

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: 39./FPT-FMC

No.: 39./FPT-FMC

Hà Nội, ngày 13 tháng 03 năm 2024

Hanoi, March 13th, 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 website: <https://fpt.com>
- Nội dung thông tin công bố: Công bố thông tin Nghị quyết HĐQT số 02.03-2024/NQ-HĐQTFPT ngày 12/03/2024:
 - 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.
 - 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, 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. 02.03-2024/NQ-HDQTFPT dated March 12th, 2024:

Article 1. Implementing the resolution of the 2023 Annual General Meeting of Shareholders dated April 06th, 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 8th, 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 13/03/2024 tại đường dẫn <https://fpt.com/vi/nha-dau-tu/thong-tin-cong-bo> / *This information was published on the company's website on 13/03/2024, 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 02.03-2024/NQ-HĐQT FPT / *BOD's Resolution No. 02.03-2024/NQ-HĐQT FPT*

Đại diện tổ chức
Organization representative
Người được UQ CBTT
Person authorized to disclose information



Mai Thị Lan Anh



No.: 02.03-2024/NQ-HĐQT/FPT

Hanoi, March 12th, 2024

**BOARD OF DIRECTORS RESOLUTION
FPT CORPORATION**

BOARD OF DIRECTORS OF FPT CORPORATION

Pursuant to Law on Enterprise dated June 17th, 2020;

Pursuant to the Law on Securities dated November 26th, 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 08th, 2020;

Pursuant to Resolution of the 2023 Annual General Meeting of Shareholders (“AGM”) dated April 06th, 2023;

Pursuant to Minutes of the Board of Directors’ meeting No 02.03-2024/BB-HĐQT/FPT dated March 12th, 2024.

DECIDED:

Article 1. Implementing the resolution of the 2023 Annual General Meeting of Shareholders dated April 06th, 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: 1,269,968,875 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.
- 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 in 2023.
- 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.
- 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 8th, 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.
- 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.
- 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 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 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**



Trương Gia Bình

Hanoi, March 12th, 2024

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

(Issued under Regulation No. 02.03-2024/NQ-HĐQT FPT on March 12th, 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:

- 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 2023;
 - o Level of staff;
 - o Performance score of that division/unit in 2023;
 - 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 12 tháng 03 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 02.03-2024/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 Phương | 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 Tiếp | 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 Thủy | 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 Thuận | 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 Đăng 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 Hương | 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, March 12th, 2024

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

(Issued under Regulation No.02.03-2024/NQ-HĐQT FPT on March 12th, 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:

- 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:
 - Achievements and effectiveness during their time working at the Company;
 - 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

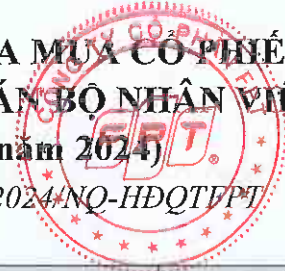


Trương Gia Bình

Hà Nội, ngày 12 tháng 03 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 02.03-2024/NQ-HĐQT/P.T



| STT | Họ và 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 |
| 5 | Phạm Minh Tuấn | Việt Nam |
| 6 | Lê Hồng Việt | Việt Nam |
| 7 | Đặng Trần Phương | Việt Nam |