

CÔNG TY CỔ PHẦN FPT  
FPT CORPORATION

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Số: 196/FPT-FMC

No.: 196/FPT-FMC

Hà Nội, ngày 23 tháng 08 năm 2024

Hanoi, August 23<sup>rd</sup>, 2024

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
**IRREGULAR INFORMATION DISCLOSURE**

Kính gửi: Ủy ban Chứng khoán Nhà nước  
Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh  
To: *The State Securities Commission*  
*Hochiminh Stock Exchange*

- Tên tổ chức/Name of organization: Công ty Cổ phần FPT/ *FPT Corporation*
  - Mã chứng khoán/Mã thành viên/ *Stock code/ Broker code*: FPT/ *FPT*
  - Địa chỉ/Address: Số 10, phố Phạm Văn Bạch, Phường Dịch Vọng, Quận Cầu Giấy, Thành phố Hà Nội, Việt Nam/ *10 Pham Van Bach Street, Dich Vong Ward, Cau Giay District, Hanoi, Vietnam*
  - Điện thoại liên hệ/Tel.: 024. 7300 7300 Fax: 024. 3768 7410
  - E-mail: [ir@fpt.com](mailto:ir@fpt.com) website: <https://fpt.com>

2. Nội dung thông tin công bố: Công bố thông tin Nghị quyết HĐQT số 01.08-2024/NQ-HĐQTFPT ngày 23/08/2024:

**Điều 1:** Triển khai nghị quyết Đại hội đồng cổ đông thường niên năm 2023 ngày 06/04/2023, phê duyệt phương án phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ nhân viên có thành tích đóng góp trong năm 2023 cùng danh sách và quy chế đính kèm.

**Điều 2:** Triển khai nghị quyết Đại hội đồng cổ đông thường niên năm 2020 ngày 08/04/2020, phê duyệt phương án phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ lãnh đạo cấp cao trong năm 2024 cùng danh sách và quy chế đính kèm.

**Điều 3:** Nghị quyết này có hiệu lực kể từ ngày ký và thay thế Nghị quyết số 01.07-2024/NQ-HĐQTFPT ngày 15/07/2024.



**Điều 4:** Hội đồng quản trị, Ban Kiểm soát, Ban Tổng Giám đốc Công ty, các đơn vị, cá nhân liên quan có trách nhiệm thi hành Nghị quyết này./.

*Contents of disclosure: BOD's Resolution No. 01.08-2024/NQ-HDQTFPT dated August 23<sup>rd</sup>, 2024:*

*Article 1. Implementing the resolution of the 2023 Annual General Meeting of Shareholders dated April 06<sup>th</sup>, 2023, approve the proposal of share issuance under employee stock ownership plan ("ESOP") for employees with contribution in 2023 and the attached list of participants and regulations.*

*Article 2. Implementing the resolution of the 2020 Annual General Meeting of Shareholders dated April 8<sup>th</sup>, 2020, approve the proposal of share issuance under ESOP for senior managers in 2024 and the attached list of participants and regulations.*

*Article 3. This resolution takes effect on signing date and replaces Resolution No. 01.07-2024/NQ-HDQTFPT dated July 15<sup>th</sup>, 2024.*

*Article 4. Board of Directors, Board of Supervisors, Board of Management of FPT Corporation, and the relevant entities/individuals are obliged to execute this Resolution./.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 23/08/2024 tại đường dẫn <https://fpt.com/vi/nha-dau-tu/thong-tin-cong-bo> / This information was published on the company's website on 23/08/2024, as in the link <https://fpt.com/en/ir/information-disclosures>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

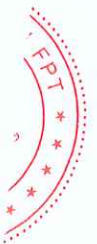
*Tài liệu đính kèm/Attached documents: Nghị quyết HĐQT số 01.08-2024/NQ-HDQTFPT / BOD's Resolution No. 01.08-2024/NQ-HDQTFPT*

**Đại diện tổ chức**  
**Organization representative**

Chủ tịch HĐQT  
Chairman



**Trương Gia Bình**



No.: 01.08-2024/NQ-HĐQT/FPT

Hanoi, August 23<sup>th</sup>, 2024

**BOARD OF DIRECTORS RESOLUTION  
FPT CORPORATION**

**BOARD OF DIRECTORS OF FPT CORPORATION**

*Pursuant to Law on Enterprise dated June 17<sup>th</sup>, 2020;*  
*Pursuant to the Law on Securities dated November 26<sup>th</sup>, 2019;*  
*Pursuant to the Government's Decree No. 155/2020/ND-CP on December 31, 2020,*  
*detailed the implementation of several articles of the Securities Law*  
*Pursuant to Company Charter of FPT Corporation (“the Company”);*  
*Pursuant to Resolution of the 2020 Annual General Meeting of Shareholders (“AGM”)*  
*dated April 08<sup>th</sup>, 2020;*  
*Pursuant to Resolution of the 2023 Annual General Meeting of Shareholders (“AGM”)*  
*dated April 06<sup>th</sup>, 2023;*  
*Pursuant to BOD’s Resolution No. 01.07-2024/NQ-HĐQT/FPT July 15<sup>th</sup>, 2024;*  
*Pursuant to Minutes of the Board of Directors’ meeting No 01.08-2024/BB-HĐQT/FPT*  
*dated August 23<sup>th</sup>, 2024.*

**DECIDED:**

**Article 1.** Implementing the resolution of the 2023 Annual General Meeting of Shareholders dated April 06<sup>th</sup>, 2023, approve the proposal of share issuance under employee stock ownership plan (“ESOP”) for employees with stunning contribution in 2023, details as follows:

- Name of the share: Share of FPT Corporation.
- Type of the share: Common share.
- Par value: VND 10,000/share.
- Total number of issued shares: 1,460,448,066 shares.
- Number of outstanding shares: 1,460,448,066 shares.
- Number of treasury shares: 0 shares.
- Issuance price: VND 10,000/share according to the Resolution of the 2023 AGM.
- Expected number of issued shares: 7,302,117 shares.
- Total expected issued value according to par value: VND 73,021,170,000
- Issuance rate (expected number of issued shares/total number of shares): do not exceed 0.5% of the total outstanding shares of the Company at the time of issuance.
- Criteria for participating in the program: Key staffs from level 4 upwards according to the Policy on the share issuance for employees with outstanding performance under ESOP in 2023.
- Principles for determining the number of shares distributed to each employee:
  - Employees with good performance and income from the Company's salary and bonus policy voluntarily register for the portion of their income to be paid by stock purchase rights and are approved by the Board of Directors
  - Each employee cannot receive more than 5% of the total number of additional shares issued under the annual ESOP program



- Number of shares each employee can buy = Number of shares expected to be issued under the ESOP program \* Program participation coefficient  
In which: The program participation coefficient is based on the proportion of employees' income over the total income of all employees participating in the program.
- Information on the escrow account to receive the money from the employees:
  - + Account owner: FPT Corporation
  - + Account number: 235291468 at Vietnam Prosperity Bank
- Lock-up period: 03 years from the end of the issuance period.
- Implementing period: Expected in Quarter 3/2024, after receiving the notice from State Securities Commission on receiving the issuance documents.
- Plan to handle the unsold issued shares: after the issuance period ends, if the employees do not purchase all the expected issued shares, remaining unsold shares will be cancelled.
- Approve to promulgate the regulation on share issuance under ESOP for employees with outstanding contribution in 2023 as attached.
- Approve the list of participants of the share issuance under ESOP for employees with outstanding contribution in 2023 as attached.
- Plan to guarantee the issuance meeting the regulation on the foreign ownership limitation: all participants in the list of employees under ESOP are Vietnamese, so the issuance will meet the regulation on the foreign ownership limitation.
- Authorize the Chairman of the BOD to decide the workload and sign the relevant documents, including the following tasks:
  - Decide the specific time for the issuance;
  - Report to the competent authority on the issuance, carry out relevant procedures in accordance with the law, the competent authority;
  - Carry out the procedures for registration of shares issuance, additional depository registration, additional listing of issued shares;
  - Amend the Company's Charter to increase the charter capital and carry out procedures to increase the charter capital according to the results of the issuance-batch at the competent authorities in accordance with the law;
  - Other tasks to complete the issuance in accordance with the Company's operations, regulations of law and requirements of competent authorities.

**Article 2.** Implementing the resolution of the 2020 Annual General Meeting of Shareholders dated April 8<sup>th</sup>, 2020, approve the proposal of share issuance under ESOP for senior managers in 2024, details are as follows:

- Name of the share: Share of FPT Corporation.
- Type of the share: Common share.
- Par value: VND 10,000/share.
- Total number of issued shares: 1,460,448,066 shares,
- Number of outstanding shares: 1,460,448,066 shares.
- Number of treasury shares: 0 shares.
- Issuance price: VND 10,000/share according to the Resolution of the 2020 AGM.
- Expected number of issued shares: 3,319,000 shares.
- Total expected issued value according to par value: VND 33,190,000,000.
- Issuance rate (expected number of issued shares/total number of shares): do not exceed 0.227% of the total outstanding shares of the Company at the time of issuance.

- Criteria for participating in the program: Young senior managers (Heads of strategic departments or higher) approved by the BOD, with achievements in contributing and potential to develop the Company in the future, ready for long-term commitment to the Company's development.
- Principles for determining the number of shares distributed to each employee:  
 Number of shares distributed to each employee = (Total individual points for each employee / Total points of all employees participating in the program in the year of issuance) \* Number of shares expected to be issued under the ESOP program  
 In which:  
 Total individual points for each employee = K coefficient \* Year-participated coefficient
  - *K coefficient: Based on work performance and contributions to management and new strategic directions (scale from 1 - 20, step 0.01).*
  - *Year-participated coefficient = (Number of years since first issuance (4 years, from 2021 - 2024) – Number of years employees have participated in the program)<sup>2</sup>*
- Information on the escrow account to receive the money from the employees:
  - + Account owner: FPT Corporation
  - + Account number: 235291959 at Vietnam Prosperity Bank
- Lock-up period: 10 years from the end of the issuance period.
- Implementing period: Expected in Quarter 3/2024, after receiving the notice from State Securities Commission on receiving the issuance documents.
- Purpose of the capital received from the issued shares: to increase working capital.
- Plan to handle the unsold issued shares: after the issuance period ends, if the employees do not purchase all the expected issued shares, remaining unsold shares will be cancelled.
- Approve to promulgate the regulation on share issuance under ESOP for senior managers in 2024 as attached.
- Approve the list of participants of the share issuance under ESOP for senior managers in 2024 as attached.
- Guarantee the issuance to meet with the regulation on the foreign ownership limitation: all participants in the list of employees under ESOP are Vietnamese, so the issuance will meet with the regulation on the foreign ownership limitation.
- Authorize the Chairman of the BOD to decide the workload and sign the relevant documents, including the following tasks:
  - o Decide the specific time for the issuance;
  - o Report to the competent authority on the issuance, carry out relevant procedures in accordance with the law, the competent authority;
  - o Carry out the procedures for registration of shares issuance, additional depository registration, additional listing of issued shares;
  - o Amend the Company's Charter to increase the charter capital and carry out procedures to increase the charter capital according to the results of the issuance-batch at the competent authorities in accordance with the law;
  - o Other tasks to complete the issuance in accordance with the Company's operations, regulations of law and requirements of competent authorities.

**Article 3.** This resolution takes effect on signing date and replaces Resolution No. 01.07-2024/NQ-HĐQT FPT dated July 15<sup>th</sup>, 2024.

**Article 4.** Board of Directors, Board of Supervisors, Board of Management of FPT Corporation, and the relevant entities/individuals are obliged to execute this Resolution./.

**To:**

- As Article 4;
- BOD Office.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Trương Gia Bình**

Hanoi, August 23<sup>rd</sup>, 2024

**REGULATION ON THE SHARE ISSUANCE UNDER THE  
EMPLOYEE STOCK OWNERSHIP PLAN FOR CONTRIBUTING  
EMPLOYEES IN 2023**

*(Issued under Resolution No. 01.08-2024/NQ-HĐQT FPT on August 23<sup>rd</sup>, 2024)*

**Article 1: Definition of Terms:**

In this regulation, these following terms are understood as follows:

1. “The Company” is FPT Joint Stock Company.
2. “ESOP” is Employee Stock Ownership Plan
3. “The Board of Directors” is the Company’s Board of Directors.
4. “AGM” is Annual General Meeting of Shareholders.
5. “SSC” is the State Securities Commission of Vietnam.

**Article 2: Pursuant to:**

- Law on Enterprises No. 59/2020/QH14;
- Law on Securities No. 54/2019/QH14;
- Decree 155/2020/NĐ-CP, dated on 31/12/2020, of the Government on the implementation of Law on Securities;
- Circular No. 118/2020/TT-BTC, dated on 31/12/2020, of the Ministry of Finance on the offering/issuance of securities, public offering/repurchase of shares, registration of a public company and cancellation of the status of a public company.
- Resolution of the Company’s 2023 Annual General Meeting of Shareholders, dated on 06/04/2023;
- Charter of the Company.

**Article 3: Objectives of the Employee Stock Ownership Plan:**

- The issuance of shares to employees aims to link a part of today's income of senior managers with the long-term development of the Company.
- Encourage senior employees, technology experts with excellent performance in their work, having made important contributions to the development of the Company, to make long-term dedication and ensure the sustainable development of the Company.
- Align the interests of senior officials with the interests of shareholders, as such officers can benefit from the results of their own efforts as a shareholder, thereby maximizing the value of the Company's shares.

**Article 4: Basic principles of the ESOP plan:**

- Number of shares to be issued: The total number of shares to be issued under this Program shall not exceed 0.5% of the total number of outstanding shares at the time of issuance.
- Type of shares: Common shares.
- Lock-up period: 03 years from the date on which the issuance is complete.



- Selling price: Employees are eligible to buy a certain number of the above shares at par value of VND 10,000/share.

**Article 5: Beneficiaries:**

- Criteria for participating in the program: Key staffs from level 4 upwards according to the Policy on the share issuance for employees with outstanding performance under ESOP in 2023.
- Principles for determining the number of shares distributed to each employee:
  - o Employees with good performance and income from the Company's salary and bonus policy voluntarily register for the portion of their income to be paid by stock purchase rights and are approved by the Board of Directors
  - o Each employee cannot receive more than 5% of the total number of additional shares issued under the annual ESOP program
  - o Number of shares each employee can buy = Number of shares expected to be issued under the ESOP program \* Program participation coefficient  
In which: The program participation coefficient is based on the proportion of employees' income over the total income of all employees participating in the program.

**Article 6: List of beneficiaries:**

The specific list of employees who can participate in the ESOP program is proposed by the leaders of each unit based on the above assessment and approved by the Board of Directors. The detailed list is attached.

**Article 7: Benefits of employees when participating in the ESOP plan**

Employees participating in the ESOP program enjoy the following benefits:

- To buy the number of shares at par value corresponding to their achievements;
- To receive all rights and benefits of common shareholders in accordance with the law and the company's charter.

**Article 8: Transfer rights**

- Employees selected to participate in the ESOP program are not allowed to transfer their right to buy ESOP shares.
- ESOP shares are restricted from being transferred within 03 years from the date on which the offering is complete.

**Article 9: Payment for the purchase of shares under ESOP program:**

- Employees pay for the purchase of ESOP stock in Vietnam Dong by transferring money to the Company's escrow account, details as follows:
  - o Account holder: FPT Corporation
  - o Account number: 235291468, opened at Vietnam Prosperity Commercial Joint Stock Bank
- Time and place for the registration and payment of ESOP shares: According to the announcement of the Company.



**Article 10: Plans to handle arising cases**

1. The number of shares that employees have not registered to buy will be cancelled.
2. In case an employee dies during the lockup period, all rights and obligations will be left as inheritance according to the provisions of law. In such cases, the restriction on ESOP shares will be cancelled from the time of the inheritance or after 01 (one) year from the end of the issuance (whichever comes later).
3. In case an employee retires under the regime, or suffers an accident or illness to the point that he or she cannot continue to deliver work according to the labor contract, he or she can still hold the shares, but the transfer is still restricted (except for the case that the Board of Directors decides otherwise in writing, ensuring that the restriction period will be for at least 1 year).

**Article 11: Terms of execution**

- This Regulation takes effect from the date of being signed.
- The amendment and supplementation of this Regulation shall be decided by the Board of Directors of the Company.
- In case the legal document contains new regulations related to the issuance of shares under the ESOP program, this Regulation will be adjusted accordingly.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Trương Gia Bình**



**DANH SÁCH NGƯỜI LAO ĐỘNG THAM GIA MUA CỔ PHIẾU  
THEO CHƯƠNG TRÌNH LỰA CHỌN CHO CÁN BỘ NHÂN VIÊN  
CÓ THÀNH TÍCH ĐÓNG GÓP TRONG NĂM 2023**

*Đính kèm theo Nghị quyết Hội đồng quản trị số 01.08-2024/NQ-HĐQT FPT*

STT	Họ và tên	Level	Hệ số tham gia chương trình	Số lượng cổ phiếu được mua
1	Nguyễn Đức Quỳnh	5	0,13%	9.852
2	Nguyễn Văn Vinh	5	0,07%	5.295
3	Nguyễn Quốc Sử	5	0,21%	14.991
4	Nguyễn Thị Lan Hương	5	0,12%	9.117
5	Nguyễn Tất Đắc	5	0,11%	8.321
6	Nguyễn Hoàng Trung	6	1,13%	82.407
7	Đào Duy Cường	6	0,88%	64.310
8	Phạm Minh Tuấn	7	3,31%	241.702
9	Nguyễn Văn Anh	5	0,25%	18.355
10	Nguyễn Văn Ba	4	0,12%	9.078
11	Trần Côi	5	0,06%	4.633
12	Quách Liễu Hoàn	5	0,09%	6.601
13	Chu Thị Thanh Hà	7	3,81%	277.852
14	Đào Ngọc Tú	5	0,12%	9.078
15	Bùi Anh Tuấn	5	0,07%	4.835
16	Vũ Đăng Khoa	5	0,25%	18.157
17	Lê Hồng Sơn	5	0,10%	7.629
18	Nguyễn Tuấn Phương	5	0,10%	7.564
19	Đỗ Văn Khắc	6	2,69%	196.456
20	Hoàng Mạnh Hà	5	0,10%	7.111
21	Nguyễn Đức Hoanh	5	0,14%	10.462

22	Vũ Văn Đông	5	0,05%	3.728
23	Lã Quang Vinh	5	0,07%	5.058
24	Hà Minh Tuấn	5	0,67%	48.845
25	Nguyễn Khải Hoàn	6	2,50%	182.203
26	Nguyễn Thụy Anh	5	0,05%	3.782
27	Lê Hồng Hải	5	1,02%	74.433
28	Nguyễn Quốc Đông	5	0,05%	3.782
29	Trần Thị Kim Phượng	5	0,08%	5.699
30	Trần Kiên	5	0,10%	7.591
31	Trương Kiều Linh	5	0,26%	19.182
32	Vũ Tuấn Mạnh	5	0,15%	10.591
33	Đặng Trần Phương	6	1,81%	131.843
34	Tạ Thị Thúy Hà	5	0,11%	7.783
35	Đàm Thị Tú Quyên	5	0,10%	7.564
36	Lê Thu Hương	5	0,19%	13.884
37	Lê Túc Nen	5	0,09%	6.322
38	Nguyễn Quang Dũng	5	0,05%	3.782
39	Phạm Thị Thanh Hoa	5	0,09%	6.933
40	Vũ Tiến Đạt	6	0,94%	68.547
41	Nguyễn Thị Thùy Dương	5	0,62%	45.470
42	Nguyễn Ngọc Bích	5	0,05%	3.782
43	Hà Thị Bắc Loan	5	0,06%	4.337
44	Lê Thị Thiết	5	0,08%	6.202
45	Nguyễn Phước Linh	5	0,30%	21.763
46	Lê Thành Nhân	5	0,08%	5.654
47	Phạm Thanh Tuấn	4	0,12%	8.433
48	Trần Tiến Phước	5	0,06%	4.022
49	Đặng Khải Hoàn	5	0,19%	14.040
50	Nguyễn Thị Đan Phượng	5	0,05%	3.782
51	Nguyễn Quang Hòa	5	0,05%	3.343
52	Tạ Trần Minh	5	0,67%	49.223
53	Lê Hồng Lĩnh	5	0,18%	12.813

54	Nguyễn Thị Thu Hiền	5	0,19%	14.177
55	Đình Tiến Dũng	5	0,26%	18.687
56	Trương Tiểu Linh	4	0,15%	10.591
57	Nguyễn Việt Đức	5	0,12%	8.745
58	Lê Đức Tiệp	4	0,08%	6.052
59	Bùi Đình Duy	4	0,13%	9.306
60	Chu Cảnh Chiêu	5	0,21%	15.130
61	Lê Xuân Lộc	5	0,15%	10.591
62	Doãn Phú Tài	5	0,81%	59.089
63	Bùi Phương Anh	5	0,05%	3.782
64	Nguyễn Công Hoàng	4	0,15%	10.878
65	Bùi Việt Dũng	5	0,09%	6.550
66	Nguyễn Thị Thanh Trang	5	0,12%	8.444
67	Phạm Quang Hữu	5	0,10%	7.559
68	Nguyễn Văn Tú	4	0,15%	10.591
69	Vũ Thủy	4	0,05%	3.782
70	Võ Thị Bích Hạnh	5	0,21%	15.130
71	Trần Văn Dũng	5	1,03%	75.432
72	Lê Thanh Vân	5	0,22%	16.345
73	Trần Hồng Chung	5	0,68%	49.586
74	Đỗ Tuấn Anh	4	0,12%	9.078
75	Nguyễn Hữu Long	5	0,31%	22.457
76	Phạm Thị Quỳnh Như	5	0,05%	3.730
77	Nguyễn Trần Hùng	4	0,97%	70.710
78	Quách Hải Sơn	4	0,12%	8.809
79	Đặng Đình Thanh	4	0,08%	5.900
80	Trịnh Văn Thảo	5	0,12%	8.739
81	Nguyễn Việt Vương	5	0,79%	57.379
82	Nguyễn Sơn Hành	5	0,21%	15.130
83	Võ Kim Khánh	5	0,05%	3.782
84	Nguyễn Thân Đông Phong	5	0,10%	7.247
85	Nguyễn Lê Tiến	5	0,05%	3.782

86	Nguyễn Khắc Hiệp	5	0,21%	15.130
87	Phùng Quang Đạt	5	0,63%	45.879
88	Nguyễn Mạnh Thế	4	0,20%	14.525
89	Phạm Tùng Dương	5	0,17%	12.105
90	Hoàng Văn Dương	5	0,15%	10.845
91	Trịnh Quốc Huy	4	0,05%	3.782
92	Bùi Xuân Cảnh	5	0,09%	6.809
93	Ngô Minh Trí	5	0,12%	9.078
94	Lê Thùy Ánh Xuân	5	0,08%	6.052
95	Nguyễn Tú Huyền	5	0,20%	14.469
96	Lê Thị Trang	5	0,18%	12.833
97	Nguyễn Đức Kính	6	0,97%	70.983
98	Ngô Phạm Công Thuận	5	0,06%	4.309
99	Nguyễn Hồng Hà	4	0,12%	8.802
100	Nguyễn Hoàng Hải	5	0,21%	15.320
101	Lê Thanh Nhân	5	0,04%	3.283
102	Hoàng Văn Đông	5	0,05%	3.782
103	Nguyễn Đình Vĩnh An	5	0,08%	6.052
104	Trần Quốc Ngữ	5	0,05%	3.858
105	Nguyễn Đăng Khoa	5	0,05%	3.782
106	Trần Nguyễn Đăng Khoa	5	0,05%	3.782
107	Nguyễn Hoàng Linh	4	0,22%	16.145
108	Lê Hoài Bảo	5	0,21%	15.130
109	Trần Đông Giang	5	0,05%	3.782
110	Đỗ Ngọc Hoàng	5	0,05%	3.782
111	Dương Kiều Oanh	5	0,09%	6.809
112	Nguyễn Thanh Thảo	4	0,08%	6.080
113	Nguyễn Việt Hưng	5	0,04%	3.208
114	Trương Vĩnh Như Nguyễn	4	0,04%	2.803
115	Phạm Ngọc Sơn	4	0,20%	14.525
116	Nguyễn Xuân Phong	5	0,20%	14.337
117	Trần Hồng Minh	4	0,33%	24.210

118	Nguyễn Văn Khoa	8	1,79%	130.414
119	Nguyễn Thế Phương	7	1,92%	140.313
120	Hoàng Việt Anh	7	0,36%	26.009
121	Vũ Anh Tú	6	2,36%	172.450
122	Hoàng Hữu Chiến	6	1,18%	86.422
123	Chu Quang Huy	6	2,45%	178.556
124	Nguyễn Xuân Việt	6	2,17%	158.355
125	Võ Đặng Phát	5	0,08%	6.052
126	Phạm Thị Quỳnh Vi	5	0,10%	7.564
127	Trịnh Thị Hồng	6	0,22%	15.908
128	Trịnh Thị Thùy Linh	5	0,23%	17.112
129	Ngô Văn Vương	4	3,22%	234.948
130	Phạm Duy Phúc	6	2,06%	150.410
131	Phạm Ngọc Anh	5	0,05%	3.404
132	Phạm Thu Liên	5	0,10%	7.270
133	Nguyễn Khánh Tiệp	5	0,10%	7.564
134	Mai Thị Lan Anh	5	0,04%	3.025
135	Phạm Thăng Long	4	0,04%	3.025
136	Hoàng Nam Tiến	7	0,80%	58.184
137	Lê Hồng Việt	6	2,94%	214.721
138	Nguyễn Ngọc Minh	5	2,62%	191.381
139	Phan Hồng Tâm	5	0,26%	19.307
140	Nguyễn Thị Kim Phương	6	0,28%	20.306
141	Lê Hùng Cường	5	0,33%	23.756
142	Nguyễn Thị Thanh Thủy	5	0,20%	14.525
143	Trần Đăng Hòa	7	2,49%	182.010
144	Nguyễn Hoàng Minh	7	1,76%	128.159
145	Đỗ Sơn Giang	6	2,70%	197.427
146	Trần Trung Thành	6	0,23%	16.900
147	Đặng Trường Thạch	5	0,75%	54.474
148	Phạm Thanh Tùng	5	0,55%	40.401
149	Bùi Nguyễn Phương Châu	6	0,31%	22.546

150	Đậu Trần Trung	5	2,43%	177.747
151	Đỗ Thị Ngọc Mai	4	1,04%	75.659
152	Đào Hồng Giang	5	0,85%	62.040
153	Trần Phong Lâm	6	0,48%	34.803
154	Lê Nguyên Diệm	4	0,12%	9.078
155	Phạm Thúy Loan	5	0,29%	21.184
156	Quan Bảo Thắng	5	0,63%	46.151
157	Lý Thế Dũng	5	0,41%	30.262
158	Dương Văn Thủy	5	0,33%	24.210
159	Lương Thị Hòa	4	0,22%	15.887
160	Đình Tiên Hoàng	5	0,39%	28.750
161	Thân Minh Ngọc	5	0,70%	51.447
162	Hoàng Nguyễn Ngọc Thi	5	0,32%	23.303
163	Đặng Thị Ái Vân	5	0,31%	22.696
164	Huỳnh Minh Quân	5	0,19%	13.618
165	Đình Hữu Hùng	4	0,29%	21.184
166	Trần Thế Hiền	5	0,27%	19.973
167	Chu Khánh Hòa	5	0,35%	25.723
168	Lê Thanh Xuân	5	0,27%	19.671
169	Đường Tất Toàn	5	0,23%	16.644
170	Nguyễn Văn Nam	5	0,26%	18.914
171	Nguyễn Nhật Tân	5	0,11%	8.291
172	Đặng Đức Kính	5	0,16%	11.555
173	Nguyễn Thanh Tùng	5	0,16%	11.469
174	Nguyễn Thị Phương Liên	5	0,08%	5.950
175	Ngô Thị Minh Huệ	5	0,09%	6.341
176	Trần Hiền	5	0,06%	4.539
177	Lê Thị Hoài Phương	5	0,08%	5.750
178	Bùi Minh Vũ	4	0,10%	7.368
179	Lê Huy Hoàng	5	0,08%	5.758
180	Lê Việt Cường	4	0,34%	24.764
181	Bùi Đình Giáp	5	0,33%	24.362

182	Nguyễn Thị Ngọc	4	0,10%	6.950
183	Đỗ Thị Thanh Nga	5	0,09%	6.426
184	Chu Mạnh Hương	5	0,06%	4.096
185	Trần Thanh Hùng	5	0,31%	22.696
186	Đặng Kim Giang	4	0,25%	18.157
187	Ninh Lê Sơn Hải	4	0,19%	13.921
188	Lê Quang Vĩnh Phúc	4	0,23%	16.946
189	Nguyễn Minh Trung	5	0,34%	25.042
190	Lê Xuân Lựu	4	0,29%	21.032
191	Nghiêm Văn Dũng	4	0,15%	10.894
192	Hà Thị Thanh Ngọc	4	0,28%	20.427
193	Phan Thanh Toàn	5	0,13%	9.835
194	Nguyễn Anh Quân	4	0,40%	28.931
195	Nguyễn Minh Đức	4	0,13%	9.230
196	Lê Trường Tùng	7	2,90%	211.846
197	Nguyễn Khắc Thành	7	2,69%	196.714
198	Trần Ngọc Tuấn	6	0,62%	45.395
199	Vũ Chí Thành	6	0,62%	45.395
200	Nguyễn Xuân Phong	6	0,62%	45.395
201	Trần Tuấn Cường	6	1,14%	83.225
202	Lê Thị Hồng Hạnh	6	0,21%	15.130
203	Nguyễn Việt Thắng	6	0,21%	15.130
204	Nguyễn Kim Ánh	6	0,21%	15.130
205	Hoàng Việt Hà	6	0,21%	15.130
206	Nguyễn Nhật Tân	6	0,21%	15.130
207	Phan Trường Lâm	5	0,21%	15.130
208	Nguyễn Hữu Hiệp	5	0,21%	15.130
209	Nguyễn Phương Anh	5	0,10%	7.564
210	Ngô Thanh Tùng	5	0,10%	7.564
211	Trần Văn Nam	5	0,21%	15.130
212	Tạ Ngọc Cầu	5	0,21%	15.130
213	Nguyễn Thị Tân	5	0,21%	15.130



214	Phạm Thị Khánh Ly	5	0,21%	15.130
215	Nguyễn Trường Sơn	5	0,10%	7.564
216	Mai Thị Diễm Hương	5	0,10%	7.564
217	Nguyễn Minh Thu	5	0,10%	7.564
218	Bùi Quang Hùng	5	0,21%	15.130
219	Nguyễn Thị Thu Nga	5	0,10%	7.564
220	Vũ Thu Hiền	5	0,10%	7.564
221	Đỗ Thị Minh Thủy	5	0,10%	7.564
222	Nguyễn Hà Thành	5	0,10%	7.564
223	Huỳnh Tấn Châu	5	0,10%	7.564
224	Trần Tuấn Anh	5	0,10%	7.564
225	Hà Nguyên	4	0,10%	7.564
226	Nguyễn Duy Trường	5	0,10%	7.564
<b>Tổng cộng</b>			<b>100,00%</b>	<b>7.302.117</b>

Hanoi, August 23<sup>rd</sup>, 2024

**REGULATION ON THE SHARE ISSUANCE UNDER EMPLOYEE  
STOCK OWNERSHIP PLAN FOR TOP EXECUTIVE LEADERSHIP**

*(Issued under Resolution No. 01.08-2024/NQ-HĐQT FPT on August 23<sup>rd</sup>, 2024)*

**Article 1: Definition of Terms:**

In this regulation, these following terms are understood as follows:

1. “The Company” is FPT Joint Stock Company.
2. “ESOP” is Employee Stock Ownership Plan
3. “The Board of Directors” is the Company’s Board of Directors.
4. “AGM” is Annual General Meeting of Shareholders.
5. “SSC” is the State Securities Commission of Vietnam.

**Article 2: Pursuant to:**

- Law on Enterprises No. 59/2020/QH14;
- Law on Securities No. 54/2019/QH14;
- Decree 155/2020/NĐ-CP, dated on 31/12/2020, of the Government on the implementation of Law on Securities;
- Circular No. 118/2020/TT-BTC, dated on 31/12/2020, of the Ministry of Finance on the offering/ issuance of securities, public offering/repurchase of shares, registration of a public company and cancellation of the status of a public company.
- Resolution of the Company’s 2020 Annual General Meeting of Shareholders, dated on 08/04/2020;
- Charter of the Company.

**Article 3: Objectives of the Employee Stock Ownership Plan:**

- Ensure the development and maximization of shareholder value through the ESOP plan for next generation of leadership of the Company.
- Align the interest of the young senior managers with the interests of shareholders and the Company, thereby maximizing the value of the company's shares.

**Article 4: Basic principles of the ESOP Program**

- Number of shares issued: The total number of shares to be issued under this Program shall not exceed 0.25% of the total number of outstanding shares at the time of issuance.
- The actual issuance rate does not exceed 0.227%, calculated by the formula:  $X_P + X_{TSR}$

Whereas:

- $X_P = 0,2\% * 70\% * \frac{\text{Actual P growth}}{\text{Target P growth}}$  does not exceed 0,175%
- $X_{TSR} = 0,2\% * 30\% * \frac{\text{Actual TSR}}{\text{Target TSR}}$  does not exceed 0,075%



- Target P growth: 20% per annum
- Actual P growth (Growth in profit after tax of parent company's shareholders in 2023): 21.75%
- Target TSR: 10% per annum
- Actual TSR: 46.51%

(\*):  $TSR = \frac{\text{end-of-year stock price} - \text{beginning-of-year stock price} + \text{cash dividend}}{\text{Beginning-of-year stock price}}$ . The stock price will be adjusted in case of a stock split.

- Type of shares: Common shares with lock-up period.
- Lock-up period: 10 years from the date on which the issuance is complete.
- Selling price: Employees are eligible to buy a certain number of the above shares at par value of VND 10,000/share.

#### **Article 5: Beneficiaries:**

- Criteria for participating in the program: Young senior managers (Heads of strategic departments or higher) approved by the BOD, with achievements in contributing and potential to develop the Company in the future, ready for long-term commitment to the Company's development.
- Principles for determining the number of shares distributed to each employee:  
Number of shares distributed to each employee =  $\left( \frac{\text{Total individual points for each employee}}{\text{Total points of all employees participating in the program in the year of issuance}} \right) \times \text{Number of shares expected to be issued under the ESOP program}$

In which:

Total individual points for each employee =  $K \text{ coefficient} \times \text{Year-participated coefficient}$

- *K coefficient: Based on work performance and contributions to management and new strategic directions (scale from 1 - 20, step 0.01).*
- *Year-participated coefficient = (Number of years since first issuance (4 years, from 2021 - 2024) – Number of years employees have participated in the program)<sup>2</sup>*

#### **Article 6: List of beneficiaries:**

The specific list of employees who can participate in the ESOP program is approved by the Board of Directors. The detailed list is attached.

#### **Article 7: Benefits of employees when participating in the ESOP plan**

Employees participating in the ESOP program enjoy the following benefits:

- To buy the number of shares at par value corresponding to their achievements;
- To receive all rights and benefits of common shareholders in accordance with the law and the company's charter.

#### **Article 8: Transfer rights**

- Employees selected to participate in the ESOP program are not allowed to transfer their right to buy ESOP shares.

- ESOP shares are restricted from being transferred within 10 years from the date on which the offering is complete.

**Article 9: Payment for the purchase of shares under ESOP program:**

- Employees pay for the purchase of ESOP stock in Vietnam Dong by transferring money to the Company's escrow account, details as follows:
  - o Account holder: FPT Corporation
  - o Account number: 235291959, opened at Vietnam Prosperity Commercial Joint Stock Bank
- Time and place for the registration and payment of ESOP shares: According to the announcement of the Company.

**Article 10: Plans to handle arising cases**

1. The number of shares that employees have not registered to buy will be cancelled.
2. In case an employee dies during the lockup period, all rights and obligations will be left as inheritance according to the provisions of law. In such cases, the restriction on ESOP shares will be cancelled from the time of the inheritance or after 01 (one) year from the end of the issuance (whichever comes later).
3. During the transfer restriction period, if any employee voluntarily leaves the Company, they must sell their shares back to the Company at the purchase price. The plan for handling shares bought back from employees will be based on the provisions of securities law at the time of the buyback.
4. In case an employee retires under the regime, or suffers an accident or illness to the point that he or she cannot continue to deliver work according to the labor contract, he or she can still hold the shares, but the transfer is still restricted (except for the case that the Board of Directors decides otherwise in writing, ensuring that the restriction period will be for at least 1 year).

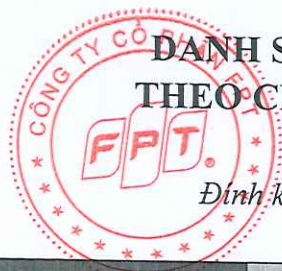
**Article 11: Terms of execution**

- This Regulation takes effect from the date of being signed.
- The amendment and supplementation of this Regulation shall be decided by the Board of Directors of the Company.
- In case the legal document contains new regulations related to the issuance of shares under the ESOP program, this Regulation will be adjusted accordingly.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Trương Gia Bình**



**DANH SÁCH NGƯỜI LAO ĐỘNG THAM GIA MUA CỔ PHIẾU  
THEO CHƯƠNG TRÌNH LỰA CHỌN CHO CÁN BỘ NHÂN VIÊN  
(đối tượng là cán bộ lãnh đạo cấp cao năm 2024)**

*Đính kèm theo Nghị quyết Hội đồng quản trị số 01.08-2024/NQ-HĐQT/FPT*

STT	Họ và tên	Chức vụ	Điểm hệ số năm tham gia chương trình	Hệ số K	Tổng điểm cá nhân / Tổng điểm các CBNV tham gia chương trình	SLCP được phân phối cho CBNV (làm tròn đến đơn vị hàng nghìn)
1	Nguyễn Văn Khoa	Tổng Giám đốc Tập đoàn	1	20,0	0,069	230.000
2	Nguyễn Thế Phương	Phó Tổng Giám đốc Tập đoàn	1	6,61	0,023	76.000
3	Hoàng Việt Anh	Phó Tổng Giám đốc Tập đoàn	1	2,00	0,007	23.000
4	Vũ Chí Thành	Hiệu trưởng Trường Cao đẳng FPT Polytechnic	9	2,22	0,069	230.000
5	Phạm Minh Tuấn	Tổng Giám đốc Công ty TNHH Phần mềm FPT	16	5,00	0,277	920.000
6	Lê Hồng Việt	Tổng Giám đốc Công ty TNHH FPT Smart Cloud	16	5,00	0,277	920.000
7	Đặng Trần Phương	Phó Tổng Giám đốc Công ty TNHH Phần mềm FPT	16	5,00	0,277	920.000
<b>Tổng cộng</b>					<b>1,000</b>	<b>3.319.000</b>