

ANNOUNCEMENT

Regarding the standards, conditions, and procedures for the nomination and candidacy for the supplementary election of members of the Board of Directors for the 2025 - 2030 Term



**To: SHAREHOLDERS
OF NAM BAY BAY INVESTMENT CORPORATION**

Pursuant to the Charter on Organization and Operation of Nam Bay Bay Investment Corporation;

Pursuant to the General Meeting of Shareholders' Resolution No. 30/NQ-ĐHĐCĐ dated April 29, 2025 regarding the approval of the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020 – 2025 Term, and the election of members of the Board of Directors and the Board of Supervisors for the 2025 – 2030 Term of Nam Bay Bay Investment Corporation;

Pursuant to the Board of Directors' Resolution No. 07/2026/NQ-HĐQT dated March 03, 2026, regarding the convening of the Annual General Meeting of Shareholders for the 2025 financial year.

The Board of Directors of Nam Bay Bay Investment Corporation (“NBB”) hereby notifies our valued shareholders of the standards, conditions, and procedures for the nomination and candidacy for the supplementary election of members of the Board of Directors for the 2025 – 2030 Term as follows:

I. REGULATIONS ON NOMINATION/CANDIDACY FOR THE POSITION OF BOARD MEMBER

1. Standards and conditions for members of the Board of Directors:

- a. Possess full civil act capacity and not be prohibited from establishing or managing an enterprise under the Law on Enterprises;
- b. Possess professional qualifications and experience in business administration or in the business fields and industries of NBB; candidates are not required to be shareholders of NBB;
- c. A member of the Board of Directors of NBB may concurrently serve as a member of the Board of Directors at a maximum of 05 other companies;
- d. In addition to the above standards and conditions, an independent member of the Board of Directors must satisfy the following additional criteria:
 - i. Not currently working for NBB, its parent company, or its subsidiaries; not have worked for NBB, its parent company, or its subsidiaries for at least the 03 consecutive preceding years;



- ii. Not currently receiving salary or remuneration from NBB, except for allowances that members of the Board of Directors are entitled to under regulations;
- iii. Not have a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, or biological sibling who is a major shareholder of NBB, or who is a manager of NBB or its subsidiaries;
- iv. Not directly or indirectly own 01% or more of the total voting shares of NBB;
- v. Not have served as a member of the Board of Directors or the Board of Supervisors of NBB for at least the 05 consecutive preceding years, unless appointed for 02 consecutive Terms.

2. Procedures for nomination/candidacy for the position of Board member:

Based on the principles of nomination and candidacy stipulated in Article 115 of the Law on Enterprises and Article 11 of the Company's Charter, a shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the Board of Directors.

II. DOSSIER FOR EXERCISING NOMINATION/CANDIDACY RIGHTS

Shareholders or groups of shareholders meeting the conditions specified in Section I of this Announcement must submit a dossier related to the nomination or candidacy for Board members to NBB. The dossier includes:

- Documents proving share ownership of the shareholder/group of shareholders;
- 03 original copies of the notice of voluntary group formation and nomination (Form 1) or self-nomination (Form 2);
- 03 original copies of the Curriculum Vitae (Form 3);
- 02 certified copies of a valid ID card/Citizen Identification Card (for Vietnamese) or Passport (for overseas Vietnamese or foreigners);
- 02 certified copies of degrees and certificates certifying educational and professional qualifications.

III. SUBMISSION INFORMATION

1. The person nominating or applying for the Board of Directors position shall be legally responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the nomination/candidacy content.
2. Please send the dossier to the NBB office before the date of the Annual General Meeting of Shareholders for the 2025 financial year to the following address:

NAM BAY BAY INVESTMENT CORPORATION

Address: CII TOWER, 152 Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City

Phone: (028) 62 577 577 - Fax: (028) 62 615 577

Respectfully announced./.

On Behalf Of The Board Of Directors

CHAIRMAN

(signed)

Lưu Hải Ca

