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No: 02/2026/BC-TVHĐQTĐL

Hanoi, April 2nd, 2026

**ASSESSMENT REPORT OF INDEPENDENT BOARD DIRECTOR
MR. NGUYEN VAN MANH FOR THE YEAR 2025**

Dear: Shareholders of ELCOM Technology Communications Corporation,

Independent Member of the Board of Directors ("BOD") Nguyen Van Manh hereby submits the following report on the activities of the Independent Director and assessment of the Board of Directors' performance in 2025:

I. Activities of the Reporting Board Member

In my capacity as an Independent Director, I have fulfilled all functions in accordance with applicable laws, the Company's Charter, and the BOD's Operational Regulations. Activities carried out during the year include:

- Performed supervisory functions over the BOD's activities through meetings and discussions, the BOD's resolution-making process, and oversight of the Executive Management's compliance with BOD Resolutions and the delegation of authority between the BOD and the Executive Management.
- Ensured independence and objectivity in the BOD's deliberations and decision-making processes.
- Voted on BOD Resolutions in accordance with applicable laws and the Company's Charter. A full list of BOD Resolutions passed is included in the Corporate Governance Report published on the Company's website.
- Monitored compliance with applicable laws, the Company's Charter, and the Resolutions of the Annual General Meeting of Shareholders and the Board of Directors.

II. Independent Director's Assessment of the Board of Directors

- In my capacity as an Independent Director, I assess that during the past year, the Board of Directors has fully discharged its roles of strategic direction, oversight, and decision-making in accordance with applicable laws, the Company's Charter, and the Internal Corporate Governance Regulations.
- BOD meetings were convened in full compliance with required procedures; meeting agendas were well-prepared and conducted effectively. BOD Resolutions were issued in a timely manner, consistent with the Company's actual circumstances and development strategy.
- The delineation between governance and management roles is clear; the working relationship between the BOD and the Executive Management has been maintained effectively, with transparent delegation of authority and accountability. The BOD does not intervene in day-to-day management operations while continuing to fulfil its essential role in strategic direction and oversight, thereby contributing to enhanced corporate governance.

- The BOD has also directed the strengthening of compliance and information transparency, fulfilling disclosure obligations rigorously to ensure completeness, accuracy, and timeliness in accordance with applicable laws.

**Independent Member of the
Board of Directors**

A handwritten signature in blue ink, appearing to read 'Hanh' or 'Hanh', followed by a long horizontal flourish.

Nguyen Van Manh