

REPORT

**Approve the level of remuneration for members of the Board of Directors,
Supervisory Board, and Audit Committee in 2025**

To: The General Meeting of Shareholders of the TNH Hospital Group JSC

- *Based on the Enterprise Law and the detailed regulations and guidelines for its implementation;*
- *Based on the Securities Law and its implementing regulations and guidelines;*
- *Based on the Company's Charter of Operation and the Internal Regulations on Corporate Governance.*

The Board of Directors proposes that the General Meeting of Shareholders approve the remuneration for members of the Board of Directors, the Supervisory Board, and the Audit Committee for the year 2025 as follows:

1. Remuneration for Board Members in 2025

No .	Full name	Position/Title	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND/year)	Note
1	Ms. Nguyen Thi Thuy Giang	Chairwoman of the Board	4,000,000	48,000,000	Appointed as Chairwoman of the Board of Directors on April 21, 2026
2	Mr. Hoang Tuyen	Board Member	6,000,000	72,000,000	Chairman of the Board of Directors until April 21, 2026
3	Mr. Le Xuan Tan	Board Member and CEO	6,000,000	72,000,000	Vice Chairman of the Board of Directors until June 16, 2025
4	Mr. Nguyen Van Thuy	Board Member	4,000,000	22,000,000	Board members as of June 16, 2025
5	Mr. Tran Thien Sach	Board Member	4,000,000	22,000,000	Board members as of June 16, 2025

No	Full name	Position/Title	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND/year)	Note
6	Mr. Vu Hong Minh	Independent, non-executive board member	4,000,000	22,000,000	Board members as of June 16, 2025
7	Mr. Ly Thai Hai	Independent, non-executive board member	4,000,000	22,000,000	Board members as of June 16, 2025
8	Mr. Ngo Minh Truong	Board Member	4,000,000	22,000,000	Board members as of June 16, 2025
9	Mr. Romeo Fernandez Lledo	Board member, non-executive	4,000,000	48,000,000	Elected by the General Shareholders' Meeting on December 27, 2024
10	Mr. Tran Ngoc Minh	Board member, non-executive	4,000,000	26,000,000	Elected by the General Shareholders' Meeting on June 16, 2025
11	Mr. Christopher E. Freund	Board Member	4,000,000	26,000,000	Elected by the General Shareholders' Meeting on June 16, 2025
12	Mr. Nguyen Huu Diep	Board Member	4,000,000	26,000,000	Elected by the General Shareholders' Meeting on June 16, 2025
Total:				428,000,000	

2. Remuneration for members of the Supervisory Board in 2025

No.	Full name	Position/Title	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND/year)	Note
1.	Mr. Vu Vinh Quang	Head of the Supervisory Board	5,000,000	27,500,000	Until June 16, 2025

No.	Full name	Position/Title	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND/year)	Note
2.	Mr. Pham Vinh Hung	Member	2,000,000	11,000,000	Until June 16, 2025
3.	Mr. Nguyen Van Chuan	Member	3,000,000	16,500,000	Until June 16, 2025
Total:				55,000,000	

3. Remuneration for Audit Committee members in 2025

No.	Member Name	Position/Title	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND/year)	Note
	Mr. Romeo Fernandez Lledo	Chairman of the Committee	4,000,000	24,000,000	Chairman of the Committee from April 21, 2026
1.	Ms. Nguyen Thi Thuy Giang	Member	5,000,000	30,000,000	Member of the Committee from April 21, 2026
3.	Mr. Christopher E. Freund	Member	4,000,000	24,000,000	From July 8, 2025
Total:				78,000,000	

4. Proposed remuneration levels for Board of Directors members and Audit Committee members in 2026.

Continue to maintain the current remuneration level, provided that the company's revenue and profit do not fluctuate by more than 10%.

We respectfully request the General Meeting to review and approve the above matter.

Best regards !

Recipient:

- As above.
- Save: Clerical, Legal Dept, Congress records.

**O/B. THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOD**

(signed)

Nguyen Thi Thuy Giang