

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

Payment of 2025 dividend in cash

**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 on Organization and Operation of Hai Duong Pump Manufacturing Joint Stock Company;
- Pursuant to Article 3 of the Resolution of the 2026 Annual General Meeting of Shareholders dated 28 May 2026, approving the Plan for Distribution of 2025 Profit after tax, including the payment of dividends;
- Pursuant to the Minutes of the meeting of the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company dated 22 July 2026 (Meeting No. 10/2026),

RESOLVES:

Article 1. To approve the payment of 2025 dividends in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders of Hai Duong Pump Manufacturing Joint Stock Company. The details are as follows:

- **Record date (shareholder list closing date):** August 6, 2026
- **Payment date:** commencing September 10, 2026
- **Dividend payout ratio:** 15% (VND 1,500 per share)

Article 2. To authorize Mr. Nguyen Trong Nam - General Director, to carry out the notification procedures and information disclosure in accordance with applicable regulations.

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

() 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.*