

MINISTRY OF FINANCE
STATE SECURITIES COMMISSION
No. 44 /2025/UBCK-QLCB
Re: Reporting dossier on share issuance
under the ESOP of CTB

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, January 06, 2026

To: Hai Duong Pump Manufacturing Joint Stock Company

The State Securities Commission of Vietnam (SSC) has received the reporting dossier on the issuance of shares under the employee stock ownership program, pursuant to Issuance Report No. 717/2025/HAPUMA/BC-TGD dated 08 December 2025 of Hai Duong Pump Manufacturing Joint Stock Company (Stock Code: CTB, listed on HNX), together with the supplementary documents submitted up to 31 December 2025. The SSC hereby provides its opinions as follows:

1. The Company, as well as organizations and individuals related to the reporting dossier, shall comply with the provisions of the Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 (*hereinafter referred to as the "Law on Securities"*) and Clause 1 Article 6 of Decree No. 155/2020/ND-CP dated 31 December 2020, as amended and supplemented by Point b Clause 3 Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025.
2. The SSC shall receive and process the reporting dossier in accordance with Clause 2 Article 11 of the Law on Securities and Point d Clause 1 Article 6 of Decree No. 155/2020/ND-CP, as amended and supplemented by Point b Clause 3 Article 1 of Decree No. 245/2025/ND-CP.
3. The SSC has disclosed on its official website the receipt of the complete reporting dossier on the share issuance under the Company's employee stock ownership program at: www.ssc.gov.vn.

The issuance plan under the ESOP of the Company shall be implemented pursuant to: Resolution No. 195/NQ-ĐHĐCD/HAPUMA dated 03 April 2025 of the 2025 Annual General Meeting of Shareholders; Resolution No.473/NQ-ĐHĐCD/HAPUMA dated 06 August 2025 of the 2025 Extraordinary General Meeting of Shareholders; Resolution No.24/2025/NQ-HĐQT/HAPUMA dated 04 December 2025 of the Board of Directors; Resolution No.25/2025/NQ-HĐQT/HAPUMA dated 29 December 2025 of the Board of Directors and other applicable laws and regulations.

4. The SSC requests the Company to disclose information and carry out the issuance of shares in accordance with Article 69 of Decree No. 155/2020/ND-CP.

The SSC hereby informs the Company for its acknowledgement and compliance.

Recipients:

- As above;
- Chairman of the SSC (*for report*);
- Vice Chairman H.V. Thu (*for report*);
- Department of Inspection and Supervision of Public Companies;

ON BEHALF OF THE CHAIRMAN

HEAD OF SECURITIES OFFERING MANAGEMENT
DEPARTMENT
(*signed and sealed*)

- HNX, VSDC;
- Filed: Office, Securities Offering Management Department.

Khuong Tien Hung

() The English version of this disclosure is provided for reference only. In the event of any inconsistency or difference in interpretation between the English and Vietnamese versions, the Vietnamese version shall prevail.*