

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

*Final settlement of the 2025 Management Incentive Fund*

**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 Resolution No. 324/2026/ HAPUMA/NQ-DHĐCĐ dated 28 May 2026 of the Annual General Meeting of Shareholders 2026;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company dated 03 June 2026 (Meeting No. 07/2026),

**RESOLVES:**

**Article 1.** To approve the final settlement of the 2025 Management Incentive Fund in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders, in the total amount of VND 1,352,000,000 (*One billion, three hundred and fifty-two million Vietnamese dong*).

**Article 2.** To approve the disbursement of the remaining balance of VND 752,000,000 (*Seven hundred and fifty-two million Vietnamese dong*). The disbursement shall be completed no later than 8 June 2026.

**Article 3.** This Resolution shall take effect from the date of signing. The Board of Directors, the Board of Management and all relevant units and individuals within the Company are responsible for the implementation of this Resolution.

**Recipients:**

- Board of Directors,  
Supervisory Board;
- As stipulated in Article 3;
- Filed by CA.

**ON BEHALF OF THE BOD  
CHAIRMAN**

*(signed and sealed)*

**Nguyen Trong Tieu**

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*(\*) 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.*