

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: 47/FPT-FMC  
No.: 47/FPT-FMC

Hà Nội, ngày 16 tháng 03 năm 2023  
Hanoi, March 16<sup>th</sup> 2023

**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.vn](mailto:ir@fpt.com.vn) website: <https://fpt.com.vn>

2. Nội dung thông tin công bố: Công bố thông tin Nghị quyết HĐQT số 02.03-2023/NQ-HĐQTFPT ngày 15/03/2023:

**Điều 1:** 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 nhân viên có thành tích đóng góp trong năm 2022

**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 2022 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 2022 đính kèm Nghị quyết này.

**Điều 4:** 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 2023





**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 2023 đính kèm Nghị quyết này.

**Điều 6:** 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 lãnh đạo cấp cao trong năm 2023 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

*Information disclosure on documents of the 2023 Annual General Meeting of Shareholders.*

**Article 1:** *Implementing the resolution of the 2020 Annual General Meeting of Shareholders dated April 8th, 2020, approve the proposal of share issuance under employee stock ownership plan (“ESOP”) for employees with stunning contribution in 2022*

**Article 2:** *Approve to promulgate the regulation on share issuance under ESOP for employees with outstanding contribution in 2022 as attached.*

**Article 3:** *Approve the list of participants of the share issuance under ESOP for employees with outstanding contribution in 2022 as attached.*

**Article 4:** *Implementing the resolution of the 2020 Annual General Meeting of Shareholders dated April 8th, 2020, approve the proposal of share issuance under ESOP for senior managers in 2023*

**Article 5:** *Approve to promulgate the regulation on share issuance under ESOP for senior managers in 2023 as attached.*

**Article 6:** *Approve the list of participants of the share issuance under ESOP for senior managers in 2023 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 16/03/2023 tại đường dẫn <https://fpt.com.vn/vi/nha-dau-tu/thong-tin-cong-bo/> This information was published on the company’s website on 16/03/2023, as in the link <https://fpt.com.vn/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 02.03-2023/NQ-HĐQTFPT/ The BoD's Resolution No. 02.03-2023/HĐQTFPT*

**Đại diện tổ chức**  
**Organization representative**  
Chủ tịch HĐQT  
Chairman



**Trương Gia Bình**





No.: 02.03-2023/NQ-HĐQT/FPT

Hanoi, March 15<sup>th</sup>, 2023

**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 a number of articles of the Securities Law*

*Pursuant to Company Charter of FPT Corporation (“**the Company**”);*

*Pursuant to Minutes of the Board of Directors’ meeting No 01.03-2023/BB-HĐQT/FPT  
dated March 15<sup>th</sup>, 2023.*

**DECIDED:**

**Article 1:** 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 employee stock ownership plan (“**ESOP**”) for employees with stunning contribution in 2022, 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: 1,097,026,572 shares.
- Number of outstanding shares: 1,097,026,572 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: 5,485,130 shares.
- Total expected issued value according to par value: VND 54,851,300,000
- 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.
- Beneficiaries: Key staffs from level 4 upwards; and short-listed talented employees for contributing to company’s development according to the Policy on the share issuance for employees with outstanding performance under ESOP.
- Expected list of participants is attached to this proposal.
- 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 2023 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.
- 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 2022 as attached.

**Article 3:** Approve the list of participants of the share issuance under ESOP for employees with outstanding contribution in 2022 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 2023, 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: 1,097,026,572 shares.
- Number of outstanding shares: 1,097,026,572 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: 1,820,000 shares.
- Total expected issued value according to par value: VND 18,200,000,000.
- Issuance rate (expected number of issued shares/total number of shares): do not exceed 0.167% of the total outstanding shares of the Company at the time of issuance.



- Beneficiaries: 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.
- Expected list of participants is attached to this proposal.
- 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 2023 after the audited financial statements are issued and approved by State Securities Commission and in accordance with relevant regulations.
- 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 2023 as attached.

**Article 6:** Approve the list of participants of the share issuance under ESOP for senior managers in 2023 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**



**Trương Gia Bình**



*Hanoi, March 15<sup>th</sup>, 2023*

**REGULATION ON THE SHARE ISSUANCE UNDER THE  
EMPLOYEE STOCK OWNERSHIP PLAN FOR CONTRIBUTING  
EMPLOYEES IN 2022**

*(Issued under Regulation No 02.03-2023/NQ-HĐQT FPT on 15<sup>th</sup> March, 2023)*

**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:**

- 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:**

- Level 4 employee or higher and specific employees, that are approved by the Board of Directors, with important contributions to the development of the Company.
- Contribution of employees are determined through the following assessments:
  - o Complete the assigned work, or have excellent performance that is beneficial to the Company's business;
  - o Direct assessment of 01-and-02-level-above leaders. The evaluation is done through the OKR assessment of the individuals, the department in which that individual works or is in charge.
- The number of shares each employee can buy under the program is determined according to the following coefficients:
  - o Work achievements in 2022;
  - o Level of staff;
  - o Performance score of that division/unit in 2022;
  - o Market price of the stock.
- Qualified employees with long-term commitment voluntarily participate in the ESOP program according to the conditions and standards in this Regulation.

**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:



- Account holder: FPT Corporation
- 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 15 tháng 03 năm 2023

**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 2022**

*Đính kèm theo Nghị quyết Hội đồng quản trị số 02.03-2023/NQ-HĐQT/FPT*

STT	Họ tên	Quốc tịch
1	Chu Thị Thanh Hà	Việt Nam
2	Phạm Minh Tuấn	Việt Nam
3	Trần Đăng Hòa	Việt Nam
4	Nguyễn Khải Hoàn	Việt Nam
5	Đặng Trần Phương	Việt Nam
6	Đỗ Văn Khắc	Việt Nam
7	Nguyễn Hoàng Trung	Việt Nam
8	Nguyễn Đức Kính	Việt Nam
9	Vũ Tiến Đạt	Việt Nam
10	Đào Duy Cường	Việt Nam
11	Nguyễn Đức Quỳnh	Việt Nam
12	Nguyễn Văn Vinh	Việt Nam
13	Nguyễn Quốc Sử	Việt Nam
14	Nguyễn Thị Lan Hương	Việt Nam
15	Nguyễn Vân Anh	Việt Nam
16	Quách Liễu Hoàn	Việt Nam
17	Đào Ngọc Tú	Việt Nam
18	Nguyễn Tuấn Phương	Việt Nam
19	Hoàng Mạnh Hà	Việt Nam
20	Nguyễn Đức Hoanh	Việt Nam
21	Vũ Văn Đông	Việt Nam
22	Lã Quang Vinh	Việt Nam
23	Hà Minh Tuấn	Việt Nam
24	Nguyễn Thụy Anh	Việt Nam
25	Lê Hồng Hải	Việt Nam
26	Nguyễn Quốc Đông	Việt Nam
27	Trương Kiều Linh	Việt Nam
28	Vũ Tuấn Mạnh	Việt Nam
29	Lưu Văn Thịnh	Việt Nam
30	Đàm Thị Tú Quyên	Việt Nam
31	Nguyễn Thành Tài	Việt Nam
32	Lê Túc Nen	Việt Nam
33	Nguyễn Quang Dũng	Việt Nam
34	Phạm Thị Thanh Hoa	Việt Nam
35	Nguyễn Thị Thùy Dương	Việt Nam
36	Nguyễn Ngọc Bích	Việt Nam
37	Nguyễn Phước Linh	Việt Nam
38	Phạm Thanh Tuấn	Việt Nam



STT	Họ tên	Quốc tịch
39	Trần Tiến Phước	Việt Nam
40	Đặng Khải Hoàn	Việt Nam
41	Huỳnh Xuân Thi	Việt Nam
42	Nguyễn Quang Hòa	Việt Nam
43	Tạ Trần Minh	Việt Nam
44	Lê Hồng Lĩnh	Việt Nam
45	Nguyễn Thị Thu Hiền	Việt Nam
46	Chu Cảnh Chiêu	Việt Nam
47	Lê Xuân Lộc	Việt Nam
48	Doãn Phú Tài	Việt Nam
49	Nguyễn Công Hoàng	Việt Nam
50	Nguyễn Thị Thanh Trang	Việt Nam
51	Phạm Quang Hữu	Việt Nam
52	Vũ Thuỳ	Việt Nam
53	Võ Thị Bích Hạnh	Việt Nam
54	Trần Văn Dũng	Việt Nam
55	Lê Thanh Vân	Việt Nam
56	Trần Hồng Chung	Việt Nam
57	Nguyễn Hữu Long	Việt Nam
58	Nguyễn Trần Hùng	Việt Nam
59	Trịnh Văn Thảo	Việt Nam
60	Nguyễn Việt Vương	Việt Nam
61	Nguyễn Khắc Hiệp	Việt Nam
62	Phùng Quang Đạt	Việt Nam
63	Phạm Tùng Dương	Việt Nam
64	Bùi Xuân Cảnh	Việt Nam
65	Lê Thùy Ánh Xuân	Việt Nam
66	Nguyễn Tú Huyền	Việt Nam
67	Lê Thị Trang	Việt Nam
68	Nguyễn Hồng Hà	Việt Nam
69	Nguyễn Hoàng Hải	Việt Nam
70	Nguyễn Đình Vĩnh An	Việt Nam
71	Nguyễn Hoàng Linh	Việt Nam
72	Lê Hoài Bảo	Việt Nam
73	Đỗ Ngọc Hoàng	Việt Nam
74	Bùi Đình Giáp	Việt Nam
75	Dương Kiều Oanh	Việt Nam
76	Trịnh Sao Mai	Việt Nam
77	Nguyễn Xuân Phong	Việt Nam
78	Nguyễn Văn Ba	Việt Nam
79	Đỗ Tuấn Anh	Việt Nam
80	Lê Đức Tiệp	Việt Nam
81	Trần Quốc Huy	Việt Nam
82	Trần Hồng Minh	Việt Nam
83	Nguyễn Thanh Thảo	Việt Nam
84	Trương Vĩnh Như Nguyễn	Việt Nam



STT	Họ tên	Quốc tịch
85	Đặng Đình Thanh	Việt Nam
86	Dương Dũng Triều	Việt Nam
87	Nguyễn Hoàng Minh	Việt Nam
88	Đỗ Sơn Giang	Việt Nam
89	Trần Trung Thành	Việt Nam
90	Đặng Trường Thạch	Việt Nam
91	Phạm Thanh Tùng	Việt Nam
92	Phạm Thúy Loan	Việt Nam
93	Bùi Nguyễn Phương Châu	Việt Nam
94	Đào Hồng Giang	Việt Nam
95	Trần Phong Lãm	Việt Nam
96	Lê Nguyên Diệm	Việt Nam
97	Đậu Trần Trung	Việt Nam
98	Quan Bảo Thắng	Việt Nam
99	Lý Thế Dũng	Việt Nam
100	Dương Văn Thủy	Việt Nam
101	Lương Thị Hòa	Việt Nam
102	Đình Tiên Hoàng	Việt Nam
103	Thân Minh Ngọc	Việt Nam
104	Hoàng Nguyễn Ngọc Thi	Việt Nam
105	Đặng Thị Ái Vân	Việt Nam
106	Huỳnh Minh Quân	Việt Nam
107	Đình Hữu Hùng	Việt Nam
108	Trần Thế Hiển	Việt Nam
109	Chu Khánh Hòa	Việt Nam
110	Lê Thanh Xuân	Việt Nam
111	Đường Tất Toàn	Việt Nam
112	Nguyễn Văn Nam	Việt Nam
113	Huỳnh Hồng Ân	Việt Nam
114	Đặng Đức Kính	Việt Nam
115	Nguyễn Thanh Tùng	Việt Nam
116	Nguyễn Lâm	Việt Nam
117	Phạm Thiện Duy	Việt Nam
118	Nguyễn Duy Hiền	Việt Nam
119	Ngô Thị Minh Huệ	Việt Nam
120	Trần Hiền	Việt Nam
121	Lê Huy Hoàng	Việt Nam
122	Bùi Minh Vũ	Việt Nam
123	Lê Thị Tố Uyên	Việt Nam
124	Đỗ Thị Thanh Nga	Việt Nam
125	Lê Việt Cường	Việt Nam
126	Ngô Tuấn Khiêm	Việt Nam
127	Đặng Kim Giang	Việt Nam
128	Ninh Lê Sơn Hải	Việt Nam
129	Lê Quang Vĩnh Phúc	Việt Nam
130	Nguyễn Anh Quân	Việt Nam



STT	Họ tên	Quốc tịch
131	Nguyễn Minh Đức	Việt Nam
132	Trương Gia Bình	Việt Nam
133	Bùi Quang Ngọc	Việt Nam
134	Đỗ Cao Bảo	Việt Nam
135	Nguyễn Văn Khoa	Việt Nam
136	Nguyễn Thế Phương	Việt Nam
137	Hoàng Việt Anh	Việt Nam
138	Vũ Anh Tú	Việt Nam
139	Hoàng Hữu Chiến	Việt Nam
140	Chu Quang Huy	Việt Nam
141	Nguyễn Xuân Việt	Việt Nam
142	Võ Đặng Phát	Việt Nam
143	Phạm Thị Quỳnh Vi	Việt Nam
144	Trịnh Thị Hồng	Việt Nam
145	Trịnh Thị Thùy Linh	Việt Nam
146	Ngô Văn Vương	Việt Nam
147	Nguyễn Thị Kim Phương	Việt Nam
148	Phạm Duy Phúc	Việt Nam
149	Lê Hồng Việt	Việt Nam
150	Nguyễn Ngọc Minh	Việt Nam
151	Phan Hồng Tâm	Việt Nam
152	Đoàn Đăng Khoa	Việt Nam
153	Nguyễn Khánh Tiệp	Việt Nam
154	Lê Hùng Cường	Việt Nam
155	Nguyễn Thị Thanh Thủy	Việt Nam
156	Lê Trường Tùng	Việt Nam
157	Nguyễn Khắc Thành	Việt Nam
158	Trần Ngọc Tuấn	Việt Nam
159	Vũ Chí Thành	Việt Nam
160	Nguyễn Xuân Phong	Việt Nam
161	Trần Tuấn Cường	Việt Nam
162	Lê Thị Hồng Hạnh	Việt Nam
163	Nguyễn Việt Thắng	Việt Nam
164	Nguyễn Kim Ánh	Việt Nam
165	Hoàng Việt Hà	Việt Nam
166	Nguyễn Nhật Tân	Việt Nam
167	Phan Trường Lâm	Việt Nam
168	Nguyễn Phương Anh	Việt Nam
169	Ngô Thanh Tùng	Việt Nam
170	Trần Văn Nam	Việt Nam
171	Tạ Ngọc Cầu	Việt Nam
172	Nguyễn Thị Tân	Việt Nam
173	Phạm Thị Khánh Ly	Việt Nam
174	Nguyễn Trường Sơn	Việt Nam
175	Mai Thị Diễm Hương	Việt Nam
176	Nguyễn Hữu Hiệp	Việt Nam



STT	Họ tên	Quốc tịch
177	Nguyễn Minh Thu	Việt Nam
178	Bùi Quang Hùng	Việt Nam
179	Vũ Thu Chinh	Việt Nam





Hanoi, March 15<sup>th</sup>, 2023**REGULATION ON THE SHARE ISSUANCE UNDER EMPLOYEE  
STOCK OWNERSHIP PLAN FOR TOP EXECUTIVE LEADERSHIP***(Issued under Regulation No 02.03-2023/NQ-HĐQT FPT on 15<sup>th</sup> March, 2023)***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 0.166%, 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 2021): 22.4%
- Target TSR: 10% per annum
- Actual TSR: 1.59%

(\*):  $TSR = \frac{\text{end-of-year stock price} - \text{beginning-of-year stock price} + \text{cash dividend}}{\text{Beginning-of-year stock price}}$ . 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:**

- Young senior managers approved by the Board of Directors, with a record of contributions, the potential to develop the Company in the future, and long-term commitment for the development of the Company.
- The number of shares each employee can buy under the program is determined by the following coefficients:
  - o Achievements and effectiveness during their time working at the Company;
  - o Level of staff;
- Qualified employees with long-term commitment voluntarily participate in the ESOP program according to the conditions and standards in this Regulation.

**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 15 tháng 03 năm 2023



**DANH SÁCH NGƯỜI LAO ĐỘNG ĐƯỢC 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 2023)**

STT	Họ tên	Quốc tịch
1	Nguyễn Văn Khoa	Việt Nam
2	Nguyễn Thế Phương	Việt Nam
3	Hoàng Việt Anh	Việt Nam
4	Vũ Chí Thành	Việt Nam