NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No. 01/TB-HĐQT/NCTS	*Hanoi, June 4th, 2026*

ANNOUNCEMENT

Regarding the nomination, candidacy, and additional election of members of the Board of Directors and Board of Supervisors for the term 2025-2030 at the 2026 Annual General Meeting of Shareholders

To: Shareholders of Noi Bai Cargo Terminal Services Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 and Law No. 76/2025/QH15 dated 17/6/2025 of the National Assembly;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024 of the National Assembly;

Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company;

Pursuant to Resolution No. 13/NQ-HĐQT/NCTS dated 04/6/2026 of the Board of Directors of the Company regarding personnel of the Board of Directors and the Board of Supervisors of the Company for the term 2025-2030.

The Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company hereby respectfully notifies Shareholders of the nomination and candidacy of candidates for the election of additional members of the Board of Directors ("BOD") and the Board of Supervisors ("BOS") of the Company for the 2025-2030 term. Details are as follows:

1. Number of additional members to be elected to the Board of Directors and Board of Supervisors

- Number of additional members of the Board of Directors: 01 member
- Number of additional members of the Board of Supervisors: 01 member

2. Eligibility requirements and conditions for nomination and candidacy of candidates for the BOD and BOS

2.1. An additional member of the Board of Directors must fully meet the following requirements and conditions:

- Have full legal capacity and not fall within the categories of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises and other applicable laws;

- Possess professional qualifications and experience in business administration or in the business sectors and industries in which the Company operates, and is not required to be a shareholder of the Company;

- May concurrently serve as a member of the Board of Directors of other companies.

2.2. Additional members of the Board of Supervisors must fully meet the following requirements and conditions:

- Not fall within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises;

- Have received training in economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the Company's business activities;

- Not be a family member of any member of the Board of Directors, the Director/General Director, or any other manager of the Company;

- Not be a manager of the Company and is not required to be a shareholder or employee of the Company;

- Not be employed in the accounting or finance department of the Company;

- Not have served as a member or employee of the independent auditing firm that audited the Company's financial statements during the preceding three (03) consecutive years.

3. Right to nominate candidates and run for election to the Board of Directors and the Board of Supervisors:

3.1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total ordinary shares of the Company (as of the shareholder record date of 27/5/2026) shall have the right to nominate candidates or run for election to the BOD and BOS.

The nomination to the Board of Directors and the Board of Supervisors shall be carried out as follows:

- For the right to nominate candidates to the Board of Directors: Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total voting shares may nominate one (01) candidate; from twenty percent (20%) to less than thirty-five percent (35%) of the total voting shares may nominate up to two (02) candidates; from thirty-five percent (35%) to less than fifty percent (50%) of the total voting shares may nominate up to three (03) candidates; from fifty percent (50%) to less than sixty-five percent (65%) of the total voting shares may nominate up to four (04) candidates and sixty-five percent (65%) or more of the total voting shares may nominate candidates equal to the number of positions to be filled.

- **For the right to nominate candidates to the Board of Supervisors:** Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total voting shares may nominate one (01) candidate; from twenty percent (20%) to less than fifty percent (50%) of the total voting shares may nominate up to two (02) candidates and fifty percent (50%) or more of the total voting shares may nominate candidates equal to the number of positions to be filled.

3.2. In the event that the number of candidates for election to the Board of Directors ("BOD") and/or the Board of Supervisors ("BOS") nominated or self-nominated by shareholders is insufficient to meet the required number of positions to be filled in accordance with applicable regulations, the incumbent BOD and/or BOS may nominate additional candidates or organize the nomination process in accordance with applicable laws, the Company's Internal Regulations on Corporate Governance, and the Operating Regulations of the BOD and/or BOS.

4. Nomination and candidacy dossier for candidates to the Board of Directors and Board of Supervisors:

The nomination or candidacy dossier for the election of additional members of the BOD and BOS shall include:

- Application form for additional election to the BOD/BOS (in the prescribed form attached hereto);
- Nomination form for a candidate for election as an additional member of the BOD/ BOS (in the prescribed form attached hereto);
- Curriculum Vitae certified by the candidate's employer or the competent local authority (in the prescribed form attached hereto);
- Certified true copies of the candidate's Citizen Identity Card/Identity Card/Passport and educational certificates and qualifications evidencing professional expertise;
- Power of Attorney and/or Minutes of the Shareholders' Group Meeting (in the case of nominations made jointly by a group of shareholders).

Candidates nominated or candidacy for election to the BOD or BOS shall be solely responsible before the law for the accuracy and truthfulness of the information contained in their application dossiers and curriculum vitae.

Detailed application forms and templates are available on the Company's website at www.ncts.vn.

5. Deadline for submission of nomination and candidacy dossiers:

Nomination and candidacy dossiers for the election of additional members of the BOD and BOS that satisfy the above requirements and conditions must be submitted to the Company's head office no later than **2:00 p.m. on 19/6/2026** at the following address:

Ms. Pham Thi Bich Thuy, Shareholder Relations Officer - Noi Bai Cargo Terminal Services Joint Stock Company, NTS Building - Noi Bai International Airport, Noi Bai Commune, Hanoi City. Phone: (84-24) 35840905/Ext. 3390; Mobile number 0912.946.682.

Yours faithfully,

O/B. BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0101640729 - C.T.C.P - CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA NỘI BÀI - THÀNH PHỐ HÀ NỘI

Ho Quang Tuan

Recipients:
- As above;
- Archive: AD, Company's secretary.

NOI BAI CARGO TERMINAL SERVICES JSC
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

ELECTION BALLOT
BOARD OF DIRECTORS
SHAREHOLDER CODE: NCT.XXXXXX

Shareholder's full name: **NGUYỄN VĂN K**
Number of shares owned: **……. shares**
Number of shares received by proxy: **……. shares**
Total number of voting shares: ……. shares

I agree to elect one additional member to the Board of Directors for the 2025 - 2030 term as follows:

No	Candidate's full name	Equal distribution of votes (for candidates)	Number of votes (for each candidate)
1	Mr. NGUYỄN VĂN A	☐	

June 25th, 2026
SHAREHOLDER
(Signature and Full name)

NOI BAI CARGO TERMINAL SERVICES JSC
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

ELECTION BALLOT
BOARD OF SUPERVISORS
SHAREHOLDER CODE: NCT.XXXXXX

Shareholder's full name: **NGUYỄN VĂN K**
Number of shares owned: **……. shares**
Number of shares received by proxy: **……. shares**
Total number of voting shares: ……. shares

I agree to elect one additional member to the Board of Supervisors for the 2025 - 2030 term as follows:

No	Candidate's full name	Equal distribution of votes (for candidates)	Number of votes (for each candidate)
1	Mr. NGUYỄN VĂN A	☐	

June 25th, 2026
SHAREHOLDER
(Signature and Full name)