



**CÔNG TY CỔ PHẦN CÔNG NGHỆ VIỄN THÔNG VITECO**  
VITECO TELECOMMUNICATIONS TECHNOLOGY JOINT STOCK COMPANY

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No.: 03.....-2026/TTr/VITECO-HĐQT

Hanoi, April 20, 2026

**DRAFT**

## **SUBMISSION**

**Re: Approval of remuneration for the Board of Directors and the Board of Supervisors in 2025 and proposed remuneration plan for 2026**


**To: The Annual General Meeting of Shareholders 2026  
VITECO Telecommunication Technology Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of VITECO Telecommunication Technology Joint Stock Company;

The Board of Directors hereby reports to the General Meeting of Shareholders on the remuneration of the Board of Directors and the Board of Supervisors for 2025 and proposes the remuneration plan for 2026 as follows:

1. Remuneration of the Board of Directors and the Board of Supervisors in 2025: Although the Company achieved its business plan for 2025, due to accumulated losses, the Board of Directors and the Board of Supervisors did not receive any remuneration.

2. Proposed remuneration of the Board of Directors and the Board of Supervisors for 2026: The maximum average remuneration for members of the Board of Directors and the Board of Supervisors is proposed at VND 2.000.000/person/month. The actual remuneration shall be adjusted proportionally in line with the Company's performance against its profit after tax targets. In the event that the Company incurs a loss, no remuneration shall be paid to the Board of Directors and the Board of Supervisors.

Respectfully submitted! 

**ON BEHALF OF THE BOARD OF**

**DIRECTORS**

**CHAIRMAN**

**Recipients:**

- As stated above;
- Board of Directors, Board of Supervisors;
- Archived: TH



**Đỗ Nam Anh**