NRC
Innovate for Prosperity

No.: 04/2026/TB-NRC — Ho Chi Minh City, June 23, 2026

NOTICE

Re: Nomination and self-nomination of members of the Board of Directors of NRC Corporation Joint Stock Company for the term 2022-2027

To: SHAREHOLDERS OF NRC CORPORATION JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *Pursuant to the Charter of NRC Corporation Joint Stock Company.*

The Board of Directors of NRC Corporation Joint Stock Company (the "Company") respectfully notifies shareholders of the nomination and self-nomination of members of the Board of Directors ("BOD") of the Company for election as members of the BOD for the term 2022-2027 at the 2026 Annual General Meeting of Shareholders, replacing the BOD member who has resigned for personal reasons, specifically as follows:

1. Number of BOD members to be elected: 01 (one) BOD member.

2. Rights to nominate and self-nominate:

- Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the position of BOD member;
- A shareholder or group of shareholders holding 10% or more may nominate one (01) candidate; from 11% to less than 30% of the voting shares may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

3. Standards and conditions for BOD members

- Not falling under the persons specified in Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in business administration or in the Company's business lines and sectors, and not necessarily being a shareholder of the Company, unless otherwise provided in the Company's Charter;
- A BOD member of the Company may concurrently work as a BOD member at a maximum of 05 other companies.

4. Standards and conditions for independent BOD members

- Not being a person currently working for the Company, its parent company, or its subsidiary; and not being a person who worked for the Company, its parent company, or its subsidiary for at least 03 consecutive years immediately preceding the appointment;
- Not being a person currently receiving salary or remuneration from the Company, except for allowances to which BOD members are entitled in accordance with regulations;

- Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company, or a manager of the Company or its subsidiary;
- Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
- Not being a person who has served as a member of the BOD or Supervisory Board of the Company for at least 05 consecutive years immediately preceding the appointment, except in the case of reappointment for two consecutive terms..

5. Application dossier for nomination and self-nomination of BOD members

The application dossier for nomination and self-nomination of BOD members includes:

- A written self-nomination or nomination for participation in the BOD, made according to the prescribed form;
- Curriculum vitae declared by the candidate;
- Notarized copies of Citizen ID Card/ID Card/Passport, permanent residence book, and diplomas/certificates evidencing educational qualifications;
- List of the nominating shareholder group, power of attorney and/or minutes of the group meeting, if the candidate is nominated by a shareholder/group of shareholders.

Address for receiving the nomination and self-nomination dossiers: Nomination and self-nomination dossiers must be submitted directly or sent by registered mail to the following address:

- Shareholder Relations Department - NRC Corporation Joint Stock Company
- Recipient: Tran Le Anh Thu - Chief of Office of the Company
- 1st Floor, No. 3 Tran Nhat Duat, Tan Dinh Ward, District 1, Ho Chi Minh City.
- Telephone: (028) 3622 1399 (extension: 223)
- Dossier submission deadline: no later than **4:00 p.m. on June 25, 2026**. Dossiers received by the Company after the above deadline shall be invalid.

After June 25, 2026, if the number of BOD members nominated and self-nominated is still insufficient for the required number, current BOD members shall introduce other candidates in accordance with regulations.

Based on valid nomination/self-nomination dossiers that satisfy the nomination and self-nomination requirements, and on candidates who meet the corresponding conditions applicable to BOD members, the Company's BOD shall consolidate and include them in the list of candidates for election at the 2026 Annual General Meeting of Shareholders.

Respectfully announced.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As mentioned;

- Company archives.

CHAIRMAN

CÔNG TY CỔ PHẦN TẬP ĐOÀN NRC
NRC
M.S.D.N: 0312695565

LÊ THỐNG NHẤT