent for banana planting project | 2,983,798,571 | 2,832,180,451 |
| Company Office in Laos | 5,763,249 | 26,912,486 |
| Farm 1 | 1,418,231,676 | 1,373,255,983 |
| Farm 2 | 1,037,478,301 | 1,103,960,915 |
| Farm 3 | 3,143,265,292 | 2,781,036,944 |
| Farm 4 | 954,502,069 | 828,384,874 |
| Hat processing factory | 669,911,164 | 844,024,104 |
| | 11,044,247,659 | 11,236,337,174 |

5.12. Short-term trade payables

| | 31/12/2024 | | 01/01/2024 | |
|---|----------------------|--|----------------------|--|
| | Value VND | Amount repayment capacity VND | Value VND | Amount repayment capacity VND |
| Payable to other suppliers | | | | |
| Laotian | 2,300,017,728 | 2,300,017,728 | - | - |
| I LIN Trading - Service - Import Export Company Limited | 890,003,564 | 890,003,564 | 764,842,934 | 764,842,934 |
| Vu Thi Minh Company Limited | 331,578,105 | 331,578,105 | - | - |
| Agricultural Printing Trading Joint Stock Company | 165,815,181 | 165,815,181 | - | - |
| BMC Saigon Transportation Services Co., Ltd. | 39,192,679 | 39,192,679 | 359,448,826 | 359,448,826 |
| An Tam Construction Company Limited | 144,665,400 | 144,665,400 | - | - |
| Viet DRIP Company Limited | - | - | 480,849,342 | 480,849,342 |
| Hai Trieu Business Household | - | - | 60,200,000 | 60,200,000 |
| Other suppliers | 227,788,682 | 227,788,682 | 54,322,042 | 54,322,042 |
| | 4,099,061,339 | 4,099,061,339 | 1,719,663,144 | 1,719,663,144 |

5.13. Short-term advances from customers

| | 31/12/2024 VND | 01/01/2024 VND |
|-------------------------------------|-----------------------|----------------------|
| Advance from other customers | | |
| CNKU Co., Ltd | 18,279,626,400 | 3,496,472,281 |
| Malaya International Pte.Ltd | 1,492,391,250 | - |
| Other customers | - | 104,201,983 |
| | 19,772,017,650 | 3,600,674,264 |

5.14. Taxes and amounts payables to the State Budget

| | 01/01/2024 | | Movement in the year | | 31/12/2024 | |
|----------------------------|-----------------------|--------------------|-----------------------|-------------------------|-----------------------|--------------------|
| | Payables VND | Receivables VND | Payable VND | Paid VND | Payable VND | Receivables VND |
| VAT on domestic sales | - | - | 48,538,268 | - | 48,538,268 | - |
| Value added tax on imports | - | - | 15,380,868,060 | (15,330,272,753) | 50,595,307 | - |
| Corporate income tax | 12,713,589,646 | 184,428,163 | 30,084,589,457 | (15,187,415,696) | 27,610,763,407 | 184,428,163 |
| Personal income tax | 886,780,838 | - | 11,269,364,402 | (10,827,875,678) | 1,328,269,562 | - |
| Land rental fee | - | - | 3,702,576,722 | (3,702,576,722) | - | - |
| Other taxes | 35,736,579 | - | 9,267,237,836 | (6,733,856,021) | 2,569,118,394 | - |
| | 13,636,107,063 | 184,428,163 | 69,753,174,745 | (51,781,996,870) | 31,607,284,938 | 184,428,163 |

Value Added Tax

- The parent company pays value Added tax by the deduction method at a rate of 10%.
- The subsidiary has not registered, declared and paid VAT under the deduction method. All input VAT is recorded in the value of purchased goods and services or expenses incurred during the period. The output VAT rate for exported goods is 0%, for domestically consumed goods is 10%.

Corporate income tax

- Parent company must pay corporate income tax on taxable income at a rate of 20% .
- For Dak Lak Rubber Company Limited, according to the Minutes of Agreement dated 19 November 2004 on the Rubber Tree Development Project in 4 Southern Provinces of the Lao People's Democratic Republic, the Subsidiary is exempted from corporate income tax after 02 years of latex tapping, then must pay corporate income tax at a rate of 20%. Other industrial crops must pay tax according to regulations from the date of product availability.
- DRI High-Tech Agriculture Company Limited pays corporate income tax on taxable income at a rate of 20% . The Company is exempt from corporate income tax for the fiscal year ending 31 December 2024.

Land rent

Dak Lak Rubber Company Limited must pay land rent at the rate of 6 USD/ha/year. The subsidiary is exempted from land rent for the first 07 years of project development from the date of signing the land lease contract with relevant departments of the Government of the Lao People's Democratic Republic. 2012 is the first year the subsidiary is obliged to pay land rent.

Other taxes

Companies in the Group declare and pay according to regulations.

5.15. Payables to employees

The December salary still to be paid to employees.

Notes to Financial Statements

5.16. Short-term payable expenses

| | 31/12/2024 VND | 01/01/2024 VND |
|---|--------------------|----------------------|
| <i>Payable to organizations and individuals</i> | | |
| Electricity bill for December | 143,197,357 | - |
| FSC system construction consulting costs | - | 1,700,564,250 |
| Advance payment of expenses at the Farms | - | 214,748,192 |
| Other utility costs | 226,000,000 | 218,543,165 |
| | <u>369,197,357</u> | <u>2,133,855,607</u> |

5.17. Other payables

| | 31/12/2024 VND | 01/01/2024 VND |
|---|----------------------|----------------------|
| <i>Payable to organizations and individuals</i> | | |
| Social insurance | 181,500,112 | 28,147,022 |
| Must pay interest on loan only | 64,842,198 | 64,842,198 |
| Dividends, profits payable | 782,455,797 | 574,065,145 |
| Basic construction design items | 137,250,726 | 128,183,197 |
| Other short-term payables | 787,736,454 | 221,147,625 |
| | <u>1,953,785,287</u> | <u>1,016,385,187</u> |

5.18. Loans and financial leases

5.18.1 Short-term loans and finance leases

| | 31/12/2024 | | 01/01/2024 | |
|---|-----------------------|---|-----------------------|-----------------------------|
| | Value VND | Number of possibilities pay off debt VND | Value VND | Number of debtors VND |
| <i>Short term bank loans</i> | | | | |
| Vietnam Laos Bank (i) | 15,444,574,444 | 15,444,574,444 | 17,936,111,577 | 17,936,111,577 |
| Vietnam Joint Stock Commercial Bank for Industry and Trade - Laos Branch (ii) | 14,507,469,122 | 14,507,469,122 | 21,416,024,539 | 21,416,024,539 |
| Vietnam Joint Stock Commercial Bank for Industry and Trade - Dak Lak Branch (iii) | 589,509,080 | 589,509,080 | 5,970,135,659 | 5,970,135,659 |
| | <u>30,541,552,646</u> | <u>30,541,552,646</u> | <u>45,322,271,775</u> | <u>45,322,271,775</u> |

(i) 25 January 2024 Company Dak Lak Rubber Company Limited signed credit contract No. 14/HD - LVB/2024, credit limit of 50,000,000,000 LAK to supplement working capital. Loan term is 12 months, interest rate according to LaoVietBank's applicable interest rate in each period, shown in the specific withdrawal statement for each time. This loan is secured by mortgaging the Land Use Rights under the Land Use Rights Certificate No. 603 issued by the Champasak Land Management Department on 5 August 2010 and assets attached to the land, the Land Use Rights under the Land Use Rights Certificate No. 291 and 293 issued by the Champasak Land Management Department on 31 March 2009 together with assets attached to the land, the Land Use Rights and assets attached to the land under the State Land Use Rights License No.03/2009 issued by the Champasak Provincial Land Management Agency on 24 August 2009 and some assets being rubber processing machinery and equipment according to the Valuation Record No. 93 /BBĐG - LVB.CPS dated 22 May 2018. Specifically as follows:

- Real estate mortgage contract No. 50-2014/LVB.CPS dated 22 May 2014
 - Appendix 01.50: 113ha
 - Appendix 02.50: 372ha
 (Land use rights according to Land Use Right Certificate No. 291 and 293 issued by Champasak Land Management Department on 31 March 2009 together with assets attached to the land)
- Real estate mortgage contract No. 51-2014/LVB.CPS dated 22 May 2014 (Land use rights according to Land Use Right Certificate No. 603 issued by Champasak Land Management Department on 5 August 2010 and assets attached to the land)
- Real estate mortgage contract No. 52-2014/LVB.CPS dated 22 May 2014 (Some assets are latex processing machinery and equipment according to Valuation Minutes No. 93/BB Đ G-LVB.CPS dated 22 May 2018)
- Real estate mortgage contract No. 42-2014/LVB.CPS dated 5 May 2015 (Land use rights and assets attached to land according to State Land Use Rights License No. 03/2009 issued by the Land Management Authority of Champasak province on 24 August 2009).

(ii) Dak Lak Rubber Company Limited signed a loan contract with a limit of 40 billion LAK with Vietnam Joint Stock Commercial Bank for Industry and Trade - Laos Branch under credit contract No.18/2024-HD CVHM / CPS dated 8 May 2024 to supplement working capital with an initial interest rate of 8.6% / year for the debt in LAK and 6.1% / year for the debt in USD (the interest rate will be adjusted periodically according to the Bank's notice). The loan term shall not exceed 4 months. This loan is secured by mortgaging assets such as lease rights, land exploitation rights and fixed assets on land at Farm 2 (including the entire rubber and coffee plantation, infrastructure system and related works with an area of 2,104.64 ha), part of Farm 4 (1,878 ha), part of Farm 1 (2,192 ha) and part of Farm 3 (966 ha). DRI High-Tech Agriculture Company Limited

(iii) DRI High-Tech Agriculture signed a digital limit loan contract No.24.85.1710/2024-HDCVHM/NHCT502-CNCDRI dated 2 November 2024 with Vietnam Joint Stock Commercial Bank For Industry And Trade; credit limit: VND 10,000,000,000; the duration of maintaining the limit is 12 months; loan term: 9 months; loan interest rate: 8%/year; purpose of use: supplementing working capital for banana planting, production and trading activities; Mortgaged assets: Mortgage of land use rights and assets attached to land formed in the future No. 20.38.0012/2020HDBD/NHCT502 dated 8 June 2020 and document amending and supplementing the mortgage contract of land use rights and assets attached to land formed in the future No. 20.38.0056/HDTC-VBSĐBS01/NHCT502-CNCDRI dated 10 November 2020.

Details of short-term loans and debts:

| | Vietnam Laos Bank VND | Vietnam Joint Stock Commercial Bank for Industry and Trade - Laos Branch (ii) VND | Vietnam Joint Stock Commercial Bank for Industry and Trade - Dak Lak Branch VND | Total VND |
|------------------------------|-----------------------------|--|--|-----------------------|
| As at 01/01/2024 | 17,936,111,577 | 21,416,024,539 | 5,970,135,659 | 45,322,271,775 |
| Loan Amount Incurred | 58,511,194,700 | 50,308,611,857 | 8,949,068,343 | 117,768,874,900 |
| Loan amount paid | (62,271,511,341) | (58,732,111,745) | (14,329,694,922) | (135,333,318,008) |
| Exchange rate difference (*) | 1,268,779,508 | 1,514,944,471 | - | 2,783,723,979 |
| As at 31/12/2024 | 15,444,574,444 | 14,507,469,122 | 589,509,080 | 30,541,552,646 |

(*) Exchange rate differences arising from the conversion of Financial Statements of Foreign Subsidiaries.

Notes to Financial Statements

5.18.2 Overdue and unpaid financial lease loans and debts

The Group has no overdue loans and financial lease liabilities.

5.19. Bonus and welfare reward fund

| | 2024 VND | 2023 VND |
|---|----------------------|----------------------|
| As at 01/01/2024 | 5,063,878,739 | 6,738,754,615 |
| Increase due to provision from profit | 7,301,620,684 | 3,643,705,138 |
| Funding | - | 1,048,658 |
| Other increases/decreases | (4,839,683,674) | (3,666,521,923) |
| Exchange differences due to translation of financial statements of foreign subsidiaries | 323,340,416 | (1,653,107,749) |
| As at 31/12/2024 | 7,849,156,165 | 5,063,878,739 |

DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY
Address: 59 Cao Thang Street, Tan An Ward, Buon Ma Thuot City, Daklak Province

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the fiscal year ended 31 December 2024

5.20. Owners' equity

5.20.1 The table of equity fluctuation

| | Owner's equity VND | Exchange rate difference VND | Development investment fund VND | Retained earnings VND | Non-controlling interest VND | Total VND |
|--|------------------------|------------------------------------|---------------------------------------|-----------------------------|------------------------------------|------------------------|
| As at 01/01/2023 | 732,000,000,000 | (297,193,049,690) | 38,731,219,629 | 92,949,653,848 | 4,700,853,236 | 571,188,677,023 |
| Profit in the previous year | - | - | - | 73,671,476,667 | (13,634,243) | 73,657,842,424 |
| Provisions for funds in the previous year | - | - | 5,622,451,099 | (9,266,156,237) | - | (3,643,705,138) |
| Dividends paid in the previous year | - | - | - | (21,960,000,000) | - | (21,960,000,000) |
| Profit Remittance Tax | - | - | - | (1,253,114,979) | - | (1,253,114,979) |
| Corporate income tax exempted in previous years | - | - | - | 113,806,152 | - | 113,806,152 |
| Exchange rate differences due to translation of Financial Statements of Foreign Subsidiaries | - | (79,685,141,660) | (1,166,823,691) | - | - | (80,851,965,351) |
| As at 31/12/2024 | 732,000,000,000 | (376,878,191,349) | 43,186,847,037 | 134,255,665,451 | 4,687,218,993 | 537,251,540,131 |
| As at 01/01/2024 | 732,000,000,000 | (376,878,191,349) | 43,186,847,037 | 134,255,665,451 | 4,687,218,993 | 537,251,540,131 |
| Profit for the year | - | - | - | 109,017,164,172 | 1,385,717,302 | 110,402,881,474 |
| Funds set aside during the year | - | - | 6,105,244,460 | (12,856,244,255) | (32,258,065) | (6,783,257,860) |
| Profit Remittance Tax | - | - | - | (4,334,585,502) | - | (4,334,585,502) |
| Dividends paid during the year | - | - | - | (43,920,000,000) | - | (43,920,000,000) |
| Interim dividend payment 2024 | - | - | - | (29,280,000,000) | - | (29,280,000,000) |
| Exchange differences due to translation of Financial Statements of Foreign Subsidiaries | - | 26,338,890,768 | 919,129,310 | - | - | 27,258,020,078 |
| As at 31/12/2024 | 732,000,000,000 | (350,539,300,581) | 50,211,220,807 | 152,881,999,866 | 6,040,678,230 | 590,594,598,321 |

Notes to Financial Statements

5.20.2 Details of shareholders' capital contribution

| Shareholders | 31/12/2024 | | 01/01/2024 | |
|------------------------------------|------------------------|---------------|------------------------|---------------|
| | Value (VND) | Rate (%) | Value (VND) | Rate (%) |
| Dak Lak Rubber Joint Stock Company | 445,375,000,000 | 60,84 | 487,500,000,000 | 66,60 |
| Other shareholders | 286,625,000,000 | 39,16 | 244,500,000,000 | 33,40 |
| | 732,000,000,000 | 100,00 | 732,000,000,000 | 100,00 |

5.20.3 Shares

| | 31/12/2024 | 01/01/2024 |
|-------------------------------------|------------|------------|
| Registered number of issued shares | 73,200,000 | 73,200,000 |
| Number of shares sold to the public | 73,200,000 | 73,200,000 |
| - Ordinary shares | 73,200,000 | 73,200,000 |
| - Preferred shares | - | - |
| Number of repurchased shares | - | - |
| - Ordinary shares | - | - |
| - Preferred shares | - | - |
| Number of shares in circulation | 73,200,000 | 73,200,000 |
| - Ordinary shares | 73,200,000 | 73,200,000 |
| - Preferred shares | - | - |

Par value of shares in circulation is VND 10.000/shares.

5.20.4 Profit Distribution

During the period The Company has distributed profits according to Shareholders' Meeting Resolution No. 01/NQ-ĐHĐCĐ dated 25 April 2024 as follows:

| | VND |
|---|----------------|
| • Provision for reward and welfare fund | 6,583,257,860 |
| <i>Including:</i> | |
| - Allocated to Dak Lak Rubber Company Limited | 5,189,457,791 |
| - Allocated to Dak Lak Rubber Investment Joint Stock Company | 915,786,669 |
| - Reward fund for the Executive Board (1.5 months of average salary) | 478,013,400 |
| • Development investment fund (entire fund allocated to Dak Lak Rubber Company Limited) | 6,105,244,460 |
| • Dividend distribution (6% of charter capital) | 43,920,000,000 |

On 12 November 2024, the Board of General Directors of Dak Lak Rubber Investment Joint Stock Company issued Resolution No. 10/NQ-HĐQT on interim dividend payment for 2024 at a rate of 4%/share.

On 31 December 2024, the Board of Administrators of DRI High-Tech Agriculture Company Limited (subsidiary) issued Resolution No. 06/NQ-HĐTV on the advance payment of 2024 profits and provisional deduction of welfare reward fund. Accordingly, the Company shall deduct a welfare reward fund not exceeding 5% of profits to promptly reward employees in 2024.

6. ADDITIONAL INFORMATION FOR ITEMS IN THE INCOME STATEMENT

6.1. Gross sales of merchandise and services

| | 2024 VND | 2023 VND |
|---|------------------------|------------------------|
| 6.1.1 Revenue | | |
| Revenue from finished rubber products | 444,566,091,484 | 435,988,202,457 |
| Cashew Sales Revenue | 3,699,085,195 | 2,341,277,313 |
| Revenue from sales of bananas and durians | 22,806,443,000 | 5,388,525,700 |
| | 471,071,619,679 | 443,718,005,470 |
| Revenue deductions | - | 209,320,329 |
| Net revenue | 471,071,619,679 | 443,508,685,141 |

6.1.2 Revenue from sales and provision of services to related parties

The Group does not generate sales transactions and provide services to related parties.

6.2. Cost of goods sold

| | 2024 VND | 2023 VND |
|----------------------------------|------------------------|------------------------|
| 6.2. Cost of goods sold | | |
| Cost of finished rubber products | 268,050,134,659 | 276,484,826,489 |
| Cost of goods sold | 1,595,111,794 | 3,064,539,378 |
| Cost of banana & durian | 11,847,381,189 | 4,669,437,833 |
| | 281,492,627,642 | 284,218,803,700 |

6.3. Financial income

| | 2024 VND | 2023 VND |
|---|-----------------------|-----------------------|
| 6.3. Financial income | | |
| Interest on term deposits | 622,357,000 | 945,616,575 |
| Interest on non-term deposits | 79,313,437 | 36,769,438 |
| Interest on loans | 7,590,602,740 | 7,278,522,519 |
| Dividends and profit shared | 6,328,361,912 | 260,000,000 |
| Foreign exchange gain for the year | 6,368,369,514 | 7,567,700,530 |
| Foreign exchange gain due to revaluation of foreign currency-denominated monetary items | 2,216,062,480 | 1,710,308,197 |
| | 23,205,067,083 | 17,798,917,259 |

6.4. Financial expenses

| | 2024 VND | 2023 VND |
|--|----------------------|-----------------------|
| 6.4. Financial expenses | | |
| Interest expense | 3,507,929,952 | 5,867,885,350 |
| Exchange rate difference loss incurred | 2,962,247,943 | 12,948,814,214 |
| Other financial expenses | 459,215,240 | 443,702,013 |
| | 6,929,393,135 | 19,260,401,577 |

6.5. Selling expenses

| | 2024 VND | 2023 VND |
|---------------------------------|---------------|---------------|
| 6.5. Selling expenses | | |
| Employee costs | 2,803,649,847 | 2,277,906,609 |
| Materials and packaging expense | 2,003,714,797 | 2,798,630,842 |

Notes to Financial Statements

| | 2024 VND | 2023 VND |
|---|------------------------|------------------------|
| Pallet packaging fees | 4,380,582,400 | 3,177,311,600 |
| Shipping costs for goods sold | 18,563,143,220 | 23,408,371,669 |
| Depreciation expense | 265,713,593 | 291,840,851 |
| Outsourcing service expense | 585,631,825 | 407,658,425 |
| Other expense | 1,929,056,260 | 2,059,986,988 |
| | <u>30,531,491,942</u> | <u>34,421,706,984</u> |
| 6.6. Business management costs | | |
| | 2024 VND | 2023 VND |
| Employee expense | 17,389,057,412 | 14,306,079,202 |
| Office supplies expense | 892,795,423 | 719,650,522 |
| Depreciation expense | 780,802,573 | 622,712,896 |
| Taxes, fees and charges | 2,443,141,003 | 4,100,060,472 |
| Outsourcing service expense | 3,737,822,076 | 2,202,202,805 |
| Garden insurance expense | 4,953,515,963 | 1,768,812,841 |
| Other expense | 4,035,095,479 | 3,065,296,310 |
| | <u>34,232,229,929</u> | <u>26,784,815,048</u> |
| 6.7. Other income | | |
| | 2024 VND | 2023 VND |
| Compensation | - | 114,967,404 |
| Income from latex processing | - | 483,387,106 |
| Other income | 51,000,000 | 200,783,061 |
| | <u>51,000,000</u> | <u>799,137,571</u> |
| 6.8. Other expenses | | |
| | 2024 VND | 2023 VND |
| Loss from liquidation, sale of fixed assets, investment real estate | 356,491,758 | 32,025,693 |
| Tax fines, tax arrears | 1,109,063,629 | 2,781,014,046 |
| Latex processing expense | - | 228,754,001 |
| Other expense | - | 640,169,402 |
| | <u>1,465,555,387</u> | <u>3,681,963,142</u> |
| 6.9. Production cost according to factors | | |
| | 2024 VND | 2023 VND |
| Raw materials expense | 93,569,878,164 | 67,071,894,138 |
| Labor expense | 189,437,083,715 | 148,476,716,107 |
| Depreciation expense | 45,929,583,775 | 42,115,725,720 |
| Outsourcing service expense | 39,039,485,508 | 78,273,066,465 |
| Other expense | 18,914,800,493 | 14,613,912,332 |
| | <u>386,890,831,655</u> | <u>350,551,314,762</u> |

| 6.10. Basic earnings per share | 2024 | 2023 |
|--|-----------------|-----------------|
| Accounting profit after corporate income tax (VND) | 109,017,164,172 | 73,671,476,667 |
| Adjustments to increase or decrease accounting profit to determine profit attributable to common stockholders: | - | (6,783,257,860) |
| Profit attributable to common stockholders (VND) | 109,017,164,172 | 66,888,218,807 |
| Average outstanding common shares of parent company during the year (shares) (*) | 73,200,000 | 73,200,000 |
| Basic Earnings Per Share (VND/Share) | <u>1,489</u> | <u>914</u> |

(*) Average outstanding common shares during the year are calculated as follows:

| | 2024 | 2023 |
|--|-------------------|-------------------|
| Common shares outstanding at the beginning of the year | 73,200,000 | 73,200,000 |
| Effect of common stock issued during the year | - | - |
| Average common shares outstanding during the year | <u>73,200,000</u> | <u>73,200,000</u> |

7. ADDITIONAL INFORMATION TO ITEMS IN THE CASH FLOWS

7.1 Proceeds from borrowing

| | 2024 VND | 2023 VND |
|---|------------------------|-----------------------|
| Proceeds from borrowing under conventional agreements | 117,768,874,900 | 93,488,468,177 |
| | <u>117,768,874,900</u> | <u>93,488,468,177</u> |

7.2 Loan principal repayment

| | 2024 VND | 2023 VND |
|---|------------------------|------------------------|
| Principal repayment of loan under normal contract | 135,333,318,008 | 171,992,469,714 |
| | <u>135,333,318,008</u> | <u>171,992,469,714</u> |

8. OTHER INFORMATION

8.1 Transactions and balances with related parties

Transactions during the period between the Group and related parties are as follows:

| | 2024 VND | 2023 VND |
|---|----------------|----------------|
| Dak Lak Rubber Joint Stock Company | | |
| Dividends paid | 45,801,250,000 | 14,625,000,000 |
| Loan | 47,000,000,000 | 13,000,000,000 |
| Loan interest | 7,590,602,740 | 7,278,522,519 |

Notes to Financial Statements

The balances receivable and payable to related parties are as follows:

| | 31/12/2024 VND | 12/31/2023 VND |
|---|-----------------------|-----------------------|
| Dak Lak Rubber Joint Stock Company | | |
| Loan receivable | 80,000,000,000 | 73,000,000,000 |
| Interest receivable | 1,617,657,534 | 2,313,849,314 |
| Total receivables | 81,617,657,534 | 75,313,849,314 |

The income of key management members and related individuals in year is as follows:

| | | | 2024 VND | 2023 VND |
|---|------------------------|--|----------------------|----------------------|
| The Board of Administrators | | | | |
| Nguyen Viet Tuong | Chairman | | 112,153,846 | 88,788,462 |
| Bui Quang Ninh (From January 1, 2024 to April 25, 2024) | Vice Chairman | | 30,927,273 | 76,950,000 |
| Tran Le (from January 1, 2024 to March 31, 2024) | Member | | 18,692,308 | 59,192,308 |
| Le Dinh Huyen (from April 25, 2024 to September 30, 2024) | Member | | 50,412,587 | - |
| Ta Quang Tong | Member | | 74,769,231 | 59,192,308 |
| Nguyen Tran Giang | Member | | 74,769,231 | 59,192,308 |
| Nguyen Minh | Member | | 74,769,231 | 59,192,308 |
| Nguyen Thi Hai | Corporate Governance | | 37,384,615 | 29,596,154 |
| Bui Thi Tuyet Nhung | Secretary | | 37,384,615 | 29,596,154 |
| The Board of General Directors | | | | |
| Le Thanh Can | General Director | | 497,610,387 | 369,215,316 |
| Nguyen Thi Hai | Deputy General Manager | | 439,037,927 | 326,007,871 |
| Le Thanh Cuong | Chief Accountant | | 383,831,684 | 285,283,613 |
| The Board of Supervisors | | | | |
| Nguyen Thac Hoanh | Supervisory Board | | 97,200,000 | 76,950,000 |
| Phan Thanh Tan | Member | | 59,815,385 | 47,353,846 |
| Tran Van Tinh | Member | | 37,384,615 | 29,596,154 |
| | | | 2,026,142,935 | 1,596,106,800 |

8.2 Financial instruments

The Group has financial assets such as trade receivables, other receivables, other investments, cash and short-term deposits arising directly from the Company's operations. The Group's financial liabilities mainly consist of loans, trade payables and other payables. The main purpose of these financial liabilities is to mobilize financial resources to serve the Group's operations.

The Group is exposed to market risk, credit risk and liquidity risk.

Risk management is an indispensable part of the Group's entire business operations. The Group has not taken measures to hedge these risks due to the lack of a market to purchase financial instruments.

The Board of General Directors reviews and agrees to apply management policies for the above risks as follows:

i. Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. There are four types of market risk: interest rate risk, currency risk, commodity price risk and other price risk, such as equity price risk.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Group's exposure to market risk due to changes in interest rates relates primarily to the Group's cash, short-term deposits and borrowings.

The Group manages interest rate risk by analyzing the competitive market situation to obtain interest rates that are favorable to the Group's objectives and still within its risk management limits.

Foreign exchange risk

Foreign exchange risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Group is exposed to risks due to changes in foreign exchange rates that are directly related to the Group's business activities.

The Group is exposed to foreign currency risk from purchases and sales of goods denominated in currencies other than the Group's reporting currency. The Group manages its foreign currency risk by considering current and expected market conditions when planning future purchases and sales in foreign currencies.

The Group manages risks related to exchange rate fluctuations by optimizing debt payment terms, forecasting foreign exchange rates, maintaining a reasonable loan and debt structure between foreign currencies and VND, choosing the time to buy and pay foreign currencies at low exchange rates, and optimally using existing cash resources to balance exchange rate risks and liquidity risks. The exchange rate between LAK and VND fluctuates little.

ii. Credit risk

Credit risk is the risk that counterparty will not meet its obligations under a financial instrument or contract, leading to a financial loss. The Group is exposed to credit risk from its operating activities (primarily trade receivables) and from its financing activities, including deposits with banks, foreign exchange transactions and other financial instruments.

Accounts receivable

The Group regularly monitors its outstanding receivables. For major customers, the Group reviews each customer for deterioration in the credit quality at the reporting date. The Group seeks to maintain close control over outstanding receivables and has a credit control staff to minimise credit risk. On this basis, and given that the Group's trade receivables relate to a wide range of customers, there is no significant concentration of credit risk.

Bank deposit

The Group mainly maintains its deposits with well-known banks in Vietnam. Credit risk from deposits with banks is managed by the Group's treasury department in accordance with the Group's policy. The Group's maximum exposure to credit risk for items on the balance sheet at the end of the financial year is the carrying amount as disclosed in Note 5.1. The Group considers that the concentration of credit risk in respect of bank deposits is low.

iii. Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting its financial obligations due to lack of funds. The Group's liquidity risk arises mainly from the mismatch of financial assets and financial liabilities.

Notes to Financial Statements

The Group minimizes liquidity risk by maintaining a level of cash and cash equivalents and bank borrowings that the Board of Directors believes is adequate to finance the Group's operations and to minimize the risk of fluctuations in cash flows.

The table below summarises the maturity of the Group's financial liabilities based on undiscounted contractual payments:

| | Under 1 year VND | Over 1 year VND | Total VND |
|-------------------------|-----------------------|--------------------|-----------------------|
| 31 December 2024 | | | |
| Loans and Debts | 30,541,552,646 | - | 30,541,552,646 |
| Payable to seller | 4,099,061,339 | - | 4,099,061,339 |
| Cost to Pay | 369,197,357 | - | 369,197,357 |
| Other payables | 1,772,285,175 | - | 1,772,285,175 |
| | <u>36,782,096,517</u> | <u>-</u> | <u>36,782,096,517</u> |
| 01 January 2024 | | | |
| Loans and Debts | 45,322,271,775 | - | 45,322,271,775 |
| Payable to seller | 1,719,663,144 | - | 1,719,663,144 |
| Cost to Pay | 2,133,855,607 | - | 2,133,855,607 |
| Other payables | 988,238,165 | - | 988,238,165 |
| | <u>50,164,028,691</u> | <u>-</u> | <u>50,164,028,691</u> |

Collateral

The Group has pledged its tangible fixed assets and assets under construction in progress for loans (Note 5.8).

As at 31 December 2024, the Group received 11,000,000 DRI shares issued by Dak Lak Rubber Investment Joint Stock Company owned by Dak Lak Rubber Joint Stock Company, which are being deposited at Vietnam Development Investment Bank Securities Joint Stock Company to secure a loan of VND 80,000,000,000. (Note 5.7)

| | Book value | | Fair value | |
|------------------------------|------------------------|------------------------|------------------------|------------------------|
| | 31/12/2024 VND | 01/01/2024 VND | 31/12/2024 VND | 01/01/2024 VND |
| Financial assets | | | | |
| Cash and cash equivalents | 81,129,688,423 | 60,334,618,849 | 81,129,688,423 | 60,334,618,849 |
| Investments | 13,000,000,000 | 13,000,000,000 | 13,000,000,000 | 13,000,000,000 |
| Accounts receivable | 4,383,576,600 | 3,798,437,768 | 4,383,576,600 | 3,798,437,768 |
| Loans | 80,000,000,000 | 43,000,000,000 | 80,000,000,000 | 43,000,000,000 |
| Other receivables | 1,754,039,682 | 2,460,002,730 | 1,754,039,682 | 2,460,002,730 |
| | <u>180,267,304,705</u> | <u>122,593,059,347</u> | <u>180,267,304,705</u> | <u>122,593,059,347</u> |
| Financial liabilities | | | | |
| Loans and Debts | 30,541,552,646 | 45,322,271,775 | 30,541,552,646 | 45,322,271,775 |
| Payable to seller | 4,099,061,339 | 1,719,663,144 | 4,099,061,339 | 1,719,663,144 |
| Cost to Pay | 369,197,357 | 2,133,855,607 | 369,197,357 | 2,133,855,607 |
| Other payables | 1,772,285,175 | 988,238,165 | 1,772,285,175 | 988,238,165 |
| | <u>36,782,096,517</u> | <u>50,164,028,691</u> | <u>36,782,096,517</u> | <u>50,164,028,691</u> |

8.3 Department information

By business sector

The Group operates in 02 business areas:

1. Rubber plantation, latex processing in Champasak province of Laos, also has a small cashew nut production.
2. Growing bananas & durians; selling fresh bananas and durians in Dak Lak province, Vietnam.

Details of external sales revenue by business sector are as follows:

| | 2024 VND | 2023 VND |
|---|------------------------|------------------------|
| Rubber revenue | 444,566,091,484 | 435,988,202,457 |
| Cashew sales revenue | 3,699,085,195 | 2,341,277,313 |
| Revenue from sales of bananas and durians | 22,806,443,000 | 5,388,525,700 |
| | <u>471,071,619,679</u> | <u>443,718,005,470</u> |

By geographic area

For finished rubber products, the Group directly exports from the factory in Laos and partly exports from Vietnam. Sales revenue by region for each product type is as follows:

| | 2024 VND | 2023 VND |
|----------------------------|------------------------|------------------------|
| Rubber | | |
| Export from Vietnam | 319,991,904,842 | 294,215,684,056 |
| Export from factory (Laos) | 124,574,186,642 | 141,772,518,401 |
| Thing | | |
| For sale in Laos | 3,699,085,195 | 2,341,277,313 |
| Banana and Durian | | |
| For sale in Vietnam | 22,806,443,000 | 5,388,525,700 |
| Total | <u>471,071,619,679</u> | <u>443,718,005,470</u> |

8.4. Subsequent events after the balance sheet dated

There are no subsequent events occurring after the balance sheet date that require adjustment to or disclosure in the consolidated financial statements.

NGUYEN THI THU HA
Preparer

LE THANH CUONG
Chief Accountant

NGUYEN VIET TUONG
Chairman

Dak Lak, 10 March 2025

DRI

ANNUAL REPORT 2024

DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

DakLak, April 08, 2025



Chairman of the Board of Directors
Nguyen Viet Tuong



OPPORTUNITIES ARISE FROM CHALLENGES



DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

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