

**PROPOSAL**

**Approval of Remuneration for the Board of Directors and Supervisory Board  
Members for 2024 of TNH Hospital Group Joint Stock Company**

**To: General Meeting of Shareholders of TNH Hospital Group Joint Stock  
Company**

- Pursuant to the Enterprises Law and relevant guiding documents;
- Pursuant to the Law on Securities and relevant guiding documents;
- Pursuant to the Company's Charter and Internal Corporate Governance Regulations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration levels for the Board of Directors and Supervisory Board members for 2024 as follows:

**1. Remuneration for Board of Directors Members:**

No	Name	Position/Title	Total remuneration/ year (in million VND)	Notes (Million dong/month)
1.	Mr. Hoang Tuyen	Chairman of the Board	180	15
2.	Mr. Le Xuan Tan	Vice Chairman & General Director	144	12
3.	Mr. Nguyen Van Thuy	Board Member & Branch Director	120	10
4.	Mr. Tran Thien Sach	Executive Board Member	120	10
5.	Mr. Vu Hong Minh	Independent, Non-Executive Board Member	96	8
6.	Mr. Ly Thai Hai	Independent, Non-Executive Board Member	96	8
7.	Ms. Nguyen Thi Thuy Giang	Board Member (From June 28, 2024)	48	8
8.	Mr. Ngo Minh Truong	Board Member/Deputy General Director & Branch Director (From June 28, 2024)	48	8
9.	Mr. Romeo Fernandez Lledo	Independent, Non-Executive Board Member (From December 27, 2024)	-	-
10.	Mr. Nguyen Xuan Don	Board Member (Dismissed on June 28, 2024)	48	8
<b>Total</b>			<b>900</b>	

## 2. Remuneration for Supervisory Board Members:

No	Name	Position/Title	Total remuneration/year (in million VND)	Notes (Million dong/month)
1	Mr. Vu Vinh Quang	Head of the Supervisory Board (From June 28, 2024)	60	10
2	Mr. Pham Vinh Hung	Member (From June 28, 2024)	48	8
3	Mr. Nguyen Van Chuan	Member	96	8
4	Ms. Le Thi Anh Hang	Head of the Supervisory Board (Dismissed on June 28, 2024)	60	10
5	Mr. Dang Duc Huan	Member (Dismissed on June 28, 2024)	48	8
<b>Total</b>			<b>312</b>	

*Note: The remuneration period has been rounded to full months.*

3. Proposed remuneration for members of the Board of Directors and Supervisory Board in 2025: Maintain the current remuneration level.

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above matter.

Sincerely,

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD**

***Recipients:***

- As stated above.
- Archives: Clerical Office, Legal Affairs, AGM documents.

*(Signed)*

**Hoang Tuyen**