

LEGION PARTNERS ASSET MANAGEMENT, LLC

12121 Wilshire Boulevard, Suite 1240

Los Angeles, California 90025

July 29, 2026

NN, Inc.
6210 Ardrey Kell Road, Suite 120
Charlotte, North Carolina 28277
Attention: Board of Directors

Dear Members of the Board:

Reference is made to that certain Cooperation Agreement (the “**Cooperation Agreement**”), dated as of January 16, 2026, made and entered into by NN, Inc., a Delaware corporation (the “**Company**”), Legion Partners Asset Management, LLC, a Delaware limited liability company (together with its Affiliates, “**Legion Partners**”), and each of the other persons listed on the signature pages to the Cooperation Agreement (collectively with Legion Partners and together with any other Affiliates of Legion Partners, the “**Investor Group**” and each individually, an “**Investor**”). Capitalized terms used but not defined in this letter agreement have the meanings ascribed to them in the Cooperation Agreement.

On July 20, 2026, Raymond T. White resigned as a member of the Board, effective immediately. Effective as of the date hereof, the Company hereby agrees to immediately accelerate the vesting of 49,079 shares of restricted stock of the Company awarded on March 18, 2026 to Mr. White in connection with his service as a director of the Company.

Pursuant to Section 1(f) of the Cooperation Agreement, and subject to the terms thereof, the Company and the Investors are required to cooperate in good faith to select, and the Company is required to appoint, as promptly as practicable, a Replacement Designee to serve as a director of the Company for the remainder of the New Director’s term (the “**Replacement Rights**”). Effective as of the date hereof, the Investor Group hereby permanently and irrevocably (i) waives the Replacement Rights and (ii) acknowledges and agrees that the Company’s obligations under Section 1 of the Cooperation Agreement are terminated.

Except as expressly set forth in this letter agreement, all of the terms, conditions, obligations, covenants, and agreements of the Cooperation Agreement shall continue in full force and effect after the execution of this letter agreement, and shall not be in any way amended, changed, modified, or superseded by the terms set forth in this letter agreement.

The provisions of Sections 10-15, 18-22, and 24-26 of the Cooperation Agreement are incorporated by reference into this letter agreement and shall apply *mutatis mutandis* to this letter agreement.

[Signature Pages Follow]

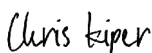
Very truly yours,

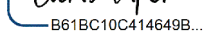
INVESTOR GROUP:

LEGION PARTNERS, L.P. I

By: Legion Partners Asset Management, LLC
Investment Advisor

DocuSigned by:



By: 

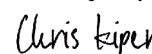
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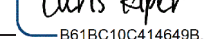
Title: Managing Director

LEGION PARTNERS, L.P. II

By: Legion Partners Asset Management, LLC
Investment Advisor

DocuSigned by:



By: 

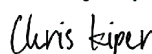
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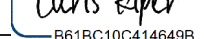
Title: Managing Director

LEGION PARTNERS SPECIAL OPPORTUNITIES, L.P. XI

By: Legion Partners Asset Management, LLC
Investment Advisor

DocuSigned by:



By: 

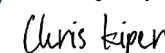
Name: Christopher S. Kiper

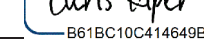
Title: Managing Director

LEGION PARTNERS, LLC

By: Legion Partners Holdings, LLC
Managing Member

DocuSigned by:



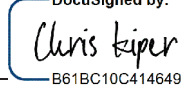
By: 

Name: Christopher S. Kiper

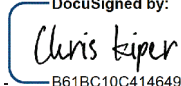
Title: Managing Member

[Signature Page to Letter Agreement]

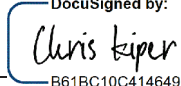
LEGION PARTNERS ASSET MANAGEMENT, LLC

DocuSigned by:

By: _____
Name: Christopher S. Kiper
Title: Managing Director

LEGION PARTNERS HOLDINGS, LLC

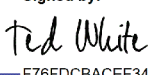
DocuSigned by:

By: _____
Name: Christopher S. Kiper
Title: Managing Member

CHRISTOPHER S. KIPER

DocuSigned by:


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RAYMOND T. WHITE

Signed by:


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ACKNOWLEDGED AND AGREED:

NN, INC.

By: Harold Bevis _____

Name: Harold Bevis

Title: President and Chief Executive Officer