

INFORMATION DISCLOSURE

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange

1. Name of organization: HAIDUONG PUMP MANUFACTURING JOINT STOCK COMPANY

- Stock code: **CTB**
- Address: No. 2 Ngo Quyen Road, Thanh Dong Ward, Hai Phong City.
- Tel.: 0220 3853496 Fax: 0220 3858606
- E-mail: info@hapuma.com

2. Contents of public information (*):

Disclosure of information regarding Notice No. 09/2026/HAPUMA/TB-TGD dated January 08, 2026 on the issuance of shares under the Employee Stock Ownership Plan of company (ESOP-2025).

3. This information was published on the company's website on 08/01/2026, as in the link <https://hapuma.com>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

(*) *Attached documents:*

- Notice No. 09/2026/HAPUMA/TB-TGD

Hai Phong, January 08, 2026

Person authorized to disclose information



Nguyen Thi Thu Thuy

Hai Phong, January 08, 2026

No: 09/ 2026/HAPUMA/TB-TGD

NOTICE ON THE SHARE ISSUANCE UNDER ESOP (ESOP-2025)

I. INTRODUCTION ABOUT THE ISSUING ORGANIZATION

1. Name of the issuing organization: HAIDUONG PUMP MANUFACTURING JOINT STOCK COMPANY

2. Abbreviation: HAPUMA

3. Head office address: No. 2 Ngo Quyen Road, Thanh Dong Ward, Hai Phong City

4. Tel: 0220 3853496/3844876

Fax: 0220 3858606/3859336

Website:

<https://hapuma.com/>

5. Charter capital: VND 205,199,600,000

6. Stock code: CTB

7. Account opening branch: Vietnam Joint Stock Commercial Bank for Industry and Trade - Hai Duong Branch

Account Number: 117000017627

8. Enterprise Registration Certificate No. 0800287016 first issued by the Department of Planning and Investment of Hai Duong Province on March 24, 2004, issued by the Hai Phong Department of Finance, with the 20th amendment on November 19, 2025.

- Principal business line: Manufacture of other pumps, compressors, taps and valves. Industry code: 2813 (Principal).

- Principal products/services: Pumps, industrial fans ...

9. Establishment and Operation License: Not applicable.

II. PURPOSE OF ISSUANCE

To effectively align the Company's operational performance with the interests of key personnel who possess the competence and potential to contribute to the Company's sustainable development, The Company issues shares to employees selected under the Issuance Plan approved by the 2025 Annual General Meeting of Shareholders Resolution No. 195/NQ-ĐHĐCĐ/HAPUMA dated April 3, 2025, and Extraordinary

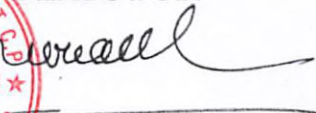


General Meeting of Shareholders Resolution No. 473/NQ-ĐHĐCĐ/HAPUMA dated August 6, 2025 (hereinafter referred to as “ESOP 2025”).

III. ISSUANCE PLAN

1. Share name: Shares of Hai Duong Pump Manufacturing Joint Stock Company
2. Share type: Common shares
3. Total number of shares issued: 20,519,960 shares.
4. Number of outstanding shares: 20,519,960 shares.
5. Number of treasury shares: 0 shares.
6. Number of shares expected to be issued: 300,000 shares.
7. Total issuance value at par value: VND 3,000,000,000
8. Issuance ratio: 1.46% of total outstanding shares.
9. Transfer restriction period: Within 03 years (36 months) from the completion date of the issuance (which is the date of concluding the collection of share payments from employees). Any rights, interests, and benefits arising from shares purchased under the ESOP 2025 program (if any) shall not be subject to transfer restrictions. In the event that the Employee terminates employment before the end of the transfer restriction period, the Employee must resell the shares to the Company at a selling price of VND 10,000 per share.
10. Issuance price: VND 10,000 per share
11. Blocked account for receiving share payments:
Name of account: Hai Duong Pump Manufacturing Joint Stock Company
Account Number: 117 003 034 402
Opened at: Vietnam Joint Stock Commercial Bank for Industry and Trade - Hai Duong Branch
12. Source of funding for issuance: Not applicable
13. Period for receiving share payments/ Issuance date of bonus shares to employees:
From January 15, 2026 to the end of January 23, 2026.

Respectfully.


GENERAL DIRECTOR

Nguyễn Trọng Nam