

No: 11./2025/CBTT-DRI

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Buon Ma Thuot, April 16, 2025

**CÔNG TY
CỔ PHẦN
ĐẦU TƯ CAO SU
ĐẮK LẮK**

Nguyen Thi Hai

PROPOSAL

Re: Additional Election of Member to the Board of Directors for Term III (2022 – 2027)

To: The General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;

- Pursuant to Decree No. 155/2020/NĐ-CP detailing the implementation of certain articles of the Law on Securities, passed on December 31, 2020;

- Pursuant to the Charter on the organization and operation of Dak Lak Rubber Investment Joint Stock Company as approved at the 2023 Annual General Meeting of Shareholders;

- Pursuant to Notice No. 26/TB-HDQT dated March 27, 2024 on the nomination and candidacy for members of the Board of Directors for Term III (2022–2027);

Pursuant to Notice No. 26/TB-HDQT dated April 2, 2025, of the Company regarding the nomination and candidacy for members of the Board of Directors for Term III (2022–2027), by 5:00 PM on April 14, 2025, the Board of Directors had compiled the list of nominees and candidates for the Board of Directors for Term III (2022–2027); based on this, the Board of Directors respectfully submits the following matter to the General Meeting of Shareholders for approval:

1. Additional Election of Members to the Board of Directors for Term III (2022 – 2027):

- Number of additional Board members to be elected: 02 persons, including: 01 executive/non-executive Board member and 01 independent Board member;

- Term: for the remaining duration of Term III (2022 – 2027);

- Maximum number of candidates for the Board of Directors: unlimited;

- Qualifications for candidates for the Board of Directors (*According to Clauses 1 and 2, Article 155 of the Law on Enterprises No. 59/2020/QH14; Article 275 of Decree No. 155/2020/NĐ-CP; Article 26 of the Company Charter; and Clause 1, Article 8 – Internal Corporate Governance Regulations*).

2. Approval of the List of Candidates for the Board of Directors – Term III (2022 – 2027):

No.	Full Name	Professional Qualification	Notes
I	Board Member		
1	Mr. Nguyen Do	- Agricultural Engineer	Nominated by Dakruco shareholder
II	Independent Board Member		
2	Mr. Tran Ngoc Duyen	- PhD in Crop Science	Nominated by Dakruco shareholder

(Curriculum vitae and related documents attached)

Other matters related to the additional election of members to the Board of Directors for Term III (2022 – 2027) shall be implemented in accordance with the Election Regulations for additional members of the Board of Directors at the 2025 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely thank you!

Recipients: *anh*

- 2025 Annual General Meeting of Shareholders;
- Board of Directors;
- Supervisory Board;
- For archive.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Viet Tuong



DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

Address: 59 Cao Thang - Buon Ma Thuot City - Dak Lak Province

Tel: (84) 262-3867676 - Fax: (84) 262-3865303

Website: www.dri.com.vn - Email: dri@dri.com.vn

Buôn Ma Thuột, April 10, 2025

Appendix 2

**NOMINATION APPLICATION
FOR BOARD OF DIRECTORS MEMBERSHIP
(For Shareholders/Shareholder Groups)**

**To: The Organizing Committee of the General Meeting of Shareholders
Dak Lak Rubber Investment Joint Stock Company**

The shareholder/shareholder group consisting of:

No.	Shareholder Name	ID Card/Identity Card/Passport Number, Date of Issue, Place of Issue	Address	Number of Shares Owned	Signature
1	Dak Lak Rubber Joint Stock Company	6000175829, issued on October 1, 2018	30 Nguyen Chi Thanh, Buon Ma Thuot city, Dak Lak province	32.940.000	

Based on Notice No. 26/TB-HDQT dated April 2, 2025, issued by DRI regarding the nomination and candidacy for the Board of Directors for Term III (2022–2027).

Based on Resolution No. 08/NQ-HDQT dated April 8, 2025, of the Dakruco Board of Directors regarding the agreement on the introduction and nomination of personnel to participate in the Board of Directors and Executive Board of DRI for Term III (2022–2027).

Dakruco hereby agrees to nominate the following individuals to the Board of Directors of DRI for Term III (2022–2027), including:

No.	Full Name	ID Card/Identity Card/Passport Number, Date of Issue, Place of Issue	Professional Qualifications	Permanent Address
I	Member of the BOD			
2	Nguyen Do	No. 052066018585, issued on August 9, 2021, by the Department of Administrative Management for Social Order under the Police Department	Agricultural Engineer	An Phu Hamlet, Ea Drong Commune, Cu Mgar District, Dak Lak Province

II	Independent Member of the BOD			
1	Tran Ngoc Duyen	No. 066063007379, issued on July 17, 2022, by the Department of Administrative Management for Social Order under the Police Department	PhD in crop science	559/2 Le Duan Street, Ea Tam Ward, Buon Ma Thuot City, Dak Lak Province

Dakruco affirm that the individuals listed above meet the necessary qualifications and conditions to be nominated for the position of Board Member according to the regulations of the Election Rules at the General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company to be held on April 25, 2024.

Thank you very much!

GENERAL DIRECTOR

Nguyen Minh

Attached Documents

- *Curriculum Vitae completed by the candidate;*
- *Certified copy of ID card/Passport/Identity Card;*
- *Commitment letter from each candidate.*

Appendix 3

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

(For candidates for the Board of Directors of Dak Lak Rubber Investment Joint Stock Company, term 3 (2022-2027))

1. Full Name: NGUYEN DO
2. Gender: Male
3. Date of Birth: February 3, 1966
4. Nationality: Vietnamese
5. ID Card/Identity Card/Passport Number: 052060618585 Date of Issue: August 9, 2021 Place of Issue: Public Security Department of Social Order Management
6. Permanent Address: An Phu Hamlet, Ea Drong Commune, Cu Mgar District, Dak Lak Province
7. Contact Phone Number: 0914098189
8. Educational Background: 12/12
9. Professional Qualifications: Engineer in Agriculture, Bachelor of Economics, Advanced Political Theory Certificate
10. Work Experience:

From year... to year...	Workplace	Position	Achievements
04/1989 – 02/1996	Phu Xuan Rubber Plantation, Dak Lak Rubber Company	Team Leader	
03/1996 – 12/1997	Rubber Processing Plant, Dak Lak Rubber Company	Deputy Director	
01/1998 – 09/1998	Office of Dak Lak Rubber Company	Staff	
10/1998 – 10/1999	Ea H'Ding Center, Dak Lak Rubber Company	Director	
11/1999 – 09/2018	Cuor Dang Rubber Plantation, Dak Lak Rubber Company	Director	
10/2018 – present	Dak Lak Rubber Investment Joint Stock Company	Deputy General Director	Labor Order Medal, Class 3

11. Current position in the Company (DRI):

12. Positions currently held at other organizations: Deputy General Director of Dak Lak Rubber Investment Joint Stock Company.

13. Number of shares held:

Number of shares held (as of [date]): 112,511 shares, accounting for % of the company's charter capital

- Shares held on behalf of others: shares, accounting for % of the company's charter capital
- Shares held personally: 112,511 shares, accounting for % of the company's charter capital

14. Commitments related to shareholding (if any):

15. Related interests to DRI (if any):

16. List of related parties holding shares in DRI:

- Relationship:, Name of individual/organization:, holding shares, accounting for % of the charter capital.
- Relationship:, Name of individual/organization:, holding shares, accounting for % of the charter capital.
-

I affirm that the information provided above is true and I take full responsibility before the law for the accuracy of the information provided.

Attached Documents:

1. Copy of ID card/Passport/Identity card;
2. Diplomas certifying educational and professional qualifications;
3. Photocopy of Household Registration.

Buon Ma Thuot, April 10, 2025

Candidate

(Sign and write full name)



NGUYEN DO

Appendix 4

SOCIALIST REPUBLIC OF VIETNAM

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COMMITMENT STATEMENT OF A MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 3 (2022 – 2027)

To: The General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company

My name is: NGUYEN DO

Date of birth: February 3, 1966

Place of birth: My Tai Commune, Phu My District, Binh Dinh Province.

ID/CCCD Number: .: 052060618585 – Date of issue: August 9, 2021 – Issued by: Department of Administration on Social Order

Place of origin: My Tai Commune, Phu My District, Binh Dinh Province.

Permanent address: An Phu Hamlet, Ea Drong Commune, Cu Mgar District, Dak Lak Province.

Professional qualifications: Engineer in Agriculture, Bachelor of Economics, Advanced Political Theory Certificate.

Current position: Deputy General Director.

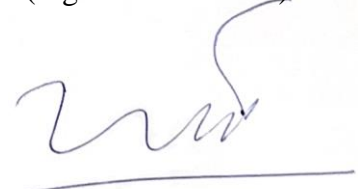
Current workplace: Dak Lak Rubber Investment Joint Stock Company.

If I am elected as a member of the Board of Directors, I commit to:

1. Using all my abilities and responsibilities to contribute to the stable and sustainable development of Dak Lak Rubber Investment Joint Stock Company.
2. Fully fulfilling the duties and responsibilities of a member of the Board of Directors according to the company's charter, internal management regulations, and the law.
3. Providing accurate and truthful personal information for the company's management purposes as required.

Sincerely,

Buon Ma Thuot, April 10, 2025
THE COMMITTING PERSON
(Sign and full name)



NGUYEN DO

Appendix 3

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

(For candidates for the Board of Directors of Dak Lak Rubber Investment Joint Stock Company, term 3 (2022-2027))

1. Full Name: TRAN NGOC DUYEN
2. Gender: Male
3. Date of Birth: January 20, 1963
4. Nationality: Vietnamese
5. ID Card/Identity Card/Passport Number: 066063007379 Date of Issue: July 17, 2022 Place of Issue: Public Security Department of Social Order Management
6. Permanent Address: 559/2 Le Duan Street, EaTam Ward, Buon Ma Thuot City, Dak Lak Province
7. Contact Phone Number: 0913448131
8. Educational Background: 12/12
9. Professional Qualifications: Master of Crop Science
10. Work Experience:

From year... to year...	Workplace	Position	Achievements
01/1985 – 30/11/2023	Tay Nguyen University	Lecturer, Senior Lecturer	
11/2004 – 05/2019	Tay Nguyen University	Concurrent Director of the Forestry Practice Farm	
07/1996 – 12/2003	Tay Nguyen University	Deputy Head of Agronomy Department	
04/2017 – 10/2017	Tay Nguyen University	Deputy Head of Crop Science Department	
10/2017 – 02/2019	Tay Nguyen University	Head of Crop Science Department	
02/2019 – 30/2023	Tay Nguyen University	Head of Soil and Crop Science Department	
01/11/2023 – present	Retired		

11. Current position in the Company (DRI): None

12. Positions currently held at other organizations: None.

13. Number of shares held:

Number of shares held (as of [date]): 0 shares, accounting for % of the company's charter capital

- Shares held on behalf of others: shares, accounting for % of the company's charter capital
- Shares held personally: 0 shares, accounting for % of the company's charter capital

14. Commitments related to shareholding (if any):

15. Related interests to DRI (if any):

16. List of related parties holding shares in DRI:

- Relationship:, Name of individual/organization:, holding shares, accounting for % of the charter capital.
- Relationship:, Name of individual/organization:, holding shares, accounting for % of the charter capital.
-

I affirm that the information provided above is true and I take full responsibility before the law for the accuracy of the information provided.

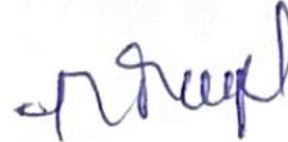
Attached Documents:

1. Copy of ID card/Passport/Identity card;
2. Diplomas certifying educational and professional qualifications;
3. Photocopy of Household Registration.

Buon Ma Thuot, April 10, 2025

Candidate

(Sign and write full name)



TRAN NGOC DUYEN

Appendix 4

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

**COMMITMENT STATEMENT
OF A MEMBER OF THE BOARD OF DIRECTORS
FOR THE TERM 3 (2022 – 2027)**

To: The General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company

My name is: TRAN NGOC DUYEN

Date of birth: January 20, 1963

Place of birth: Tuy Hoa, Phu Yen.

ID/CCCD Number: .: 066063007379 – Date of issue: July 17, 2022 – Issued by: Department of Administration on Social Order

Place of origin: Tuy Hoa City, Phu Yen Province.

Permanent address: 559/2 Le Duan, Ea Tam Ward, Buon Ma Thuot City, Dak Lak Province

Professional qualifications: Master of Crop Science.

Current position: Retired.

If I am elected as a member of the Board of Directors, I commit to:

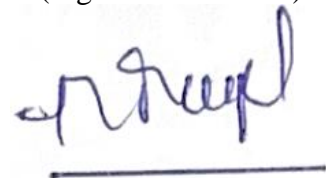
1. Using all my abilities and responsibilities to contribute to the stable and sustainable development of Dak Lak Rubber Investment Joint Stock Company.
2. Fully fulfilling the duties and responsibilities of a member of the Board of Directors according to the company's charter, internal management regulations, and the law.
3. Providing accurate and truthful personal information for the company's management purposes as required.

Sincerely,

Buon Ma Thuot, April 10, 2025

THE COMMITTING PERSON

(Sign and full name)



TRAN NGOC DUYEN