

**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 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 12 January 2026 (Meeting No. 01/2026);
- In consideration of the Company's current circumstances;
- Upon consideration of the proposal of the General Director,

RESOLVES:

Article 1. To approve, in principle, the investment in the procurement of one (01) automobile, with the following details:

- Vehicle type: Volkswagen Viloran, 6 seats
- Country of origin: China
- Purpose of investment: To serve market development activities and customer transportation
- Estimated total investment value: VND 2.6 billion
- Estimated investment timeline: January 2026

Article 2. To assign Mr. Nguyen Trong Nam - General Director to take responsibility for implementing the investment in compliance with applicable laws and the Company's internal regulations, ensuring that the asset upon being put into use contributes effectively to the Company's production and business operations.

Article 3. To promulgate the Share Purchase Agreement template applicable to the ESOP 2025 Program, as set out in the attached form.

Article 4. 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 4;
- Filed by CA.

**ON BEHALF OF THE BOD
CHAIRMAN**

(signed and sealed)

Nguyen Trong Tieu

() 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.*