

Hai Phong, January 22, 2026

No. 02 /2026/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 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Hai Duong Pump Manufacturing Joint Stock Company
- Pursuant to the Minutes of the Meeting of the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company dated 22 January 2026 (Meeting No. 02/2026),

**RESOLVES:**

**Article 1.** To approve the Q4/2025 Financial Statements of Hai Duong Pump Manufacturing Joint Stock Company.

Mr. Nguyen Trong Nam - General Director is assigned to carry out information disclosure in accordance with applicable laws and regulations.

**Article 2.** To approve the recognition and bonus awards for outstanding individuals, being awards of the Board of Directors granted to key individuals who played an essential role in the Company's production and business activities in 2025. The total bonus amount is VND 450,000,000.

Mr. Nguyen Trong Nam - General Director is assigned to implement the payment in January 2026.

**Article 3.** To approve the payment of Lunar New Year (Binh Ngo) bonuses and the 13th-month salary to employees of Hai Duong Pump Manufacturing Joint Stock Company. The total amount is VND 8,550,000,000.

Mr. Nguyen Trong Nam - General Director is assigned to implement the payment in February 2026.

**Article 4.** To approve the advance payment from the Executive Management Bonus Fund for the year 2025. The advance amount is VND 600,000,000.

Mr. Nguyen Trong Nam - General Director is assigned to implement the payment in February 2026.

**Article 5.** To approve the policy of continuing the revision of the Regulations on salary calculation for indirect employees, applying the new version V.26.01.

Mr. Nguyen Trong Tieu - Chairman of the Board of Directors and Mr. Nguyen Trong Nam - General Director are assigned to develop detailed contents based on the approved policy

and to promulgate the Regulations on salary calculation for indirect employees under version V.26.01, effective from the salary payment period of January 2026.

**Article 6.** To approve the policy for amending and supplementing the Emulation and Commendation regulations of Hai Duong Pump Manufacturing Joint Stock Company.

Mr. Nguyen Trong Nam - General Director is assigned to promulgate the Emulation and Commendation regulations, effective as from 2026.

**Article 7.** 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 7;*
- *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 aligned with the Vietnamese version. In case of any discrepancies or differing interpretations between the two versions, the Vietnamese version shall take precedence.*