

Hai Phong, April 01, 2026

No.: 05/2026/NQ-HĐQT/HAPUMA

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

Re: Renewal of the Labor Contract with the General Director

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on Organization and Operations of Hai Duong Pump Manufacturing Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting dated April 1, 2026 (Fifth Meeting of 2026),

RESOLVES:

Article 1. To renew the Labor Contract with Mr. Nguyen Trong Nam on the following terms:

- Date of Birth: November 10, 1959
- Education: Bachelor of Mechanical Engineering - Hanoi University of Science and Technology
- Contract Type: Fixed-term labor contract of twelve (12) months
- Contract Term: April 1, 2026 through March 31, 2027
- Position: General Director of Hai Duong Pump Manufacturing Joint Stock Company, serving as the Company's legal representative.

Article 2. The duties and responsibilities of Mr. Nguyen Trong Nam shall be assigned by the Board of Directors in accordance with the Company's charter and applicable regulations.

Article 3. Mr. Nguyen Trong Tieu - Chairman of the Board of Directors is hereby authorized to represent the Company in executing the labor contract with Mr. Nguyen Trong Nam in accordance with Article 1 of this Resolution.

Article 4. This resolution shall take effect from the date of signing. The Board of Directors, the Board of Management and all relevant individuals and units within the Company shall be responsible for the implementation of this resolution.

Recipients:

- Board of Directors,
- Supervisory Board;
- As state in Article 4;
- Filed by CA.

**ON BEHALF OF THE BOD
CHAIRMAN**

(signed and sealed)

Nguyen Trong Tieu