

*Hai Duong, January 21 , 2025*

No.: 01/2025/NQ-HĐQT/HAPUMA

**RESOLUTION OF THE BOARD OF DIRECTORS  
HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**

**BOARD OF DIRECTORS  
HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- Pursuant to the Charter on Organization and Operations of Hai Duong Pump Manufacturing Joint Stock Company;*
- Pursuant to the Meeting Minutes of the Board of Directors dated January 21, 2025 (the first meeting - 2025),*

**RESOLVES:**

**Article 1.** To approve the Financial Statements for the fourth quarter of 2024 of Hai Duong Pump Manufacturing Joint Stock Company.

**Article 2.** To approve an advance payment of VND 800,000,000 (Eight hundred million dong) from the 2024 Executive Bonus Fund. Implementation period: within January 2025.

**Article 3.** To approve the payment of performance bonuses to outstanding employees who have held key positions and made significant contributions during 2024. **Total amount: VND 1,000,000,000 (One billion dong).**

**Article 4.** Article 4. To approve the investment plan for machinery and equipment to enhance the Company's production capacity. **Estimated investment value: VND 20 billion.**

Mr. Nguyen Trong Nam - General Director is authorized to execute the investment and report to the Board of Directors.

**Article 5.** This resolution shall come into effect on the date of signing. The Board of Directors, the Board of Management and the relevant units and individuals shall be responsible for the enforcement of this resolution.

**Recipients:**

- Board of Directors,  
Supervisory Board;
- As stipulated in Article 5;
- Filed by CA.

**ON BEHALF OF THE BOD  
CHAIRMAN**

*(signed and sealed)*

**Nguyen Trong Tieu**

*(\*) The English version of the disclosed information shall be aligned with the Vietnamese version. In case of any discrepancies or differing interpretations between the two versions, the Vietnamese version shall take precedence.*