

**RESOLUTION OF THE BOARD OF DIRECTORS
HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**
*on the Approval of the Results of the Share Issuance under the Employee Stock
Ownership Plan for 2025 (ESOP 2025)*

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th 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 14th National Assembly of the Socialist Republic of Viet Nam on November 26, 2019 and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Hai Duong Pump Manufacturing Joint Stock Company;
- Pursuant to Resolution No. 195/NQ-ĐHĐCD/HAPUMA dated April 3, 2025 of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Resolution No. 473/NQ-ĐHĐCD/HAPUMA dated August 6, 2025 of the 2025 Extraordinary General Meeting of Shareholders;
- Pursuant to Board of Directors' Resolution No. 24/2025/NQ-HĐQT/HAPUMA dated December 4, 2025 and Board of Directors' Resolution No. 25/2025/NQ-HĐQT/HAPUMA dated December 29, 2025 approving the implementation of the share issuance under the Employee Stock Ownership Plan;
- Pursuant to Official Letter No. 44/UBCK-QLCB dated January 6, 2026 of the State Securities Commission regarding the receipt of the report dossier on the share issuance under the Employee Stock Ownership Plan 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 26 January 2026 (Meeting No. 03/2026),

RESOLVES:

Article 1. To approve the results of the share issuance under the Employee Stock Ownership Plan 2025 (ESOP 2025), with the following details:

1.1 Issuance plan

- Name of shares: Shares of Hai Duong Pump Manufacturing Joint Stock Company
- Type of shares: Ordinary shares
- Number of shares prior to the issuance:
 - o Total issued shares: 20,519,960 shares
 - o Outstanding shares: 20,519,960 shares

- Treasury shares: 0
- Number of shares proposed to be issued: 300,000 shares
- Transfer restriction period:
The shares shall be subject to transfer restrictions for a period of three (03) years (36 months) from the completion date of the issuance (being the date of completion of the collection of payments for shares from employees). All rights, entitlements and benefits arising from shares purchased under the ESOP 2025 (*if any*) shall not be subject to transfer restrictions.
In the event that an employee terminates employment prior to the expiry of the transfer restriction period, such employee shall be required to sell the shares back to the Company at a price of VND 10,000 per share.
- Issuance price: VND 10,000 per share
- Payment period for share subscription: From January 15, 2026 to January 23, 2026
- Issuance completion date: January 23, 2026
- Expected share transfer date: Quarter I/2026

1.2. Issuance results

- Total number of shares distributed: 280,040 shares, equivalent to 93.35% of the total number of shares proposed to be issued
- Number of undistributed shares: 19,960 shares
- Pursuant to the authorization of the General Meeting of Shareholders and based on actual conditions, the Board of Directors resolves not to continue distributing the remaining undistributed shares and to terminate the issuance.
- Accordingly, the results of the ESOP 2025 issuance are as follows:
 - Total number of shares distributed: 280,040 shares, equivalent to 93.35% of the total number of shares proposed to be issued
 - Number of employees receiving share allocations: 04 employees
 - Total number of shares after the issuance (as of January 23, 2026): 20,800,000 shares, of which:
 - + Outstanding shares: 20,800,000 shares
 - + Treasury shares: 0
- The list of employees who registered and paid for the share purchase is provided in the attached list.

Article 2. To approve the amendment of the Company's Enterprise Registration Certificate to reflect the new charter capital of **VND 208,000,000,000** (*In words: Two hundred eight billion Vietnamese dong*).

Article 3. To approve the amendment of the Charter on organization and operation of Hai Duong Pump Manufacturing Joint Stock Company in accordance with the new charter capital, specifically as follows:

No.	Amended provision	Current Charter	Amended and supplemented Charter
1	Clause 6.1, Article 6, Chapter IV	<p>6.1. Charter capital</p> <ul style="list-style-type: none"> - Charter capital: VND 205,199,600,000 - Total charter capital divided into 20,519,960 shares - Par value: VND 10,000 per share - Share type: Ordinary shares 	<p>6.1. Charter capital</p> <ul style="list-style-type: none"> - Charter capital: VND 208,000,000,000 - Total charter capital divided into 20,800,000 shares - Par value: VND 10,000 per share - Share type: Ordinary shares
2	Clause 6.3, Article 6, Chapter IV	<p>The Company's shares as at the date of adoption of this Charter comprise 20,519,960 ordinary shares owned by shareholders. The rights and obligations of shareholders are stipulated in Articles 12 and 13 of this Charter</p>	<p>The Company's shares as at the date of adoption of this Charter comprise 20,800,000 ordinary shares owned by shareholders. The rights and obligations of shareholders are stipulated in Articles 12 and 13 of this Charter</p>

Article 4. To approve the registration of additional shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the additional listing of shares on the Hanoi Stock Exchange (HNX) corresponding to the number of shares issued under the ESOP 2025, as follows:

- Total number of shares to be additionally registered with VSDC and listed on HNX: 280,400 shares
- Time for additional registration and listing: Quarter I/2026

Article 5. To assign Mr. Nguyen Trong Nam - General Director to report the issuance results to the competent state authorities; carry out procedures for amending the Company Charter and adjusting the Enterprise Registration Certificate; register the additional securities with the Vietnam Securities Depository and Clearing Corporation and complete the additional listing of all newly issued shares corresponding to the increased charter capital; and disclose information in accordance with applicable laws and regulations.

Article 6. 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 6;*
- *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.*

LIST OF EMPLOYEES PARTICIPATING IN ESOP 2025 – REGISTERED AND PAID FOR SHARE PURCHASE

No.	Full name	Position at the Company	ID Card / Citizen ID No., date of issue, place of issue	Number of ESOP shares entitled	Number of ESOP shares registered for purchase	Number of ESOP shares purchased	Amount paid into the escrow account (VND)
1	Nghiem Trong Van	Deputy General Director	No. XXXXXXXXXX. Date of issue: August 6, 2022. Place of issue: Department of Administrative Management of Social Order – Ministry of Public Security.	84,780	79,140	79,140	791,400,000
2	Doan Thi Lan Phuong	Chief Accountant	No. XXXXXXXXXX. Date of issue: December 18, 2021. Place of issue: Department of Administrative Management of Social Order – Ministry of Public Security.	84,780	79,100	79,100	791,000,000
3	Tran Manh Ha	Sales Director	No. XXXXXXXXXX. Date of issue: August 6, 2022. Place of issue: Department of Administrative Management of Social	65,220	60,900	60,900	609,000,000

No.	Full name	Position at the Company	ID Card / Citizen ID No., date of issue, place of issue	Number of ESOP shares entitled	Number of ESOP shares registered for purchase	Number of ESOP shares purchased	Amount paid into the escrow account (VND)
			Order - Ministry of Public Security.				
4	Truong Quang Hieu	Southern Region Sales Director	No. XXXXXXXXXX. Date of issue: July 23, 2025. Place of issue: Ministry of Public Security	65,220	60,900	60,900	609,000,000
	TOTAL			300,000	280,040	280,040	2,800,400,000