

Hai Duong, April 04, 2025

No. 05/2025/NQ-HĐQT/HAPUMA

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

Finalization of the 2024 Executive Bonus Fund

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and its guiding documents;
- Pursuant to the Charter of Hai Duong Pump Manufacturing Joint Stock Company;
- Pursuant to Resolution No. 195/NQ-ĐHĐCĐ/HAPUMA dated 03 April 2025 of the Annual General Meeting of Shareholders 2025;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company dated 04 April 2025 (Meeting No. 06/2025),

RESOLVES:

Article 1. To approve the finalization of the 2024 Executive Bonus Fund and the payment of the remaining amount of VND 856,000,000 (*Eight hundred fifty-six million dong*). The payment shall be made within April 2025.

Article 2. This Resolution takes effect from the date of signing. The Board of Directors, Board of Management and all relevant departments and individuals of the Company shall be responsible for the implementation of this Resolution.

Recipients:

- Board of Directors,
- Supervisory Board;
- As stipulated in Article 2;
- 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.*