

*DakLak, July28/7/2025*

**INFORMATION DISCLOSURE ON THE PORTAL OF THE  
STATE SECURITIES COMMISSION AND STOCK EXCHANGE**

**To:** - State Securities Commission  
- Hanoi Stock Exchange

Name of Company : Dak Lak Rubber Joint Stock Company

Stock code : DRG

Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Buon Ma Thuot City,  
Dak Lak Province

Phone : (0262) 3865015;

fax : (0262) 3865041

Website : <http://www.dakruco.com>

Type of information disclosure :

☐ 24 hours ☒ Periodic ☐ Irregular ☐ On demand

**Content of information disclosure :**

Semi-Annual Corporate Governance Report for the First Half of 2025 of  
DakLak Rubber Joint Stock Company.

This information was simultaneously disclosed on the website of Dak Lak  
Rubber Joint Stock Company on July 28, 2025, at the following link:  
<https://www.dakruco.com> (under the Investor Relations).

We hereby certify that the disclosed information is true and we take full legal  
responsibility for the content of the disclosed information.

**Attached documents :**

-Report No. 05/BC-HDQT, dated 28 July 2025.

**LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOD**



**Nguyen Viet Tuong**

**REPORT ON CORPORATE GOVERNANCE  
(6 MONTHS OF 2025)**

**To:** - The State Securities Commission;  
- The Stock Exchange.

- Name of company: **DAK LAK RUBBER JOINT STOCK COMPANY**
- Address of head office: 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province
- Telephone: (0262)3865015 Fax:(0262)3865041 Email:caosu@dakruco.com
- Charter Capital: 1,558,000,000,000 VND.- Stock symbol: **DRG**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
- The implementation of internal audit: Not yet implemented

*Based on Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance regarding information disclosure in the securities market, Dak Lak Rubber Joint Stock Company (DAKRUCO) presents the Report on Corporate Governance for the first 6 months of 2025 as follows:*

**I. Activities of the General Meeting of Shareholders**

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments)

No.	Resolution/Decision No.	Date	Contents
1	No. 01/NQ-DHDCD	26/6/2025	<ul style="list-style-type: none"><li>- Approval of the Report of The Board of Directors (BoD) on activities in 2024 and plans for 2025.</li><li>- Approval of the Report on 2024 Business Production Results and 2025 Orientation Of The Board of Management (BoM) of Dak Lak Rubber Joint Stock Company.</li></ul>

			<ul style="list-style-type: none"> <li>- Approval of Audited 2024 parent company financial statements of Dakruco by Branch of Chuan Viet Auditing and Consulting Co., Ltd.</li> <li>- Approval of the Report on the activities of the Board of Supervisors (BoS) in 2024 and the plan for 2025.</li> <li>- Approval of the Adjustment to the Production and Business Plan and Investment Plan for the 2024–2028 Period.</li> <li>- Approval of the Main Production and Business Targets and Investment Plan for 2025.</li> <li>- Approval of the Salary, Remuneration, and Operating Expenses for the BOD, BOS, and BOM in 2025.</li> <li>- Approval of the Profit Distribution Plan for 2024.</li> <li>- Approval of the Audit Firm Selection Plan for the 2025 Financial Statements.</li> <li>- Approval of the Dismissal and Election of Additional Members of the BOD for the 2023–2028 Term.</li> </ul>
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## II. Board of Directors (Report for the First 6 Months of 2025)

### 1. Information on Members of the Board of Directors (BOD)

STT	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors/ Independent members of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Viet Tuong	Chairman of the BOD, Legal Representative	29/9/2018	
2	Mr. Nguyen Minh	Executive Member of the BOD	24/11/2023	



3	Mr. Nguyen Do (*)	Executive Member of the BOD	29/9/2018	26/6/2025
4	Mr. Nguyen Tran Giang	Executive Member of the BOD	06/5/2019	
5	Mr. Nguyen Van Cuc	Non-executive Member of the BOD	29/9/2018	
6	Mr. Ta Quang Tong	Non-executive Member of the BOD	20/6/2023	
7	Mr. Nguyen Van Thong	Non-executive Member of the BOD	28/6/2024	
8	Ms. Nguyen Thi Mai Quyen	Non-executive Member of the BOD	26/6/2025	

(\*) Mr. Nguyen Do was dismissed by the General Meeting of Shareholders 2025 at his own request.

## 2. Meetings of the Board of Directors (BOD):

No.	Board of Directors' members	Number of meetings attended	Attendance rate	Reason for Non-attendance
1	Mr. Nguyen Viet Tuong	3/3	100%	
2	Mr. Nguyen Minh	3/3	100%	
3	Mr. Nguyen Do	2/3	66.6%	Leave of absence
4	Mr. Nguyen Tran Giang	3/3	100%	
5	Mr. Nguyen Van Cuc	3/3	100%	
6	Mr. Ta Quang Tong	3/3	100%	
7	Mr. Nguyen Van Thong	3/3	100%	
8	Ms. Nguyen Thi Mai Quyen	-	-	Appointed on 26/6/2025

## 3. Supervising the Board of Management by the Board of Directors

Based on the Company Charter and the Internal Corporate Governance Regulations, the Board of Directors (BOD) has supervised the activities of the General Director and the Executive Board in organizing business operations and implementing the Resolutions of the BOD and the Resolutions of the General Meeting of Shareholders (GMS). On a quarterly basis, the Executive Board submits reports on the implementation of BOD Resolutions between

meetings. These reports include specific assessments of completed, pending, and incomplete tasks. Based on these reports, the BOD monitors and provides specific directions through Resolutions for the Executive Board to implement.

In the first 6 months of 2025, the BOD focused on directing the implementation of the 2025 business and investment plans. Total volume of exploited and processed rubber latex reached 2,392.3 tons (dry rubber equivalent); production of rubber thread reached 716 tons; fruit output reached 806.9 tons; total product revenue reached 299.52 billion VND. The BOD directed the divestment of Dakruco's capital in Dak Lak Rubber Investment Joint Stock Company (DRI); signed an investment capital recovery loan contract for replanted rubber in the 2015–2024 period with VietinBank for 300 billion VND; and restructured the company's finances for greater stability. The Executive Board was instructed to continue working with relevant authorities to adjust the investment capital structure in the Dakmoruco Charter. The BOD also directed the restructuring of two branches: Rubber Thread Processing Plant and Dakruco Hotel, the development of the 2025–2030 production and investment plan, reviewed the results of the Company's Development and Consolidation Plan for 2020–2025, and began preparing the 2025–2030 Plan. The BOD issued or revised internal regulations under its authority, and addressed various matters within its jurisdiction. It also directed the full divestment of Dakruco's capital in Thai Duong Rubber Joint Stock Company.

The BOD focused on completing and implementing the rubber replanting project in combination with intercropping coffee at Cu Mgar Plantation Branch, with 781.61 ha of rubber and 244.19 ha of intercropped coffee in newly planted rubber gardens. Investment in newly planted durian trees covered 50.05 ha (intercropped in jackfruit gardens), and 11.73 ha of coffee was intercropped in durian-planted areas (2024).

The BOD also directed the restructuring of organizational functions and tasks of the Company's branches, including the merger of Cuor Dang and Phu Xuan Plantations; coordinated with the Executive Board to implement appointments and rotations of managerial personnel at departments and subordinate units.

The BOD directed the review of the 2020–2025 Sustainable Rubber Development Program and the development of the 2025–2030 program, with plans to obtain FSC certification for over 1,600 ha across four plantations: Cu Kpo, Cu Mgar, and parts of 19/8 and Phu Xuan Plantations.

The BOD also directed revisions and supplements to the Salary Regulations, and issued the Company's Internal Spending Regulations.

The 2025 Annual General Meeting of Shareholders was successfully organized.

The Chairman and BOD members made time for field visits to inspect and supervise business operations, providing timely directions to the Executive Board.

According to the BOD's assessment, the General Director and Executive Board effectively and promptly implemented business activities in line with the BOD's Resolutions and the GMS's Resolutions, and in compliance with actual conditions and legal regulations. Operations remained market-oriented, ensuring employment and income for employees under the current circumstances.

**4. Activities of the Board of Directors' subcommittees (if any): None**

**5. Resolutions/Decisions of the Board of Directors for the First 6 Months of 2025**



No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/NQ-HDQT	03/01	Results of the BOD meeting dated 03/01/2025: Approval of the implementation results of the BOD Resolutions for QIV and the full year 2024, and the 2025 orientation and tasks of the Executive Board; Consensus on the promulgation of the Sales Regulation of Daklak Rubber Joint Stock Company; Approval of the profit distribution and remittance of post-tax profit from Dakmoruco (Cambodia) to the parent company (Dakruco – Vietnam); Approval of the replanting rubber and intercropping coffee project at Cu Mgar Plantation Branch; Consensus on the issuance of the Decision on the establishment of the Sustainable Rubber Development Executive Board for the 2025–2030 period. (Meeting held on 03/01/2025)	100%
2	02/NQ-HDQT	10/01	Agreement with the Executive Board to assign the Director of Dakmoruco to Daklak Rubber Investment Joint Stock Company to proceed with the appointment process for the position of Director of Daklaoruco under Daklak Rubber Investment Joint Stock Company; agreement on the management personnel at Dakmoruco. (Form of opinion collection: written consultation)	100%
3	03/NQ-HDQT	17/01	Approval in principle of increasing the short-term credit limit at Vietinbank starting from 2025. (Form of opinion collection: written consultation)	100%
4	04/NQ-HDQT	13/02	Approval of the adjustment to Article 6 of Resolution No. 23/NQ-BOD dated 27/12/2024 regarding the policy on compensation and support for site clearance of the land area designated for the construction of the Detention Center of Dak Lak Provincial Police. (Form of opinion collection: written consultation)	100%
5	05/NQ-HDQT	06/3	Approval of the long-term loan and mortgage of assets for borrowing at Vietinbank – Dak branch; Approval of the post-tax profit distribution after appropriation to funds accumulated up to 31/12/2023 in accordance with Article 4 of the Resolution of the 2024 Annual General Meeting of Shareholders; Approval of the adjustment to Item c, Article 4 of Resolution No. 01/NQ-BOD dated 03/01/2025 regarding the addition of	100%

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			<p>replanting area and the structure of newly planted rubber clones under the investment project for rubber replanting and intercropping coffee at Cu Mgar Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	
6	06/NQ-HDQT	11/3	<p>Approval in principle of the restructuring of the organizational apparatus and adjustment of functions and duties of certain departments and branch units; personnel rotation and appointment; Approval of matters related to the 2024 financial statements, profit distribution, labor, salaries, and the replanting rubber investment project at DRI.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
7	07/NQ-HDQT	27/3	<p>Approval of the adjustment to the contents of the Company's Overseas Investment Registration Certificate for the rubber development project in Cambodia; Approval and implementation of the Contract Plan for the care and harvesting of rubber and intercropped coffee at Cu Mgar Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
8	08/NQ-HDQT	08/4	<p>Approval of business and BOD personnel matters for Dakruco's capital representatives at Daknoruco and Dakrutech to vote at the 2025 BOD and Annual General Meeting of Shareholders; Approval in principle of personnel matters at Cu M'gar Plantation and 19/8 Plantation.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
9	09/NQ-HDQT	26/4	<p>Results of the BOD meeting dated 26/04/2025: Approval of the QI BOD Resolution Implementation Report and the financial restructuring of the Company in QI/2025 by the Executive Board; approval of the supplementation and adjustment of mortgaged assets to secure the Company's loan at Vietinbank; approval in principle of the provisional business and investment plan for 2025; approval of the plan to organize the 2025 Annual General Meeting of Shareholders; approval of the additional planning for leadership and management positions of the Company for the 2023–2028 term; approval of the classification of activities of the BOD members, both collectively and individually, in 2024.</p> <p><i>(Meeting held on 26/4/2025)</i></p>	100%



10	10/NQ-HDQT	09/5	<p>Approval in principle of the full divestment of Dakruco's capital in Thai Duong Rubber Joint Stock Company; approval of the short-term intercropping cooperation contract on rubber plantation in 2025; approval of the 2024 financial statements and profit distribution.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
11	11/NQ-HDQT	19/5	<p>Approval of the 2024 and 2025 business plans of Thai Duong Rubber Joint Stock Company; approval of the draft Working Regulations for the AGM, the draft Regulation on the dismissal and additional election of BOD and BOS members for Term II (2023–2028); selection of the audit firm for the 2025 parent company and consolidated financial statements to be submitted to the 2025 AGM; approval of the proposed adjustment of salary coefficients and the payment method for the Company's indirect labor force.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
12	12/NQ-HDQT	29/5	<p>Results of the BOD meeting dated 29/05/2025: approval of the report on the implementation of BOD Resolutions between two meetings; amendment of Article 2 of Resolution No. 02/NQ-DHDCD dated 24/11/2023 on the 5-year production, business, and investment targets (2024–2028); 2025 business and investment plan; 2024 salary, remuneration, and bonus for managers and the 2025 plan to be submitted to the 2025 AGM; termination of operations of Cuor Dang Plantation Branch and merger into Phu Xuan Plantation Branch; agreement with the Executive Board on personnel matters; approval in principle of intercropping coffee in durian plantations at Cu Bao Plantation Branch; profit distribution and remittance of post-tax profit from Dakmoruco (Cambodia) to the parent company (Dakruco – Vietnam).</p> <p><i>(Meeting held on 29/05/2025)</i></p>	100%
13	13/NQ-HDQT	13/6	<p>Approval in principle of personnel matters at Phu Xuan Plantation Branch and 19/8 Plantation Branch.</p> <p><i>(Form of opinion collection: written consultation)</i></p>	100%
14	14/NQ-HDQT	18/6	<p>Approval in principle of the long-term loan and mortgage of assets for borrowing at the Bank for Investment and Development of Vietnam – Dak Lak Branch.</p>	100%



			<i>(Form of opinion collection: written consultation)</i>	
15	15/NQ-HDQT	23/6	Approval for submission to the 2025 Annual General Meeting of Shareholders regarding the dismissal of members of the Board of Directors and the Board of Supervisors for Term II (2023–2028), and the additional election of members of the Board of Directors and the Board of Supervisors for Term II (2023–2028). <i>(Form of opinion collection: written consultation)</i>	100%
16	16/NQ-HDQT	30/6	Approval of the selection of Chuan Viet Auditing and Consulting Co., Ltd. (Chuan Viet) as the audit service provider for the Company in the 2025 fiscal year to audit the parent company's financial statements and the consolidated financial statements. <i>(Form of opinion collection: written consultation)</i>	100%

### III. Board of Supervisors (Report for the First 6 Months of 2025)

#### 1. Information about members of the Board of Supervisors (BoS):

No.	Member of the Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Nguyen Thac Hoanh	Head of the BoS	29/9/2018	Bachelor of Finance - Accounting
2	Mr. Phan Thanh Tan	Member	29/9/2018	Bachelor of Finance - Accounting
3	Ms. Nguyen Thi Mai Quyen	Member	27/06/2022; no longer a member of the BoS as of 26/06/2025	Master of Agronomy
4	Mr. Au Qui Vinh	Member	26/6/2025	Bachelor of Agro-Forestry Economics

#### 2. Meetings of the Board of Supervisors:

No.	Member of the Board of Supervisors (BoS)	Number of Meetings Attended	Attendance Rate	Voting rate	Reason for Non-Attendance
1	Mr. Nguyen Thac Hoanh	2	100%	100%	
2	Mr. Phan Thanh Tan	2	100%	100%	
3	Ms. Nguyen Thi Mai Quyen	1	50%	100%	Resigned as of 26/06/2025
4	Mr. Au Qui Vinh	1	50%	100%	Joined as of 26/06/2025

#### Content of Meeting:

Summary of supervisory activities in 2024, providing opinions on the Supervisory Report to be submitted to the 2024 Annual General Meeting of Shareholders, and setting the supervisory direction for Q2/2025.

Reassignment of responsibilities among members after the 2025 Annual General Meeting of Shareholders; assessment of certain investment activities that require further review and analysis in relation to current policies and regulations, in order to make recommendations to minimize risks during implementation.

### **3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors**

- Supervision of the coordination and compliance of the Company's management bodies with the Charter; supervision of the implementation of the targets set out in the Resolutions of the General Meeting of Shareholders prior to the 2024 Annual Meeting and the Resolutions of the Board of Directors; orientation and direction of production, business, and investment activities; handling of issues arising during business operations that fall under the decision-making authority of the Board of Directors.

- Supervision of the management and administration activities, and the implementation of BOD Resolutions by the General Director and Company departments; supervision of key areas in production, business, and investment activities, including accounting, goods trading, production techniques, implementation of employee policies; supervision of compliance with tax obligations, environmental regulations, land management, rectification of violations according to inspection conclusions, information disclosure, and related-party transactions.

- During the year, there were no shareholder complaints related to management activities, use of human resources, use of assets, or shareholder rights at the Company.

### **4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:**

The Board of Supervisors was provided by the Board of Directors and the Executive Board with information related to financial planning and project development for research and



feedback purposes. The Board of Supervisors was granted access to documents and invited to attend meetings of the Board of Directors and specialized briefings. It also participated as a member in various councils such as the Salary and Bonus Council, Scientific Council, Asset Inventory Council, Compensation Council, etc. The Board of Supervisors directly engaged with the Executive Board regarding issues identified during supervision that could potentially lead to risks or violations. It also relayed feedback and information gathered from branch units to responsible individuals. Moreover, the Board of Supervisors contributed independent and objective opinions on matters related to production planning and project development for the Board of Directors and the Executive Board to consider and decide.

5. Other activities of the Board of Supervisors: None

#### **IV. Board of Management**

<b>No.</b>	<b>Members of Board of Management</b>	<b>Date of Birth</b>	<b>Qualification</b>	<b>Date of appointment / dismissal of members of the Board of Management</b>
1	Mr. Nguyen Minh (General Director)	25/01/1970	Agricultural Engineer, Crop Science	15/8/2024
2	Mr. Nguyen Do (Deputy General Director)	02/03/1966	Agricultural Engineer in Crop Science, Bachelor's Degree in Business Administration	01/10/2018/ dismissal on 01/05/2025
3	Mr. Nguyen Tran Giang (Deputy General Director)	16/4/1981	Master of Business Administration, Bachelor of Accounting	01/01/2025

#### **V. Chief Accountant**

<b>Name</b>	<b>Date of Birth</b>	<b>Qualification</b>	<b>Date of appointment</b>
Le Thanh Binh	10/02/1972	Bachelor of Finance and Accounting	01/01/2025

#### **VI. Training courses on corporate governance**

Corporate governance training courses attended by members of the Board of Directors (BOD), the Board of Supervisors, the General Director, other management personnel, and the Company Secretary in compliance with corporate governance regulations:

In the first 6 months of 2025, the Company organized management training courses for mid-level managers, covering positions from production team leaders to deputy department heads; nominated managerial staff to attend a Chief Executive Officer (CEO) training program; conducted a training course on sustainable development knowledge enhancement; complied with EUDR regulations; and provided training on management software related to digital transformation.



**VII. The list of affiliated persons of the public company (Report for the First 6 Months of 2025) and transactions of affiliated persons of the Company**

**1. The list of affiliated persons of the Company:**

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>Internal persons of DRG</b>									
1	Nguyen Viet Tuong		Chairman of the BOD			29/9/2018			Legal Representative
2	Nguyen Minh		Member of the BOD, General Director			15/8/2024			Legal Representative
3	Nguyen Do		Member of the BOD, Deputy General Director			29/9/2018	26/6/2025	Personal request	Executive Member of the BOD
4	Nguyen Tran Giang		Member of the BOD, Deputy General Director			01/01/2025			Executive Member of the BOD
5	Nguyen Van Cuc		Member of the BOD, Head of HR and Legal Affairs			29/9/2018			Non-executive Member of the BOD
6	Ta Quang Tong		Member of the BOD			20/6/2023			Non-executive Member of the BOD
7	Nguyen Van Thong		Member of the BOD			28/6/2024			Non-executive Member of the BOD
8	Nguyen Thi Mai Quyen		Member of the BOD; Head of Technical Department			26/6/2025			
9	Nguyen Thac Hoanh		Head of the BOS			29/9/2018			
10	Phan Thanh Tan		Member of the BOS			29/9/2018			

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
11	Nguyen Thi Mai Quyen		Member of the BOS			27/6/2022	26/6/2025	No longer a member of the BOS	
12	Au Qui Vinh		Member of the BOS, Deputy Head of Technical Department			26/6/2025		Election of additional member of the BOS	
13	Le Thi Bich Thao		Authorized Information Disclosure Officer, Person in charge of corporate governance			29/9/2018	01/6/2025	Retired in accordance with regulations	
14	Tran Van Duc		Authorized Information Disclosure Officer, Person in charge of corporate governance			01/6/2025		New appointment	

**Affiliated persons of internal persons** (details provided in The list of internal persons and their affiliated persons of the Company)

**Organization or individual that holds more than 10% of voting shares**

1	People's Committee of Dak Lak Province	Not yet custodized				29/9/2018			Holds 98.94% of charter capital
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**Subsidiary (Daknoruco Rubber Joint Stock Company), executive officers and legal representative. Company Address: Dak Kim Hamlet, Thuan An Commune, Lam Dong Province**

1	Nguyen Minh		Chairman of the BOD			23/04/2024			Legal Representativ e
2	Vu Van Sieu		Vice Chairman of the BOD, Executive Director			09/05/2023	18/04/2025	Personal request	
3	Nguyen Ngoc Nguyen		Vice Chairman of the BOD, Executive Director			18/04/2025			

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Head Office Address / Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4	Huynh Phuc		Member of the BOD			23/04/2024	18/04/2025	Personal request	
5	Ngo ThanhThuy		Member of the BOD			18/04/2025			
6	Nguyen Huu Cuu		Member of the BOD, Chief Accountant			01/09/2019	-	-	
7	Ngo Tung Lam		Member of the BOD			01/09/2019	-	-	
8	Nguyen Thac Hoanh		Head of the BOS			23/04/2024	-	-	
9	Phan Thanh Tan		Member of the BOS			23/04/2024	-	-	
10	Pham Thi Hai		Member of the BOS			23/04/2024	-	-	
11	Du Thi Minh Nguyet		Secretary of the BOD			23/04/2024	-	-	

**2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons**

No.	Name of Organization/ Individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue	Content, quantity, total value of transaction	Note
1	Dak Lak Rubber Investment JSC (DRI)	Dakruco holds 45.0% of charter capital	6001271719, issued on 24/02/2012	59 Cao Thang, Tan An Ward, Dak Lak	February and March 2025	No. 22/NQ-HDQT dated 12/12/2024	Divestment of Dakruco at DRI: 18,186,700 shares(revenue is VND 179.15 billion)	After the transaction, still holds 45.0% (previously 60.84 %)



					March 2025		Intercrop farming contract payment for 2025 is VND 641.32 million	March 2025
					April 2025	No. 20/NQ-HDQT dated 31/10/2024	Borrowed VND 40 billion from DRI	-2024 borrowed VND 20 billion -2025 borrowed VND 20 billion
					From January to June 2025	No. 20/NQ-HDQT dated 31/10/2024	Repay Payment of loan interest for loan contracts VND 1.22 billion	From January to June 2025
2	Thai Duong Rubber JSC	Dakruco holds 10% of charter capital	0302883746, issued on 13/07/2006	Street No. 7, Tan Tao Industrial Zone, Binh Tan Ward, Ho Chi Minh City	April 2025		Dividends for 2024 are VND 360 million	
3	Rubber Technical Joint Stock Company	Dakruco holds 28.79% of Dakructech's charter capital	6000944792, issued on 13/10/2009	Km 18, Doan Ket Hamlet, Ea D'Rong Ward, Dak Lak Province	April 2025		Dividends for 2024 are VND 540 million	

					From January to June 2025	No.23/NQ- HDQT dated 27/12/2024	Raw latex purchased: 71.33 tons (valued at VND 3.1 billion)	
							Ammonia purchased: 5,610 liters (valued at VND 42.4 million)	

**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.**

No.	Transaction executor	Relationship with internal persons	Position at Listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of Subsidiary or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
	None								

**4. Transactions Between the Company and other objects:**

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **None**

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): **None**

4.3. Other Transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None**

**VIII. Share transactions of internal persons and their affiliated persons (First 6 months of 2025)**

**1. The list of internal persons and their affiliated persons: (Attached Appendix).**

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Contact Address	Number of Shares Owned at the End of the Period	Percentage of share ownership at the end of the period	Note
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1	Name of internal person)							
	Name affiliated persons							
2								

**2. Transactions of internal persons and affiliated persons with shares of the company: None**

No.	Transaction executor	Relationship with internal persons	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of Shares	Percentage	Number of Shares	Percentage	

**IX. Other significant issues: None**

Recipients:

- As stated above;
- BOD members;
- BOS members;
- Person in charge of corporate governance/disclosing information;
- Admin Dept. (for web posting);
- Archives.

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

(Sign, full name and seal)



**Nguyen Viet Tuong**





## APPENDIX

**THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS** (Issued in conjunction with Report No.: 05/BC-HDQT on July 28th, 2025)

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
1	Nguyen Viet Tuong		Chairman of the BOD			Personal: 5,000 shares Representing Dak Lak People's Committee: 92,492,760 shares	0.003%  59.36%	
1.1	Nguyen Trieu							Father
1.2	Tran Thi Xuyen							Mother
1.3	Nguyen Thi Ngoc Lan					None		Wife
1.4	Nguyen Viet Tinh					None		Son
1.5	Nguyen Viet Thong					None		Son
1.6	Nguyen Long Bao Nguyen					None		Daughter-in-law
1.7	Nguyen Viet Pho							Younger Brother



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
1.8	Nguyen Viet Sy					None		Younger Brother
1.9	Nguyen Thi Bich Van					None		Younger Sister
1.10	Nguyen Viet Tuan					None		Younger Brother
1.11	Nguyen Duy Gioi							Father-in-law
1.12	Nguyen Thi Ngoc Diep					None		Mother-in-law
1.13	Nguyen Thi Lieu					None		Younger sister-in-law
1.14	Vo Duc Nga					None		Younger brother-in-law
1.15	Phan Thi Thanh Thuong					None		Younger sister-in-law
1.16	Dak Lak Rubber Investment Joint Stock Company							Chairman of the BOD
1.17	Dak Lak Rubber Company							Company Chairman

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
	Limited (Daklaoruco)							
1.18	Dak Lak Rubber Development Company Limited – Mondulkiri. (Cambodia)							Company Chairman
2	Nguyen Minh		Member of the BOD, General Director			Personal: 2,000 shares Representing Dak Lak People's Committee: 61,659,408 shares	0.0012%  39.58%	
2.1	Nguyen Thi Bich Lien					None		Wife
2.2	Nguyen Phuc Nguyen Bao					None		Child
2.3	Nguyen Minh Thu					None		Child
2.4	Nguyen Thi Nguu							Mother
2.5	Nguyen Binh							Father

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No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
2.6	Nguyen Nhu Nghia					None		Father-in-law
2.7	Hoang Thi Huong					None		Mother-in-law
2.8	Nguyen Thi Duong					None		Elder Sister
2.9	Nguyen Thi Hai					None		Elder Sister
2.10	Nguyen Thi Lan					None		Elder Sister
2.11	Nguyen Quang					None		Elder Brother
2.12	Le Van Tao					None		Elder brother-in-law
2.13	Tran Tuong					None		Elder brother-in-law
2.14	Nguyen Thi Dung					None		Elder Sister-in-law
2.15	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Directors (BOD)

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
2.16	Daknoruco Joint Stock Company							Chairman of the Board of Directors (BOD)
3	Nguyen Do		Member of the Board of Directors (BOD), Deputy General Director			4,700	0.0029%	Relieved of duties on June 26, 2025, at personal request
3.1	Tran Thi Thu Hong					None		Wife
3.2	Nguyen Thi Thu Trang					None		Child
3.3	Nguyen Hoan					None		Child
3.4	Luu Thi Luom							Mother
3.5	Nguyen Tam							Father
3.6	Tran Van Rang					None		Father-In-Law
3.7	Tran Thi Thu Nguyet							Mother-in-law
3.8	Nguyen Nhon					None		Elder Brother

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No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
3.9	Tran Thi Thuy					None		Elder sister-in-law
3.10	Nguyen Thi Nghia					None		Elder Sister
3.11	Le Van Biet					None		Elder brother-in-law
4	<b>Nguyen Tran Giang</b>		<b>Member of the Board of Directors (BOD), Deputy General Director</b>			<b>None</b>		
4.1	Che Thi Hoai Vy					None		Wife
4.2	Nguyen Nhu Cau					None		Father
4.3	Nguyen Thi Lam					None		Mother
4.4	Nguyen Tran Son					None		Younger Brother



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
4.5	Nguyen Thi Thao					None		Younger sister-in-law
4.6	Nguyen Nhu Quynh							Child
4.7	Nguyen An Phuc							Child
4.8	Che Lao					None		Father-in-law
4.9	Tran Thi Lam					None		Mother-in-law
4.10	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Directors (BOD)
4.11	Rubber Technical Joint Stock Company							Chairman of the BOD
<b>5</b>	<b>Nguyen Van Cuc</b>		<b>Member of the Board of Directors (BOD), Head of</b>			<b>3,500</b>	<b>0.002%</b>	

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
			Human Resources and Legal Affairs Department					
5.1	Tran Thi My Le					None		Wife
5.2	Nguyen Tran Bao Uyen					None		Child
5.3	Nguyen Tran Bao An					None		Child
5.4	Chau Thi Toan					None		Mother
5.5	Nguyen Dieu					None		Father
5.6	Tran Dinh Lang					None		Father-in-law
5.7	Tran Thi Loi					None		Mother-in-law
5.8	Nguyen Van Phan					None		Elder Brother
5.9	Nguyen Thi Phuc					None		Younger Sibling
5.10	Ha Thi Khoi					None		Elder sister-in-law

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
5.11	Tran Van Hanh					None		Brother-in-law
<b>6</b>	<b>Ta Quang Tong</b>		<b>Member of the Board of Directors (BOD)</b>			<b>None</b>		
6.1	Nguyen Xuan Mai					None		Wife
6.2	Ta Quang Thach Truc					None		Child
6.3	Ta Quang Lan							Father
6.4	Le Thi Tam							Mother
6.5	Nguyen Ba Chinh							Father-in-law
6.6	Nguyen Thi Hy					None		Mother-in-law
6.7	Ta Quang Sum					None		Elder Brother
6.8	Ta Quang Son					None		Younger Sibling
6.9	Ta Thi Thanh Binh					None		Younger Sibling
6.10	Hoang Huu					None		Brother-in-law



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
6.11	Duong Thi My Lan					None		Sister-in-law
6.12	Dao Thi Diem Tuyet					None		Younger Sibling-in-law
<b>7</b>	<b>Nguyen Van Thong</b>		<b>Member of the Board of Directors (BOD)</b>			<b>None</b>		
7.1	Nguyen Dinh Can					None		Father
7.2	Phan Thi Lan					None		Mother
7.3	Luong Thi Hoa					None		Wife
7.4	Nguyen Hong Quang					None		Child
7.5	Nguyen Hong Dang					None		Child
7.6	Nguyen Van Sang					None		Younger Sibling
7.7	Nguyen Thi Minh					None		Younger Sibling
7.8	Nguyen Thi Minh Anh					None		Sister-in-law
7.9	Nguyen Quang Dan					None		Brother-in-law

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
7.10	Luong Kha					None		Father-in-law
7.11	Nguyen Thi Van					None		Mother-in-law
<b>8</b>	<b>Nguyen Thac Hoanh</b>		<b>Head of the Board of Supervisors (BoS)</b>			<b>None</b>		
8.1	Nguyen Thac Xuyen							Father
8.2	Dang Thi Mui							Mother
8.3	Tran Huu Manh					None		Father-in-law
8.4	Le Thi Chau					None		Mother-in-law
8.5	Tran Thi Yen					None		Wife
8.6	Nguyen Thi Ha Phuong					None		Child
8.7	Nguyen Thac Nam					None		Child



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
8.8	Nguyen Thac Khanh					None		Elder Brother
8.9	Nguyen Thac Khanh					None		Younger Sibling
8.10	Nguyen Thi Thu Huong					None		Sister-in-law
8.11	Tran Thi Hao					None		Younger Sibling-in-law
8.12	Truong Thi Thanh					None		Sister-in-law
8.13	Truong Van Ba					None		Brother-in-law
8.14	Dak Lak Rubber Investment Joint Stock Company							Head of the Board of Supervisors (BoS)
8.15	Rubber Technical Joint Stock Company							Head of the Board of Supervisors (BoS)
8.16	Daknoruco Joint Stock Company							Head of the Board of



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
								Supervisors (BoS)
9	Phan Thanh Tan		Supervisor			None		
9.1	Luong Thi Phuc					None		Wife
9.2	Phan Thanh Tin					None		Child
9.3	Phan Thi Anh Thu					None		Child
9.4	Phan Thanh Luong					None		Father
9.5	Vo Thi Triem					None		Mother
9.6	Luong Kha					None		Father-in-law
9.7	Nguyen Thi Van					None		Mother-in-law
9.8	Phan Thanh Thai					None		Elder Brother
9.9	Tran Thi Kim Thuy					None		Sister-in-law
9.10	Phan Thanh Son					None		Elder Brother
9.11	Le Thuy Tuyen					None		Sister-in-law

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No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
9.12	Phan Thi Thanh Minh					None		Elder Sister
9.13	Ngo Minh Hung					None		Brother-in-law
9.14	Phan Thanh Hai					None		Elder Brother
9.15	Nguyen Ngoc Bich Thuy					None		Sister-in-law
9.16	Phan Thanh Hung					None		Elder Brother
9.17	Trinh Thi Phuong					None		Sister-in-law
9.18	Phan Thanh Cuong					None		Elder Brother
9.19	Bui Thi Tam					None		Sister-in-law
9.20	Dak Lak Rubber Investment Joint Stock Company							Member of the Board of Supervisors (BoS)
9.21	Rubber Technical Joint Stock Company							Member of the Board of Supervisors (BoS)

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
9.22	Daknoruco Joint Stock Company							Member of the Board of Supervisors (BoS)
10	Nguyen Thi Mai Quyen		Supervisor			2,200	0.0014%	Became a Member of the Board of Supervisors on 27/06/2022
10.1	Nguyen Thong							Father
10.2	Ta Thi Huong					None		Mother
10.3	Do Huu Ba							Father-in-law
10.4	Huynh Thi Hong Bang					None		Mother-in-law

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No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
10.5	Do Hoang Viet					None		Husband
10.6	Do Nguyen Tan					None		Child
10.7	Do Hoang Cam Tu					None		Child
10.8	Nguyen Thang Long							Elder Brother
10.9	Nguyen Thi An					None		Elder Sister
10.10	Nguyen Thi Mai Oanh					None		Elder Sister
10.11	Nguyen Thi Lan					None		Sister-in-law
10.12	Ha Van Minh					None		Brother-in-law
11	Au Quy Vinh		Member of the Board of Supervisors, Deputy Head of			None		Appointed on June 2025

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
			Technical Department					
11.1	Ho Thi Kim Thuy					None		Wife
11.2	Au Hoai An					None		Child
11.3	Au Truong An					None		Child
11.4	Au Luong					None		Father
11.5	Nguyen Thi Hien					None		Mother
11.6	Au Khiem Thu					None		Elder Brother
11.7	Au Nhat Khuong					None		Younger Sibling
11.8	Au Thiet Hoan					None		Younger Sibling
11.9	Au Dac Vuong					None		Younger Sibling
11.10	Au Thi Ly Vi					None		Younger Sibling
11.11	Au Thiet Khoa					None		Younger Sibling

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No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
11.12	Au Linh Thy					None		Younger Sibling
11.13	Au Thiet Vu					None		Younger Sibling
11.14	Nguyen Thi Thanh Trieu					None		Younger sister-in-law
11.15	Phan Sy Lap					None		Younger brother-in-law
11.16	Ho Quang Thong					None		Father in-law
11.17	Le Thi Phong					None		Mother in-law
12	Tran Van Duc		Authorized Person for Information Disclosure, Person in charge of corporate governance			800		
12.1	Tran Van Kia					None		Father
12.2	Phan Thi Tham							Mother



No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
12.3	Tran Van Ton							Father in-law
12.4	Ngo Thi Mot							Mother in-law
12.5	Tran Thi Khanh Phong					None		Wife
12.6	Tran Mai Tam					None		Child
12.7	Tran Mai Tuong					None		Child
12.8	Tran Thi Tai					None		Younger Sibling
12.9	Tran Thi Hanh					None		Younger Sibling
12.10	Tran Thi Nam					None		Younger Sibling
12.11	Nguyen Dinh Phuoc					None		Younger brother-in-law
12.12	Nguyen Dinh Quang					None		Younger brother-in-law
12.13	Le Duy Linh					None		Younger brother-in-law
<b>13</b>	<b>Le Thi Bich Thao</b>		<b>Authorized information</b>			<b>None</b>		<b>Relieved of duties</b>

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
			disclosure officer, Person in charge of corporate governance					from 01/6/2025, retired under the official regime
13.1	Nguyen Manh Cuong					None		Husband
13.2	Nguyen Minh Phuong					None		Child
13.3	Nguyen Thi Thao Van					None		Child
13.4	Nguyen Hung Viet					None		Father-in-law
13.5	Nguyen Thi Thap					None		Mother-in-law
13.6	Le Duc Ham					None		Biological Father
13.7	Nguyen Thi Thanh					None		Biological Mother
13.8	Le Thi Thuong Huyen					None		Younger Sibling
13.9	Le Thi Hanh					None		Younger Sibling
13.10	Le Thi Cuc					None		Younger Sibling

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
13.11	Le Thi Khanh					None		Younger Sibling
13.12	Hoang Xuan Chinh					None		Brother-in-law
13.13	Kim Van Khoa					None		Brother-in-law
13.14	Tran Van Luu					None		Brother-in-law
13.15	Nguyen Viet Phuong					None		Brother-in-law



