

**RESOLUTION OF THE BOARD OF DIRECTORS**  
**HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**  
*Amendment and Supplementation of the List of Employees selected for the ESOP 2025 under  
BOD Resolution No. 24/2025 dated 04 December 2025*

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**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 Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019 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 Resolution No. 473/NQ-ĐHĐCĐ/HAPUMA dated 06 August 2025 of the Extraordinary General Meeting of Shareholders 2025;
- Pursuant to Resolution No. 24/2025/NQ-HĐQT/HAPUMA dated 04 December 2025 of the Board of Directors;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company dated 29 December 2025 (Meeting No. 18/2025);
- In consideration of the Company's actual capital requirements,

**RESOLVES:**

**Article 1.** To amend and supplement the information on the list of employees selected to participate in the 2025 ESOP Program under Article 1 of the Board of Directors' Resolution No. 24/2025/NQ-HĐQT/HAPUMA dated 04 December 2025, specifically as follows:

- With respect to the section "Based on the eligibility criteria for participation in the program, the following cases do not meet the conditions": there are 03 cases. *Details are provided in Appendix Table 01 attached to this Resolution.*
- With respect to the section "Based on the eligibility criteria for participation in the program, the following cases meet the conditions": there are 04 cases. *Details are provided in Appendix Table 02 attached to this Resolution.*

**Article 2.** Any provisions of Resolution No. 24/2025/NQ-HĐQT/HAPUMA dated 04 December 2025 that are not amended or supplemented by Article 1 of this Resolution shall remain unchanged and continue in full force and effect.

**Article 3.** 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;*
- *The Company's website;*
- *As stated in Article 3;*
- *Filed by CA.*

**ON BEHALF OF THE BOD  
CHAIRMAN**

*(signed and sealed)*

**Nguyen Trong Tieu**

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*(\*) The English version of the disclosed information shall be consistent with the Vietnamese version. In case of any discrepancies or differences in interpretation between the two versions, the Vietnamese version shall prevail.*

**APPENDIX TABLE 01** (*Attached to the Board of Directors' Resolution No. 25/2025/NQ-HĐQT/HAPUMA dated 29 December 2025*)

- Based on the eligibility criteria for participation in the Program, the following cases do not meet the required conditions, as follows:

No.	Full name (Current position)	Issuance beneficiaries: All members of the Company's Executive Management, including the positions of: General Director, Deputy General Director, Chief Accountant, Sales Director and Southern Regional Sales Director	Eligibility criteria for participation in the Program: Beneficiaries must satisfy all of the following criteria:			
			Criterion 01: <i>Time in position as a member of the Executive Management (as listed under Issuance Beneficiaries) is at least 06 months, calculated from the date of appointment to the date of the Extraordinary General Meeting (06 August 2025)</i>	Criterion 02: <i>Length of service at the Company is at least 03 years, calculated from the date of the Extraordinary General Meeting (06 August 2025) to the legally prescribed retirement date</i>	Criterion 03: <i>Has the desire to purchase the Company's shares</i>	Criterion 04: <i>Commits not to resign before the ESOP shares are released from transfer restrictions (except for special cases approved by the BOD)</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Nguyen Trong Nam (General Director)	Currently General Director and a member of the Company's Executive Management; falls within the scope of issuance.	First appointed on 01 September 2010; subsequently re-appointed every 05 years. Most recent re-appointment: 01 September 2025. Actual period holding the position up to 06 August 2025: 14 years 11 months 05 days - greater than 06 months. <b>Meets Criterion 01.</b>	Date of birth: 10 November 1959. Already retired. <b>Does not meet Criterion 02.</b>	<b>Meets Criterion 03</b>	<b>Meets Criterion 04</b>

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2	Dao Dinh Toan (Deputy General Director)	Currently Deputy General Director and a member of the Company's Executive Management; falls within the scope of issuance.	Appointed on 01 June 2011. Actual period holding the position up to 06 August 2025: 14 years 02 months 05 days - greater than 06 months. <b><i>Meets Criterion 01.</i></b>	Date of birth: 29 December 1965. Statutory retirement date: 01 October 2027. Period from 06 August 2025 to 01 October 2027: 02 years 01 month 25 days - less than 03 years. <b><i>Does not meet Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>
3	Nguyen Tung Lam (Deputy General Director)	Currently Deputy General Director and a member of the Company's Executive Management; falls within the scope of issuance.	Appointed on 01 March 2025. Actual period holding the position up to 06 August 2025: 0 year 05 months 05 days - less than 06 months. <b><i>Does not meet Criterion 01</i></b>	Date of birth: 23 September 1997. Statutory retirement date: 01 October 2062. Period from 06 August 2025 to 01 October 2062: 37 years 01 month 25 days - greater than 03 years. <b><i>Meets Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>

**APPENDIX TABLE 02 (Attached to the Board of Directors' Resolution No. 25/2025/NQ-HĐQT/HAPUMA dated 29 December 2025)**

- Based on the eligibility criteria for participation in the Program, the following cases meet the required conditions, specifically as follows:

No.	Full name (Current position)	Issuance beneficiaries: All members of the Company's Executive Management, including the positions of: General Director, Deputy General Director, Chief Accountant, Sales Director and Southern Regional Sales Director	Eligibility criteria for participation in the Program: Beneficiaries must satisfy all of the following criteria:			
			Criterion 01: <i>Time in position as a member of the Executive Management (as listed under Issuance Beneficiaries) is at least 06 months, calculated from the date of appointment to the date of the Extraordinary General Meeting (06 August 2025)</i>	Criterion 02: <i>Length of service at the Company is at least 03 years, calculated from the date of the Extraordinary General Meeting (06 August 2025) to the legally prescribed retirement date</i>	Criterion 03: <i>Has the desire to purchase the Company's shares</i>	Criterion 04: <i>Commits not to resign before the ESOP shares are released from transfer restrictions (except for special cases approved by the BOD)</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Nghiem Trong Van (Deputy General Director)	Currently Deputy General Director and a member of the Company's Executive Management; falls within the scope of issuance.	Appointed on 15 March 2018. Actual period holding the position up to 06 August 2025: 07 years 04 months 22 days - greater than 06 months. <b><i>Meets Criterion 01.</i></b>	Date of birth: 01 January 1972. Statutory retirement date: 01 January 2037. Period from 06 August 2025 to 01 January 2037: 11 years 04 months 26 days - greater than 03 years. <b><i>Meets Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2	Doan Thi Lan Phuong (Chief Accountant)	Currently Chief Accountant and a member of the Company's Executive Management; falls within the scope of issuance.	Appointed on 01 January 2020. Actual period holding the position up to 06 August 2025: 05 years 07 months 05 days - greater than 06 months. <b><i>Meets Criterion 01.</i></b>	Date of birth: 28 November 1981. Statutory retirement date: 01 December 2041. Period from 06 August 2025 to 01 December 2041: 16 years 03 months 25 days - greater than 03 years. <b><i>Meets Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>
3	Tran Manh Ha (Sales Director)	Currently Sales Director and a member of the Company's Executive Management; falls within the scope of issuance.	Appointed on 01 November 2020. Actual period holding the position up to 06 August 2025: 04 years 09 months 05 days - greater than 06 months. <b><i>Meets Criterion 01.</i></b>	Date of birth: 03 June 1977. Statutory retirement date: 01 July 2042. Period from 06 August 2025 to 01 July 2042: 16 years 10 months 25 days - greater than 03 years. <b><i>Meets Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>
4	Truong Quang Hieu (Southern Regional Sales Director)	Currently Southern Regional Sales Director and a member of the Company's Executive Management; falls within the scope of issuance	Appointed on 01 August 2024. Actual period holding the position up to 06 August 2025: 01 year 00 month 05 days - greater than 06 months. <b><i>Meets Criterion 01.</i></b>	Date of birth: 12 October 1985. Statutory retirement date: 01 November 2050. Period from 06 August 2025 to 01 November 2050: 24 years 04 months 26 days - greater than 03 years. <b><i>Meets Criterion 02.</i></b>	<b><i>Meets Criterion 03</i></b>	<b><i>Meets Criterion 04</i></b>