

REPORT

On the Results of the share issuance under the Employee Stock Ownership Plan (ESOP 2025)

To: - *The State Securities Commission of Vietnam*
 - *Hanoi Stock Exchange*

I. Information on the Issuing Organization

1. Full name of the Issuer: **HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**
2. Short name: HAPUMA
3. Head office address: No. 2 Ngo Quyen Street, Thanh Dong Ward, Hai Phong City, Viet Nam
4. Telephone: +84 220 3853496 / 3844876 Fax: +84 220 3858606 / 3859336
Website: <https://hapuma.com>
5. Charter capital: VND 205,199,600,000 (*In words: Two hundred five billion one hundred ninety-nine million six hundred thousand Vietnamese dong*)
6. Stock code: CTB
7. Account bank: Vietnam Joint Stock Commercial Bank for Industry and Trade - Hai Duong Branch. Account No. 117000017627
8. Business Registration Certificate: No. 0800287016, first issued by the Hai Duong Department of Planning and Investment on March 24, 2004 and amended for the 20th time by the Hai Phong Department of Finance on November 19, 2025.
 - Main business line: Manufacture of pumps, compressors, taps and other valves.
Industry code: 2813 (primary).
 - Key products/services: Pumps, industrial fans, and related equipment.
9. Establishment and operation license (if any): Not applicable.

II. Issuance Plan

1. Name of shares: Shares of Hai Duong Pump Manufacturing Joint Stock Company
2. Type of shares: Ordinary shares
3. Number of shares prior to issuance:
 - Total issued shares: 20,519,960 shares
 - Outstanding shares: 20,519,960 shares
 - Treasury shares: 0 share
4. Number of shares proposed to be issued: 300,000 (three hundred thousand) shares

5. Transfer restriction period:

The shares are subject to a transfer restriction period of three (03) years (36 months) from the completion date of the issuance (being the date of completion of collection of payment 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 end 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.

6. Issuance price: VND 10,000 per share
7. Source of issuance capital: Not applicable
8. Issuance completion date: January 23, 2026
9. Expected share transfer date: Quarter I/2026

III. Results of the Share Issuance

1. Total number of shares distributed: 280,040 shares, equivalent to 93.35% of the total number of shares proposed to be issued.
2. Number of employees allocated shares: 04 employees.
3. Total number of shares after the issuance (after January 23, 2026): 20,800,000 shares
Of which:
 - Outstanding shares: 20,800,000 shares
 - Treasury shares: 0 share

IV. Attached document

1. List of employees participating in the Employee Stock Ownership Plan 2025 (ESOP 2025)
2. Board of Directors' Resolution No. 03/2026/NQ-HĐQT/HAPUMA dated January 26, 2026 regarding the approval of the results of the share issuance under the Employee Stock Ownership Plan 2025 (ESOP 2025)
3. Confirmation issued by Vietnam Joint Stock Commercial Bank for Industry and Trade – Hai Duong Branch, the escrow account bank regarding the proceeds collected from the issuance.

Recipients:

- As above;
- Filed by CA.

Hai Phong, February 02, 2026

GENERAL DIRECTOR
(Legal Representative)

(signed and sealed)

Nguyen Trong Nam

(*) 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.