



**CÔNG TY CỔ PHẦN
BỆNH VIỆN TIM TÂM ĐỨC**
No.: 198-26/CV-TĐ

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh Phúc

Ho Chi Minh City, March 31, 2026

To: - **State Securities Commission;**
- **Hanoi Stock Exchange.**

Company Name : **Tam Duc Cardiology Hospital Joint Stock Company**
Stock Code : **TTD**
Head Office : **No. 04 Nguyen Luong Bang, Tan My Ward, Ho Chi Minh City**
Telephone : **1900 561 539** Fax: **(028) 5411 0029**
Information Disclosure Officer : **Nguyen Ngoc Chieu** Position: **Chairman of the Board of Directors**
Type of Information Disclosure: ☒ **24 h** ☐ **Required** ☐ **Extraordinary** ☐ **Periodic**

Content of Information Disclosure :

Information Disclosure regarding the Board of Directors VII.12 dated March 30, 2026, approving the contents of the share issuance plan for the purpose of increasing the Company's charter capital in 2026, attached to Proposal No. 02/TTr-BOD dated March 30, 2026, of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders; Approval of the content of Proposal No. 01-2026/TTr-BOD dated March 30, 2026, of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders; Approval of the full set of documents for the Company's 2026 Annual General Meeting of Shareholders; Approval of other matters. The full text of the Resolution BOD VII.12/NQ-BOD dated March 30, 2026, and the Proposals are attached to this information disclosure.

This information has been disclosed on the website of Tam Duc Cardiology Hospital Joint Stock Company: <http://www.tamduchearthospital.com> on March 31, 2026.

We commit that the information disclosed above is truthful and we take full responsibility before the law for the content of the disclosed information.

INFORMATION DISCLOSURE OFFICER

Recipients:

- As above;
- File: VT, Office.



Dr. Nguyen Ngoc Chieu
CHAIRMAN OF THE BOARD OF DIRECTORS

Khu Đô Thị Mới Phú Mỹ Hưng - 04 Khu phố 1, Nguyễn Lương Bằng, Phường Tân Mỹ, TP. HCM, Việt Nam
Tel: 1900 561 539 - Hotline: 0903.052.432

<https://linktr.ee/benhvientimtamduc> - Website: <http://www.tamduchearthospital.com>



**TAM DUC CARDIOLOGY HOSPITAL
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: VII.12/NQ-BOD

Ho Chi Minh City, March 30, 2026

BOARD OF DIRECTORS TERM VII.12

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Tam Duc Cardiology Hospital Joint Stock Company approved by the General Meeting of Shareholders on April 28, 2022;
- Pursuant to Resolution 01.2025/NQ-GMS dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders of Tam Duc Cardiology Hospital Joint Stock Company;
- Pursuant to the Meeting Minutes of the Board of Directors Term VII of Tam Duc Cardiology Hospital Joint Stock Company held on March 30, 2026.

Participants:

1. Dr. Nguyen Ngoc Chieu	Founder. Advisor. Chairperson of the Board of Directors
2. Dr. Phan Kim Phuong	Founder. Advisor. Member of the Board of Directors
3. Dr. Chu Trong Hiep	Director of Surgery - Member of the Board of Directors
4. Mr. Pham Anh Dung	Member of the Board of Directors
5. Dr. Pham Bich Xuan	Member of the Board of Directors
6. Dr. Do Van Buu Dan	Chief Executive Officer

Meeting Secretary:

Ms. Nguyen Ngoc Nhu Anh
In charge of Corporate Governance

RESOLUTION

Article 1. Approval of the contents of the share issuance plan for the purpose of increasing the Company's charter capital in 2026.

The Board of Directors VII.12 unanimously approved the Plan to adopt the contents of the share issuance plan for the purpose of increasing the Company's charter capital in 2026, as attached to Proposal No. 02/TTr-HĐQT dated 30 March 2026, for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Article 2. Approval of the content of Proposal No. 01-2026/TTr-BOD dated March 30, 2026

The Board of Directors VII.12 unanimously approved the content of Proposal No. 01-2026/TTr-BOD dated March 30, 2026, regarding the distribution of profits for 2025, the profit distribution plan for 2026, and the selection of an auditing company for the Financial Statements for the fiscal

year 2026 to be submitted to the 2026 Annual General Meeting of Shareholders for consideration and decision.

Article 3. Approval of the adjustment to the financial plan for 2026

According to the Resolution of the Board of Directors VII.11 dated March 2, 2026, the Board of Directors approved the financial plan for 2026 as follows:

Total revenue	VND 800 billion
Profit before tax	VND 100 billion
Profit after tax	VND 88.5 billion
Dividend	20%/par value

Based on the operational situation in the first three months of 2026 and the current socio-economic context, the Board of Directors decided to adjust the plan as follows:

Total revenue	VND 780 billion
Profit before tax	VND 95 billion
Profit after tax	VND 86 billion
Dividend	20%/par value

The Board of Directors VII.12 unanimously approved the adjustment of the financial plan for 2026 to be submitted to the 2026 Annual General Meeting of Shareholders for consideration and decision.

Article 4. Approval of the full set of documents for the Company's 2026 Annual General Meeting of Shareholders

The full set of documents for the 2026 Annual General Meeting of Shareholders includes:

- The 2025 consolidated report, including the activities of the Board of Directors, business performance in 2025 and the Tam Duc plan for 2026, the audited financial statements for the fiscal year 2025, and the report of the Board of Supervisors.
- Proposal No. 01-2026/TTr-HĐQT dated 30 March 2026 on the distribution of profits for 2025, the profit distribution plan for 2026, and the selection of the auditing firm for the 2026 financial statements, for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval.
- Proposal No. 02/TTr-HĐQT dated 30 March 2026 on the share issuance plan for the purpose of increasing the Company's charter capital in 2026.

The Board of Directors VII.12 unanimously approved to adopt the full set of documents for the Company's 2026 Annual General Meeting of Shareholders.


Article 5. Approval of the medical image storage and transmission system solution (PACS)

The Board of Directors VII.12 unanimously approved the PACS GE On-premise solution in the form of lease and ownership after 36 months, with a total cost including VND 2.5 billion for software costs (paid in installments every 3 months) and VND 690 million for server costs, and assigned the Executive Board to implement it.

Recipients:

- BOD, Supervisory Board, CEO, CFO;
- Filed: Office.

CHAIRPERSON OF THE BOARD OF DIRECTORS



Dr. Nguyen Ngoc Chieu



**TAM DUC CARDIOLOGY HOSPITAL
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 01-2026/TTr-HĐQT

Ho Chi Minh City, March 30, 2026

PROPOSAL

2026 Annual General Meeting of Shareholders

(Re: Profit Distribution for 2025; Profit Distribution Plan for 2026;

Selection of an audit firm for 2026 Financial Statements)

- Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Tam Duc Cardiology Hospital Joint Stock Company approved by the General Meeting of Shareholders on April 28, 2022;
- Pursuant to Resolution No. VII.11/NQ-HĐQT dated March 2, 2026 of the Board of Directors (Term VII).

The Board of Directors of Tam Duc Cardiology Hospital Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution for 2025 and the profit distribution plan for 2026 with specific details as follows:

I. PROFIT DISTRIBUTION FOR 2025:

Item	Amount (VND)
1. Profit after Corporate Income Tax for 2025	95,735,394,301
2. Appropriation to Funds (Resolution 01.2025/NQ-ĐHCD dated April 25, 2025)	6,946,474,195
2.1. Operating Fund of the Board of Directors (3.6% of PAT)	3,446,474,195
2.2. Bonus and Welfare Fund	3,500,000,000
3. Remaining Profit for Dividend Distribution (3=1-2)	88,788,920,106
4. Dividend Distribution - Projected at 33% of Par Value	54,022,736,000
4.1. First interim payment, August 2025: 10%	16,370,526,000
4.2. Second interim payment, February 2026: 10%	16,370,526,000
4.3. Third payment (After approval by the General Meeting): 13%	21,281,684,000
5. Retained Earnings for 2025 (5=3-4)	34,766,184,106

II. PROFIT DISTRIBUTION PLAN FOR 2026:

1. Plan for Fund Allocation for 2026:

- Operating Fund of the Board of Directors 3.6% of Profit After Tax
- Bonus and Welfare Fund VND 3,500,000,000

2. Dividend Payment Plan for 2026

Dividend Payment Schedule	Rate	Expected Timing
First interim payment	5%	September 2026
Second interim payment	5%	January 2027
Third payment	10%	After the 2027 Annual General Meeting of Shareholders

3. Employee Rewards on the Occasion of the 20th Anniversary of Tam Duc Cardiology Hospital March 8, 2006 - March 8, 2026:

Proposal to the General Meeting of Shareholders to approve the rewarding of employees with long-term and significant contributions to the hospital on the occasion of the 20th anniversary of Tam Duc Cardiology Hospital. The bonus shall be funded from the Company's profit after corporate income tax for 2026. The reward level is determined based on seniority, at VND 1 million per employee per year of service, with a maximum of VND 20 million per person for employees with a tenure period of 15 years or more. The Board of Directors submits to the General Meeting of Shareholders to authorize the Board of Directors to prepare the list of eligible employees and implement the bonus in accordance with regulations.

III. SELECTION OF AUDITING FIRM FOR FINANCIAL STATEMENTS FOR FISCAL YEAR 2026:

Following the recommendation of the Supervisory Board and on behalf of the Supervisory Board, the Board of Directors propose that the General Meeting of Shareholders authorize the Board of Directors to decide on the selection of an audit firm for the 2026 financial statements based on the following criteria:

- A legally independent audit firm, authorized by the State Securities Commission to audit issuing and trading organizations;
- Being a reputable auditing firm with nationwide operations and experience in auditing in the healthcare sector;
- Reasonable auditing costs.

BOARD OF DIRECTORS

CHAIRMAN



DR. NGUYEN NGOC CHIEU



**TAM DUC CARDIOLOGY HOSPITAL
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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No.: 02/TTr-HĐQT

Ho Chi Minh City, March 30, 2026

PROPOSAL

2026 Annual General Meeting of Shareholders

(Re: Approval of the Plan for Issuance of Shares to Increase Charter Capital in 2026)

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented in 2022 and 2025, and the guiding documents for implementation;
- Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented in 2024, and the guiding documents for implementation;
- Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing and guiding the implementation of certain provisions of the Securities Law and Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing certain provisions of Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Pursuant to the Charter of Organization and Operation of Tam Duc Cardiology Hospital Joint Stock Company (the “**Company**”/ “**Tam Duc**”)

In order to enhance the financial capacity of the Company and recognize the contributions of employees who have been dedicated to and grown with Tam Duc over the past 20 years, the Board of Directors (“**BOD**”) respectfully submits to the General Meeting of Shareholders (“**GMS**”) for approval of the matters related to the Plan for Issuance of Shares to Increase Charter Capital in 2026 (*attached to this Proposal*) with the following main contents:

1. Issuing Organization: **TAM DUC CARDIOLOGY HOSPITAL JOINT STOCK COMPANY**
2. Securities Code: TTD
3. Type of shares to be issued: Ordinary Shares.
4. Par value per share: VND 10,000 per share.
5. Current charter capital: VND 155,520,000,000.
6. Number of shares issued: 15,552,000 shares.
7. Number of shares outstanding: 15,552,000 shares.
8. Number of shares expected to be issued: maximum of **16,252,000 shares**, including:
 - + Issuance of shares from owners’ equity (capitalization issue): **15,552,000 shares**, at a distribution ratio of **1:1**.
 - + Issuance of shares under the Employee Stock Ownership Plan (ESOP): **700,000 shares**, equivalent to **4.50%** of the number of shares outstanding at the time of proposal submission.
9. Total par value of issuance: VND 162,520,000,000.
10. Expected source of funds:

- + Issuance of shares from owners' equity (capitalization issue): Funding will be sourced from owners' equity based on the 2025 audited financial statements, including share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with applicable laws and regulations.
 - + Issuance of shares under the Employee Stock Ownership Plan (ESOP): the capital source shall be determined from the owners' equity based on the 2025 audited financial statements, including the following sources: share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with legal regulations, with an issuance price of VND 10,000 per share.
11. Expected charter capital after issuance: **VND 318,040,000,000.**
 12. Purpose of using the capital raised from the issuance: To supplement the Company's business operations.
 13. Expected issuance period: In the second quarter of 2026, with the specific timing to be determined by the Board of Directors after receiving written confirmation from the State Securities Commission that the issuance report dossier for the issuance of shares from owners' equity and the issuance of shares under the Employee Stock Ownership Plan has been fully received.

For clarity, the end date of the issuance of shares to increase capital from the owners' equity (the final registration date for rights allocation) must precede the end date of the issuance of bonus shares under the Employee Stock Ownership Plan (the date of issuing bonus shares to employees).
 14. Authorization for implementation:

The GMS assigns and authorizes the BOD to carry out all necessary tasks to complete the above issuance plan, including:
 - Implementing the issuance and distribution of shares according to the issuance plan;
 - Deciding on the detailed content of the issuance plan and/or amending, supplementing, or changing the issuance plan as necessary according to the Company's actual situation or as required by competent authorities to ensure the success of the issuance and the Company's capital mobilization is conducted in accordance with the law;
 - Determining and allocating the detailed funding sources to be used for the issuance of shares from owners' equity and the issuance of shares under the Employee Stock Ownership Plan in accordance with applicable regulations;
 - Selecting an appropriate time to issue shares after receiving written confirmation from the State Securities Commission regarding the receipt of complete issuance report documents;
 - Approving the Regulations on the issuance of bonus shares under the Employee Stock Ownership Plan, the list of employees eligible to participate in the program, and the number of shares distributed to each participant based on the eligibility criteria approved by the GMS;
 - Approving the plan to ensure the share issuance complies with foreign ownership limits;
 - Handling odd shares and undistributed shares (if any);
 - Carrying out procedures to amend and supplement the Company's Charter to record the increased charter capital from the results of issuing shares to increase share capital from owners' equity and issuing bonus shares under the Employee Stock Ownership Plan;
 - Approving the increase in charter capital and implementing necessary legal procedures to amend the Business Registration Certificate corresponding to the total par value of shares actually issued after completing the share issuance;

- Carrying out procedures for additional securities registration and depository of newly issued shares (including (1) issuance of shares to increase share capital from owners' equity and (2) issuance of bonus shares under the Employee Stock Ownership Plan) with the Vietnam Securities Depository and Clearing Corporation and additional trading registration on the Hanoi Stock Exchange in accordance with the law.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Attached Documents:

- Plan for Issuance of Shares to Increase Charter Capital in 2026

Recipients:

- As above;
- BOD Office (for record).

BOARD OF DIRECTORS
CHAIRMAN



NGUYEN NGOC CHIEU



**PLAN FOR ISSUANCE OF SHARES
TO INCREASE CHARTER CAPITAL IN 2026
TAM DUC CARDIOLOGY HOSPITAL
JOINT STOCK COMPANY**

(Attached to Proposal No.02/TTr-HĐQT dated 30/ 03/2026)

I. INTRODUCTION TO THE ISSUING ORGANIZATION

1. Summary of information about the issuing organization:

- Company Name : **CÔNG TY CỔ PHẦN BỆNH VIỆN TIM TÂM ĐỨC**
- English Name : **TAM DUC CARDIOLOGY HOSPITAL JOINT STOCK COMPANY**
- Abbreviated Name : **TAM DUC**
- Charter Capital : **VND 155,520,000,000**
- Head Office : **No. 4, Quarter 1, Nguyen Luong Bang Street, Tan My Ward, Ho Chi Minh City, Vietnam**
- Telephone Number : **1900 561 539**
- Website : **<https://tamduchearthospital.com/>**
- The Business Registration Certificate No. 0302668322 issued by the Department of Planning and Investment of Ho Chi Minh City (now the Ho Chi Minh City Department of Finance), first issued on July 16, 2002 and amended for the 17th time on October 31, 2025.
- ✓ Main Business Activities:
 - + Hospital and healthcare facility operations;
 - + Operation of general, specialized, and dental clinics;
 - + Retail sale of pharmaceuticals, medical equipment, cosmetics, and sanitary articles in specialized stores.
- ✓ Main Products/Services: Medical examination and treatment services.

2. Business operations status for the period 2023 – 2025

Unit: million VND

Indicator	2023		2024		2025	
	Value	% (+/-)	Value	% (+/-)	Value	% (+/-)
Total Assets	383,865	12.8%	392,731	2.3%	442,778	12.7%
Equity	302,646	10.4%	324,117	7.1%	359,667	11.0%
Revenue from Operating Activities	741,158	2.5%	778,204	5.0%	835,785	7.4%
Profit from Operating Activities	165,139	-5.2%	171,064	3.6%	183,783	7.4%

Indicator	2023		2024		2025	
	Value	% (+/-)	Value	% (+/-)	Value	% (+/-)
Other Profit	1,469	-30.7%	2,185	48.8%	1,867	-14.6%
Profit Before Tax	93,805	-9.8%	95,029	1.3%	108,243	13.9%
Profit After Tax	83,077	-9.9%	84,281	1.4%	95,735	13.6%
EPS (VND/share)	5,021	-10.6%	4,999	-0.4%	5,709	14.2%
Book Value (VND/share)	19,460	10.4%	20,841	7.1%	23,127	11.0%

Source: Audited Financial Statements for 2024 and 2025 of Tam Duc.

II. PLAN TO INCREASE CHARTER CAPITAL

1. Legal basis

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented in 2022, 2025, and the guiding documents for implementation;
- Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, amended and supplemented in 2024, and the guiding documents for implementation;
- Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing and guiding the implementation of certain articles of the Securities Law and Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing certain articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Pursuant to the Charter of the Organization and Operation of Tam Duc Cardiology Hospital Joint Stock Company ("Company"/ "Tam Duc")

2. Purpose of the share issuance to increase charter capital in 2026

Tam Duc Cardiology Hospital, which has been in operation since March 8, 2006, is a high-tech cardiology specialty hospital in Ho Chi Minh City. The hospital covers all major cardiology specialties, including cardiac intensive care, cardiac surgery, interventional cardiology, and cardiac electrophysiology, serving millions of domestic and international patients from 15 countries seeking consultation and treatment over nearly 20 years of establishment and development.

Throughout nearly 20 years, the medical team at Tam Duc Cardiology Hospital has:

- Examined, provided emergency care, and treated over 1.5 million patients;
- Performed cardiac surgery on more than 12,000 patients;
- Conducted over 30,000 interventional cardiology and cardiac electrophysiology procedures;
- The emergency team operates 24/7 and has saved thousands of cases.

With a capacity of 250 beds, 74 doctors, and 232 nurses and technicians who possess high professional qualifications, extensive experience, and continuously update their knowledge of advanced medical developments in cardiology, Tam Duc Cardiology Hospital has established a strong reputation in cardiology services.

On this basis, to enhance the financial capacity of the Company and recognize the contributions of employees who have been dedicated to and grown with Tam Duc over nearly 20 years, the Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("GMS") to consider and approve the plan for issuing shares to increase charter capital in 2026, raising the Company's charter

capital to **VND 318.04 billion**.

3. Overview of the Company's charter capital increase plan

- Issuing Organization : Tam Duc Cardiology Hospital Joint Stock Company
- Stock Code : TTD
- Type of Issued Shares : Ordinary Shares
- Par Value per Share : VND 10,000/share
- Current Charter Capital : VND 155,520,000,000
- Number of Issued Shares : 15,552,000 shares
- Number of Shares Planned for Issuance : Maximum of **16,252,000 shares**, including:
 - + *Issuance of Shares to Increase Capital from Equity* : **15,552,000 shares**, corresponding to an distribution ratio of 1:1
 - + *Issuance of Bonus Shares under the Employee Stock Ownership Plan (ESOP)* : **700,000 shares**, equivalent to 4.50% of total outstanding shares at the time of proposal submission.
- Total Par Value of Issuance : VND 162,520,000,000
- Expected Capital Source :
 - + Issuance of Shares to Increase Capital from Equity : Funding shall be sourced from owners' equity based on the 2025 audited financial statements, including share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with applicable laws and regulations.
 - + Issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) : The capital source shall be determined from the owners' equity based on the 2025 audited financial statements, including the following sources: share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with the law, with an issuance price of VND 10,000 per share.
- Projected charter capital after issuance : VND 318,040,000,000
- Purpose of using the proceeds from the issuance : To supplement the Company's business operations.
- Expected issuance period : Expected in the second quarter of 2026, with the specific issuance period to be determined by the Board of Directors and upon receiving written notification/approval from the State Securities Commission regarding the receipt of all issuance report documents to increase share capital from owners' equity and issue bonus shares under the Employee Stock Ownership Plan.

For clarity, the end date of the share issuance to increase capital from owners' equity (the final registration date for rights allocation) must precede

the end date of the bonus share issuance under the Employee Stock Ownership Plan (the date of bonus share issuance to employees).

4. Detailed plan for increasing charter capital

4.1 Issuance of shares to increase capital from owners' equity

- Number of shares before issuance : 15,552,000 shares
- Number of shares expected to be issued : 15,552,000 shares
- Number of shares after completion of issuance *(including the issuance of shares to increase capital from owners' equity and the issuance of bonus shares under the Employee Stock Ownership Plan)* : 31,804,000 shares
- Total issuance value at par value : VND 155,520,000,000
- Charter capital after completion of issuance *(including the issuance of shares to increase capital from owners' equity and the issuance of bonus shares under the Employee Stock Ownership Plan)* : VND 318,040,000,000
- Form of issuance : Issuance of shares to increase capital from owners' equity
- Issuance subjects : Existing shareholders whose names appear on the shareholder list as of the record date shall be entitled to receive shares to increase capital from owners' equity.
- Source of funds for issuance : The capital source shall be determined from the owners' equity based on the 2025 audited financial statements, including the following sources: share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with the law.
- Distribution ratio : **1:1.** On the record date for the shareholder list to exercise rights, shareholders holding 01 share will receive 01 additional new share;

The right to receive dividends in the form of shares is non-transferable. The issued shares are not subject to transfer restrictions.
- Rounding method and handling of fractional shares : As the exercise ratio is 1:1, no fractional shares will arise.
- Plan to ensure compliance with foreign ownership ratio regulations : Authorize and delegate to the Board of Directors to approve the plan ensuring the issuance of shares complies with foreign ownership ratio regulations.
- Expected issuance timeline : Expected in the second quarter of 2026, with the

specific issuance timing to be decided by the Board of Directors and after notification from the State Securities Commission regarding the receipt of all issuance report documents.

For clarification, the end date of the capital increase share issuance from equity (final registration date for rights allocation) must be ensured before the end date of the bonus share issuance under the Employee Stock Ownership Plan (bonus share issuance date for employees).

4.2 Plan for issuing bonus shares under the Employee Stock Ownership Plan (ESOP)

- Number of shares before issuance : 15,552,000 shares
- Number of shares expected to be issued : 700,000 shares, equivalent to 4.50% of the total outstanding shares at the time of proposal submission.
- Number of shares after completion of issuance *(including capital increase share issuance from equity and bonus share issuance under the Employee Stock Ownership Plan)* : 31,804,000 shares
- Total par value of issuance : VND 7,000,000,000
- Charter capital after completion of issuance *(including capital increase share issuance from equity and bonus share issuance under the Employee Stock Ownership Plan)* : VND 318,040,000,000
- Issuance price : VND 10,000 per share
- Source of funds for issuance : The capital source shall be determined from the owners' equity based on the 2025 audited financial statements, including the following sources: share premium, development investment fund, undistributed profit after tax, and other funds (if any) used to supplement charter capital in accordance with the law.
- Issuance subjects : Key technical and professional personnel including members of the Company's Board of Management, Doctors, Pharmacists, Nurses, Technicians, and Administrative and Management staff who have effectively contributed to the Company's business operations, meeting the eligibility criteria for participation in the program, which was approved by the General Meeting of Shareholders.
- Principles for determining the effectiveness of contributions to the Company's business activities:
The committee for approving the employee stock bonus program *(including the Company's Leadership, Board of Management, and Board of Directors)* has convened a meeting to discuss and develop a set of criteria for evaluating the effective contribution of employees as a basis for determining the recipients of bonus shares, based on the following principles:

- ✓ **For the Board of Management:** Over more than 20 years of management and development, the Board of Management has successfully led Tam Duc Cardiology Hospital to achieve high efficiency in both technical expertise and humanitarian value, establishing a solid reputation with patients and society. In 2014, Tam Duc was honored by the State with the Labor Medal for outstanding achievements in the socialization of the healthcare sector and charitable social work. In 2025, Tam Duc was also recognized as one of the 50 exemplary constructions of Ho Chi Minh City for the period 1975–2025. The Company's professional and financial indicators have maintained stable growth over the years; specifically, in 2025, revenue reached VND 846 billion and profit before tax was VND 108.2 billion. Tam Duc has been, is, and will continue to be a pillar and a beacon of hope for cardiac patients.
- ✓ **For Doctors and Pharmacists:** This group plays a crucial role, directly impacting the sustainable development of the Hospital; the absence of any key position could affect the overall professional operations. The selected staff comprises about 50% of the Hospital's doctors, who are highly regarded by the Board of Management for their work efficiency, professional competence, treatment outcomes, and patient trust as evidenced by the number of registered patients; they also maintain good doctor-patient relationships, cooperate well with colleagues, and show dedication and responsibility in readily accepting and completing assigned tasks.
- ✓ **For Head and Deputy Nurses and Technicians:** This group of staff accounts for about 60% of the total number of head and deputy nurses and technicians, who have organized and managed work in departments/units effectively, allocated and coordinated personnel reasonably in patient care, and received positive feedback through patient comments and suggestion letters.
- ✓ **Administrative Management Staff** (*including Members of the Supervisory Board and Head of the Maintenance Department*):
 - + Members of the Supervisory Board are individuals with outstanding contributions, especially in particularly difficult circumstances, having effectively resolved arising issues of the Hospital, contributing to the stabilization of overall operations and earning the trust of the collective.
 - + Head of the Maintenance Department: For a hospital specializing in cardiac surgery, the electrical and operational systems play a particularly important role. In the event of a power outage, the backup power system must be activated promptly within 1–2 minutes to ensure the safety of the cardiac surgery equipment and central cooling system. Therefore, the role of the Head of the Maintenance Department is crucial, requiring high readiness and responsibility. Over the past 20 years, the Head of the Maintenance Department has fully met these requirements, contributing to the continuous and safe operation of the Hospital.
- Criteria for employee participation in the program:

Based on the principles of determining the effective contribution to the Company's business activities as mentioned above, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the specific criteria for employee participation in the program as follows:

 - ✓ **For the Board of Management:**
 - + Members of the Company's Board of Management; and
 - + Having a tenure of 9 years or more as of March 8, 2026.
 - ✓ **For Doctors – Pharmacists:**
 - + Heads and Deputy Heads of departments, areas; Chief pharmacists in key technical

positions (Surgery, Interventional Procedures and Cardiac Electrophysiology, Internal Medicine and Surgical Intensive Care, Outpatient, Treatment, Pharmacy, Laboratory, and General Planning Departments) with over 10 years of tenure as of March 8, 2026; or

+ Other doctors with 20 years or more of tenure as of March 8, 2026.

✓ **For Nurses - Technicians:**

+ Heads and Deputy Heads of departments, areas with 19 years or more of tenure as of March 8, 2026.

✓ **For Administrative Management Personnel:**

+ Members of the Supervisory Board with 15 years of tenure as of March 8, 2026.

+ Heads of departments with 20 years of tenure as of March 8, 2026.

The General Meeting of Shareholders authorizes the Board of Directors to approve the list of employees eligible to participate in the program and the number of shares to be allocated to each individual based on the aforementioned employee participation criteria.

- Principles for determining the number of shares awarded to each individual : Each officer, employee meeting all the program participation criteria under this plan will be allocated **10,000 shares per person.**
- Issuance Method : Issuance of bonus shares to employees
- Purpose of Issuance : To recognize the contributions of employees in the recent period.
- Transfer Restriction : All bonus shares issued under the employee selection program will be restricted from transfer for 01 year from the end date of the issuance period.

Bonus shares issued will not be subject to clawback in the event employees resign during the transfer restriction period.
- Plan for Handling Unallocated Shares : In the event employees refuse to accept bonus shares (if any), the number of bonus shares for employees will be canceled and not redistributed to other individuals.
- Plan to Ensure Compliance with Foreign Ownership Ratio Regulations : Authorize and delegate the Board of Directors to approve the plan ensuring the issuance of shares complies with foreign ownership ratio regulations.
- Expected Issuance Timing : Expected in the second quarter of 2026, with the specific issuance timing to be decided by the Board of Directors and upon notification from the State Securities Commission regarding the receipt of complete issuance report documents.

For clarification, the end date of the capital increase share issuance from equity (final registration date for rights allocation) must be ensured before the end date of the bonus share issuance under the Employee Stock Ownership Plan (bonus share issuance date for employees).

5. Additional registration of securities depository and trading

All shares issued as mentioned above *(including (1) issuance of shares from owners' equity and (2)*

issuance of bonus shares under the Employee Stock Ownership Plan (ESOP)) shall be additionally registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally registered for trading on the Hanoi Stock Exchange after the issuance is completed in accordance with regulations.

6. The General Meeting of Shareholders authorizes the Board of Directors

The General Meeting of Shareholders assigns and authorizes the Board of Directors to carry out related tasks to complete the aforementioned issuance plan, including:

- Implementing the issuance and distribution of shares according to the issuance plans;
- Deciding on the detailed content of the issuance plan and/or amending, supplementing, or changing the issuance plan as necessary according to the Company's actual situation or as required by competent authorities to ensure the success of the issuance and the Company's capital mobilization is conducted in accordance with the law;
- Balancing and deciding on the detailed sources of funds used for issuing shares to increase share capital from owners' equity and issuing bonus shares under the Employee Stock Ownership Plan in accordance with regulations;
- Selecting an appropriate time to issue shares after receiving written notification from the State Securities Commission regarding the receipt of complete issuance report documents;
- Approving the Regulations on the issuance of bonus shares under the Employee Stock Ownership Plan, the list of employees eligible to participate in the program, and the number of shares distributed to each participant based on the employee participation standards approved by the General Meeting of Shareholders;
- Approving the plan to ensure the share issuance complies with foreign ownership ratio regulations;
- Handling odd shares and undistributed shares (if any);
- Carrying out procedures to amend and supplement the Company's Charter to record the increased charter capital from the results of issuing shares to increase share capital from owners' equity and issuing bonus shares under the Employee Stock Ownership Plan;
- Approving the increase in charter capital and implementing necessary legal procedures to amend the Business Registration Certificate corresponding to the total par value of shares actually issued after completing the share issuance;
- Carrying out procedures for additional depository registration of newly issued shares (*including (1) issuance of shares to increase share capital from owners' equity and (2) issuance of bonus shares under the Employee Stock Ownership Plan*) with the Vietnam Securities Depository and Clearing Corporation and additional trading registration on the Hanoi Stock Exchange in accordance with the law.

III. ANTICIPATED WORK SCHEDULE

No.	Work Content	Execution Time	
		Start	End
I	The General Meeting of Shareholders approves the plan to increase charter capital		
1	<p>The General Meeting of Shareholders approves the plan to increase charter capital:</p> <ul style="list-style-type: none"> – Approval of the issuance plan and registration for additional trading of shares upon completion of the issuance; – Authorization for the Board of Directors to handle related 	Week 1	

No.	Work Content	Execution Time	
		Start	End
	matters.		
II	Implementation of the issuance of shares for dividend payment and ESOP issuance		
1	Compilation and completion of issuance documentation.	Week 1	
2	Submission of the registration dossier for share issuance to the State Securities Commission.	Week 1	Week 2
3	The State Securities Commission reviews the issuance dossier; The Company supplements and explains the dossier as required by the State Securities Commission.	Week 2	Week 5
4	The State Securities Commission notifies the receipt of complete issuance report documents.	Week 6	
5	Implementation of share issuance according to the plan: - Information disclosure on issuance; - Finalization of the shareholder list who have the right to receive shares issued to increase share capital from equity. <i>Note: the end date of the issuance of shares to increase capital from equity (final registration date for rights allocation) must be ensured before the end date of the issuance of bonus shares under the Employee Stock Ownership Plan (bonus share issuance date for employees).</i>	Week 7	Week 10
6	The Board of Directors handles unsold shares (if any)	Week 10	
7	Report on the results of the share issuance to the State Securities Commission.	Week 11	
8	Implementation of additional securities registration and depository and trading of newly issued shares.	Week 11	Week 13

Ho Chi Minh City, March 30, 2026

TAM DUC CARDIOLOGY HOSPITAL JOINT STOCK COMPANY

BOARD OF DIRECTORS

CHAIRMAN



NGUYEN NGOC CHIEU