

EXTRAORDINARY INFORMATION DISCLOSURE

**To: - State Securities Commission Of Vietnam;
- Hanoi Stock Exchange**

1. Name of organization: HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY

- Stock code: CTB

- Address: No. 02 Ngo Quyen Road, Thanh Dong Ward, Hai Phong City

- Tel: 0220.3844876 - 3853496 Fax: 0220.3858606

2. Content of public information (*):

Hai Duong Pump Manufacturing Joint Stock Company respectfully announced the Resolution of the Board of Directors No.05/2026/NQ-HĐQT/HAPUMA signed on 01/4/2026 regarding the renewal of the Labor Contract with the General Director.

3. This information was published on the company's website on 01/4/2026, 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 document:

- Resolution No.05/2026/NQ-HĐQT/HAPUMA.

Hai Phong, April 01, 2026
Person authorized to disclose information



Nguyen Thi Thu Thuy

Hai Phong, April 01, 2026

No.: 05/2026/NQ-HĐQT/HAPUMA

đWWS`aXfZW`Stad5a` fđLf i [fZ fZV9WWS`6 [đWfad

**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

(*) The English version of this document is provided for reference only. In case of any discrepancy or inconsistency between the English and Vietnamese versions, the Vietnamese version shall prevail.