

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: 71./FPT-FMC

No.: 71./FPT-FMC

Hà Nội, ngày 17 tháng 04 năm 2024

Hanoi, April 17<sup>th</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**



1. 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 02.04-2024/NQ-HĐQTFPT ngày 17/04/2024:

**Điều 1:** Triển khai nghị quyết Đại hội đồng cổ đông thường niên năm 2023 ngày 06/04/2023, uỷ quyền cho HĐQT 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.

**Điều 2:** Thông qua việc ban hành Quy chế phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ nhân viên có thành tích đóng góp trong năm 2023 đính kèm Nghị quyết này.

**Điều 3:** Thông qua danh sách cán bộ nhân viên được tham gia chương trình phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ nhân viên có thành tích đóng góp trong năm 2023 đính kèm Nghị quyết này.

**Điều 4:** Triển khai nghị quyết Đại hội đồng cổ đông thường niên năm 2020 ngày 08/04/2020, uỷ quyền cho HĐQT phê duyệt phương án phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ lãnh đạo cấp cao trong năm 2024.

**Điều 5:** Thông qua việc ban hành Quy chế phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ lãnh đạo cấp cao trong năm 2024 đính kèm Nghị quyết này.

**Điều 6:** Thông qua danh sách cán bộ nhân viên được tham gia phương án phát hành cổ phiếu theo chương trình lựa chọn cho cán bộ lãnh đạo cấp cao trong năm 2024 đính kèm Nghị quyết này.

**Điều 7:** Nghị quyết này có hiệu lực kể từ ngày ký.

**Điều 8:** 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. 02.04-2024/NQ-HDQTFPT dated April 17<sup>th</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 stunning contribution in 2023.*

**Article 2.** *Approve to promulgate the regulation on share issuance under ESOP for employees with outstanding contribution in 2023 as attached.*

**Article 3.** *Approve the list of participants of the share issuance under ESOP for employees with outstanding contribution in 2023 as attached.*

**Article 4.** *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.*

**Article 5.** *Approve to promulgate the regulation on share issuance under ESOP for senior managers in 2024 as attached.*

**Article 6.** *Approve the list of participants of the share issuance under ESOP for senior managers in 2024 as attached.*

**Article 7.** *This resolution takes effect on signing date.*

**Article 8.** *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 17/04/2024 tại đường dẫn <https://fpt.com/vi/nha-dau-tu/thong-tin-cong-bo> / *This information was published on the company's website on 17/04/2024, 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 02.04-2024/NQ-HĐQTFPT / *BOD's Resolution No. 02.04-2024/NQ-HĐQTFPT*

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

Người được UQ CBTT  
*Person authorized to disclose information*



**Mai Thị Lan Anh**



No.: 02.04-2024/NQ-HĐQT/FPT

Hanoi, April 17<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,*  
*detailing 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 Minutes of the Board of Directors’ meeting No 02.04-2024/BB-HĐQT/FPT*  
*dated April 17<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 outstanding 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: 1,269,968,875 shares,
- Number of outstanding shares: 1,269,968,875 shares.
- Number of treasury shares: 0 shares.
- Selling price: VND 10,000/share according to the Resolution of the 2023 AGM.
- Expected number of issued shares: 6,349,622 shares.
- Total expected issued value according to par value: VND 63,496,220,000
- 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:
  - 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 = Portion of income registered to be paid by stock purchase rights / (86,000 – 10,000)



- 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: within 2024 after the audited financial statements are issued and approved by State Securities Commission and in accordance with relevant regulation.
- Purpose of the capital received from 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, the BOD will distribute the shares to other employees according to the above purpose and policy.
- 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:
  - 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 2.** Approve to promulgate the regulation on share issuance under ESOP for employees with outstanding contribution in 2023 as attached.

**Article 3.** Approve the list of participants of the share issuance under ESOP for employees with outstanding contribution in 2023 as attached.

**Article 4.** 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: 1,269,968,875 shares,
- Number of outstanding shares: 1,269,968,875 shares.
- Number of treasury shares: 0 shares.
- Selling price: VND 10,000/share according to the Resolution of the 2020 AGM.
- Expected number of issued shares: 2,886,000 shares.
- Total expected issued value according to par value: VND 28,860,000,000.
- 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 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:  

$$\text{Number of shares distributed to each employee} = (\text{Total individual points for each employee} / \text{Total points of all employees participating in the program in the year of issuance}) * \text{Number of shares expected to be issued under the ESOP program}$$

In which:

Total individual points for each employee = Total individual coefficient points + Bonus points

Total individual coefficient points = Ranking coefficient \* Efficiency coefficient point \* Year-participated coefficient

- **Ranking coefficient:**

<i>Title</i>	<i>Ranking coefficient</i>
CEO of FPT Corporation	13
Deputy CEO of FPT Corporation	10
Management team of subsidiaries with \$500M+ in revenue	8
Management team of subsidiaries with less than \$500M in revenue	7

- **Efficiency coefficient point:** Based on the assessment of business contributions to the company in the period 2021 - 2023 (scale from 1 - 5)

<i>Assessment</i>	<i>Efficiency coefficient point</i>
A	5
B	4
C	3
D	2
E	1

- **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>
  - **Bonus points:** Based on contributions towards new business strategies and approved by the Board of Directors according to the attached List (scale from 1 - 100)
- 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: within 2024 after the audited financial statements are issued and after receiving the document from the State Securities Commission on receipt of the issuance report documents from the issuing organization.
  - 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, the BOD shall distribute the shares to other employees according to the above purpose and policy.
- 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 5.** Approve to promulgate the regulation on share issuance under ESOP for senior managers in 2024 as attached.

**Article 6.** Approve the list of participants of the share issuance under ESOP for senior managers in 2024 as attached.

**Article 7.** This resolution takes effect on signing date.

**Article 8.** 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 8;
- BOD Office.

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



**Truong Gia Binh**

*Hanoi, April 17<sup>th</sup>, 2024*

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

*(Issued under Regulation No. 02.04-2024/NQ-HĐQT FPT on April 17<sup>th</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 = Portion of income registered to be paid by stock purchase rights / (86,000 – 10,000)

**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 continue to be distributed by the Board of Directors to other employees according to the purposes and principles above.
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, and at the same time, the restriction on such shares will be cancelled from the time of the inheritance.
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 Chairman of the Board of Directors decides otherwise in writing.

**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**

Hà Nội, ngày 17 tháng 04 năm 2024



**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 02.04-2024/NQ-HĐQT/FPT*

STT	Họ và tên	Quốc tịch
1	Nguyễn Đức Quỳnh	Việt Nam
2	Nguyễn Văn Vinh	Việt Nam
3	Nguyễn Quốc Sử	Việt Nam
4	Nguyễn Thị Lan Hương	Việt Nam
5	Nguyễn Tất Đắc	Việt Nam
6	Nguyễn Hoàng Trung	Việt Nam
7	Đào Duy Cường	Việt Nam
8	Phạm Minh Tuấn	Việt Nam
9	Nguyễn Văn Anh	Việt Nam
10	Nguyễn Văn Ba	Việt Nam
11	Trần Côi	Việt Nam
12	Quách Liễu Hoàn	Việt Nam
13	Chu Thị Thanh Hà	Việt Nam
14	Đào Ngọc Tú	Việt Nam
15	Bùi Anh Tuấn	Việt Nam
16	Vũ Đăng Khoa	Việt Nam
17	Lê Hồng Sơn	Việt Nam
18	Nguyễn Tuấn Phương	Việt Nam
19	Đỗ Văn Khắc	Việt Nam
20	Hoàng Mạnh Hà	Việt Nam
21	Nguyễn Đức Hoanh	Việt Nam
22	Vũ Văn Đông	Việt Nam
23	Lã Quang Vinh	Việt Nam
24	Hà Minh Tuấn	Việt Nam
25	Nguyễn Khải Hoàn	Việt Nam
26	Nguyễn Thụy Anh	Việt Nam
27	Lê Hồng Hải	Việt Nam
28	Nguyễn Quốc Đông	Việt Nam
29	Trần Thị Kim Phượng	Việt Nam
30	Trần Kiên	Việt Nam
31	Trương Kiều Linh	Việt Nam
32	Vũ Tuấn Mạnh	Việt Nam
33	Đặng Trần Phương	Việt Nam
34	Tạ Thị Thúy Hà	Việt Nam
35	Đàm Thị Tú Quyên	Việt Nam



STT	Họ và tên	Quốc tịch
36	Lê Thu Hương	Việt Nam
37	Lê Túc Nen	Việt Nam
38	Nguyễn Quang Dũng	Việt Nam
39	Phạm Thị Thanh Hoa	Việt Nam
40	Vũ Tiến Đạt	Việt Nam
41	Nguyễn Thị Thùy Dương	Việt Nam
42	Nguyễn Ngọc Bích	Việt Nam
43	Hà Thị Bắc Loan	Việt Nam
44	Lê Thị Thiết	Việt Nam
45	Nguyễn Phước Linh	Việt Nam
46	Lê Thành Nhân	Việt Nam
47	Phạm Thanh Tuấn	Việt Nam
48	Trần Tiến Phước	Việt Nam
49	Đặng Khải Hoàn	Việt Nam
50	Nguyễn Thị Đan Phượng	Việt Nam
51	Nguyễn Quang Hòa	Việt Nam
52	Tạ Trần Minh	Việt Nam
53	Lê Hồng Lĩnh	Việt Nam
54	Nguyễn Thị Thu Hiền	Việt Nam
55	Đình Tiến Dũng	Việt Nam
56	Trương Tiểu Linh	Việt Nam
57	Nguyễn Việt Đức	Việt Nam
58	Lê Đức Tiệp	Việt Nam
59	Bùi Đình Duy	Việt Nam
60	Chu Cảnh Chiêu	Việt Nam
61	Lê Xuân Lộc	Việt Nam
62	Doãn Phú Tài	Việt Nam
63	Bùi Phương Anh	Việt Nam
64	Nguyễn Công Hoàng	Việt Nam
65	Bùi Việt Dũng	Việt Nam
66	Nguyễn Thị Thanh Trang	Việt Nam
67	Phạm Quang Hữu	Việt Nam
68	Nguyễn Văn Tú	Việt Nam
69	Vũ Thuỳ	Việt Nam
70	Võ Thị Bích Hạnh	Việt Nam
71	Trần Văn Dũng	Việt Nam
72	Lê Thanh Vân	Việt Nam
73	Trần Hồng Chung	Việt Nam
74	Đỗ Tuấn Anh	Việt Nam
75	Nguyễn Hữu Long	Việt Nam
76	Phạm Thị Quỳnh Như	Việt Nam
77	Nguyễn Trần Hùng	Việt Nam
78	Quách Hải Sơn	Việt Nam
79	Đặng Đình Thanh	Việt Nam

STT	Họ và tên	Quốc tịch
80	Trịnh Văn Thảo	Việt Nam
81	Nguyễn Việt Vương	Việt Nam
82	Nguyễn Sơn Hành	Việt Nam
83	Võ Kim Khánh	Việt Nam
84	Nguyễn Thân Đông Phong	Việt Nam
85	Nguyễn Lê Tiến	Việt Nam
86	Nguyễn Khắc Hiệp	Việt Nam
87	Phùng Quang Đạt	Việt Nam
88	Nguyễn Mạnh Thế	Việt Nam
89	Phạm Tùng Dương	Việt Nam
90	Hoàng Văn Dương	Việt Nam
91	Trịnh Quốc Huy	Việt Nam
92	Bùi Xuân Cảnh	Việt Nam
93	Ngô Minh Trí	Việt Nam
94	Lê Thùy Ánh Xuân	Việt Nam
95	Nguyễn Tú Huyền	Việt Nam
96	Lê Thị Trang	Việt Nam
97	Nguyễn Đức Kính	Việt Nam
98	Ngô Phạm Công Thuần	Việt Nam
99	Nguyễn Hồng Hà	Việt Nam
100	Nguyễn Hoàng Hải	Việt Nam
101	Lê Thanh Nhân	Việt Nam
102	Hoàng Văn Đông	Việt Nam
103	Nguyễn Đình Vĩnh An	Việt Nam
104	Trần Quốc Ngữ	Việt Nam
105	Nguyễn Đăng Khoa	Việt Nam
106	Trần Nguyễn Đăng Khoa	Việt Nam
107	Nguyễn Hoàng Linh	Việt Nam
108	Lê Hoài Bảo	Việt Nam
109	Trần Đông Giang	Việt Nam
110	Đỗ Ngọc Hoàng	Việt Nam
111	Dương Kiều Oanh	Việt Nam
112	Nguyễn Thanh Thảo	Việt Nam
113	Nguyễn Việt Hưng	Việt Nam
114	Trương Vĩnh Như Nguyễn	Việt Nam
115	Phạm Ngọc Sơn	Việt Nam
116	Nguyễn Xuân Phong	Việt Nam
117	Trần Hồng Minh	Việt Nam
118	Nguyễn Văn Khoa	Việt Nam
119	Nguyễn Thế Phương	Việt Nam
120	Hoàng Việt Anh	Việt Nam
121	Vũ Anh Tú	Việt Nam
122	Hoàng Hữu Chiến	Việt Nam
123	Chu Quang Huy	Việt Nam

STT	Họ và tên	Quốc tịch
124	Nguyễn Xuân Việt	Việt Nam
125	Võ Đặng Phát	Việt Nam
126	Phạm Thị Quỳnh Vi	Việt Nam
127	Trịnh Thị Hồng	Việt Nam
128	Trịnh Thị Thùy Linh	Việt Nam
129	Ngô Văn Vương	Việt Nam
130	Phạm Duy Phúc	Việt Nam
131	Phạm Ngọc Anh	Việt Nam
132	Phạm Thu Liên	Việt Nam
133	Nguyễn Khánh Tiệp	Việt Nam
134	Mai Thị Lan Anh	Việt Nam
135	Phạm Thăng Long	Việt Nam
136	Hoàng Nam Tiến	Việt Nam
137	Lê Hồng Việt	Việt Nam
138	Nguyễn Ngọc Minh	Việt Nam
139	Phan Hồng Tâm	Việt Nam
140	Nguyễn Thị Kim Phương	Việt Nam
141	Lê Hùng Cường	Việt Nam
142	Nguyễn Thị Thanh Thủy	Việt Nam
143	Trần Đăng Hòa	Việt Nam
144	Nguyễn Hoàng Minh	Việt Nam
145	Đỗ Sơn Giang	Việt Nam
146	Trần Trung Thành	Việt Nam
147	Đặng Trường Thạch	Việt Nam
148	Phạm Thanh Tùng	Việt Nam
149	Bùi Nguyễn Phương Châu	Việt Nam
150	Đậu Trần Trung	Việt Nam
151	Đỗ Thị Ngọc Mai	Việt Nam
152	Đào Hồng Giang	Việt Nam
153	Trần Phong Lãm	Việt Nam
154	Lê Nguyên Diễm	Việt Nam
155	Phạm Thúy Loan	Việt Nam
156	Quan Bảo Thắng	Việt Nam
157	Lý Thế Dũng	Việt Nam
158	Dương Văn Thủy	Việt Nam
159	Lương Thị Hòa	Việt Nam
160	Đình Tiên Hoàng	Việt Nam
161	Thân Minh Ngọc	Việt Nam
162	Hoàng Nguyễn Ngọc Thi	Việt Nam
163	Đặng Thị Ái Vân	Việt Nam
164	Huỳnh Minh Quân	Việt Nam
165	Đình Hữu Hùng	Việt Nam
166	Trần Thế Hiền	Việt Nam
167	Chu Khánh Hòa	Việt Nam

STT	Họ và tên	Quốc tịch
168	Lê Thanh Xuân	Việt Nam
169	Đường Tất Toàn	Việt Nam
170	Nguyễn Văn Nam	Việt Nam
171	Nguyễn Nhật Tân	Việt Nam
172	Đặng Đức Kính	Việt Nam
173	Nguyễn Thanh Tùng	Việt Nam
174	Nguyễn Thị Phương Liên	Việt Nam
175	Ngô Thị Minh Huệ	Việt Nam
176	Trần Hiền	Việt Nam
177	Lê Thị Hoài Phương	Việt Nam
178	Bùi Minh Vũ	Việt Nam
179	Lê Huy Hoàng	Việt Nam
180	Lê Việt Cường	Việt Nam
181	Bùi Đình Giáp	Việt Nam
182	Nguyễn Thị Ngọc	Việt Nam
183	Đỗ Thị Thanh Nga	Việt Nam
184	Chu Mạnh Hường	Việt Nam
185	Trần Thanh Hùng	Việt Nam
186	Đặng Kim Giang	Việt Nam
187	Ninh Lê Sơn Hải	Việt Nam
188	Lê Quang Vĩnh Phúc	Việt Nam
189	Nguyễn Minh Trung	Việt Nam
190	Lê Xuân Lựu	Việt Nam
191	Nghiêm Văn Dũng	Việt Nam
192	Hà Thị Thanh Ngọc	Việt Nam
193	Phan Thanh Toàn	Việt Nam
194	Nguyễn Anh Quân	Việt Nam
195	Nguyễn Minh Đức	Việt Nam
196	Lê Trường Tùng	Việt Nam
197	Nguyễn Khắc Thành	Việt Nam
198	Trần Ngọc Tuấn	Việt Nam
199	Vũ Chí Thành	Việt Nam
200	Nguyễn Xuân Phong	Việt Nam
201	Trần Tuấn Cường	Việt Nam
202	Lê Thị Hồng Hạnh	Việt Nam
203	Nguyễn Việt Thắng	Việt Nam
204	Nguyễn Kim Ánh	Việt Nam
205	Hoàng Việt Hà	Việt Nam
206	Nguyễn Nhật Tân	Việt Nam
207	Phan Trường Lâm	Việt Nam
208	Nguyễn Hữu Hiệp	Việt Nam
209	Nguyễn Phương Anh	Việt Nam
210	Ngô Thanh Tùng	Việt Nam
211	Trần Văn Nam	Việt Nam

STT	Họ và tên	Quốc tịch
212	Tạ Ngọc Cầu	Việt Nam
213	Nguyễn Thị Tân	Việt Nam
214	Phạm Thị Khánh Ly	Việt Nam
215	Nguyễn Trường Sơn	Việt Nam
216	Mai Thị Diễm Hương	Việt Nam
217	Nguyễn Minh Thu	Việt Nam
218	Bùi Quang Hùng	Việt Nam
219	Nguyễn Thị Thu Nga	Việt Nam
220	Vũ Thu Hiền	Việt Nam
221	Đỗ Thị Minh Thủy	Việt Nam
222	Nguyễn Hà Thành	Việt Nam
223	Huỳnh Tấn Châu	Việt Nam
224	Trần Tuấn Anh	Việt Nam
225	Hà Nguyên	Việt Nam
226	Nguyễn Duy Trường	Việt Nam





Hanoi, April 17<sup>th</sup>, 2024**REGULATION ON THE SHARE ISSUANCE UNDER EMPLOYEE  
STOCK OWNERSHIP PLAN FOR TOP EXECUTIVE LEADERSHIP***(Issued under Regulation No.02.04-2024/NQ-HĐQT FPT on April 17<sup>th</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:

- $X_P = 0,2\% * 70\% * \frac{\text{Actual } P \text{ growth}}{\text{Target } P \text{ growth}}$  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 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:  

$$\text{Number of shares distributed to each employee} = \left( \frac{\text{Total individual points for each employee}}{\text{Total points of all employees participating in the program in the year of issuance}} \right) * \text{Number of shares expected to be issued under the ESOP program}$$

In which:

$\text{Total individual points for each employee} = \text{Total individual coefficient points} + \text{Bonus points}$

$\text{Total individual coefficient points} = \text{Ranking coefficient} * \text{Efficiency coefficient point} * \text{Year-participated coefficient}$

- **Ranking coefficient:**

<i>Title</i>	<i>Ranking coefficient</i>
CEO of FPT Corporation	13
Deputy CEO of FPT Corporation	10
Management team of subsidiaries with \$500M+ in revenue	8
Management team of subsidiaries with less than \$500M in revenue	7

- **Efficiency coefficient point:** Based on the assessment of business contributions to the company in the period 2021 - 2023 (scale from 1 - 5)

<i>Assessment</i>	<i>Efficiency coefficient point</i>
A	5
B	4
C	3
D	2
E	1

- **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>
- **Bonus points:** Based on contributions towards new business strategies and approved by the Board of Directors according to the attached List (scale from 1 - 100)

**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 do not buy will continue to be distributed by the Board of Directors to other employees according to the purposes and principles above.
2. In case an employee dies during the lock-up period, all rights and obligations will be left as inheritance according to the provisions of law, and at the same time, the restriction on such shares will be cancelled from the time of the inheritance.
3. In case an employee retires 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 will still be restricted, except for the case that the Chairman of the Board of Directors decides otherwise in writing.

**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**





Hà Nội, ngày 17 tháng 04 năm 2024

**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 02.04-2024/NQ-HĐQT/FPT*

STT	Họ và tên	Số ĐKSH	Ngày cấp	Nơi cấp	Quốc tịch	Số lượng CP
1	Nguyễn Văn Khoa	001077027767	07/04/2021	Cục Cảnh sát Q.lý HC về TTXH	Việt Nam	200.000
2	Nguyễn Thế Phương	026077011168	10/07/2021	Cục Cảnh sát Q.lý HC về TTXH	Việt Nam	66.000
3	Hoàng Việt Anh	001075022833	26/07/2019	Cục CS ĐKQL CT và DLQG về DC	Việt Nam	20.000
4	Vũ Chí Thành	034080010392	24/07/2021	Thành phố Hà Nội	Việt Nam	200.000
5	Phạm Minh Tuấn	031074006966	22/03/2019	Cục Cảnh sát Q.lý HC về TTXH	Việt Nam	800.000
6	Lê Hồng Việt	001081019885	09/05/2021	Cục Cảnh sát Q.lý HC về TTXH	Việt Nam	800.000
7	Đặng Trần Phương	001081040978	09/01/2022	Cục Cảnh sát Q.lý HC về TTXH	Việt Nam	800.000
	<b>Tổng cộng</b>					<b>2.886.000</b>