

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: ~~104~~ FPT-FCC

No.: ~~104~~ FPT-FCC

Hà Nội, ngày 17 tháng 04 năm 2026

Hanoi, day 17 month 04 year 2027

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

Kính gửi: Ủy ban Chứng khoán Nhà nước
Sở Giao dịch Chứng khoán Việt Nam
Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh

To: The State Securities Commission
Vietnam Stock Exchange
Hochiminh Stock Exchange

Căn cứ theo Nghị quyết Đại hội đồng Cổ đông thường niên năm 2026 ngày 16/04/2026 của Công ty Cổ phần FPT (Mã chứng khoán: FPT), chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần FPT như sau:
Pursuant to FPT's 2026 AGM Resolution dated April 16th, 2026 of FPT Corporation (Stock ticker: FPT), we would like to announce the change in personnel of FPT Corporation as follows:

Trường hợp bổ nhiệm/In case of appointment:

- Ông /Mr.: **Toshikazu Nambu**
- Chức vụ trước khi bổ nhiệm/Former position in the organization: Không có / None
- Chức vụ được bổ nhiệm/Newly appointed position: Thành viên HĐQT Công ty Cổ phần FPT / Member of the BOD of FPT Corporation
- Thời hạn bổ nhiệm/Term: Nhiệm kỳ 2022 - 2027 / Term 2022 - 2027
- Ngày bắt đầu có hiệu lực/Effective date: 16/04/2026



Trường hợp từ nhiệm/*In case of resignation:*

- Ông /*Mr.*: **Hiroshi Yokotsuka**

- Chức vụ trước khi từ nhiệm/*Former position in the organization:* Thành viên HĐQT Công ty Cổ phần FPT / *Member of the BOD of FPT Corporation*

- Không còn đảm nhận chức vụ/*Discontinued position:* Thành viên HĐQT Công ty Cổ phần FPT / *Member of the BOD of FPT Corporation*

- Sau khi miễn nhiệm, Ông Hiroshi Yokotsuka không còn là người nội bộ của công ty/ *After resignation, Mr. Hiroshi Yokotsuka is no longer an internal person of the company*

- Lý do từ nhiệm (nếu có)/*Reason (if any):* Lý do cá nhân (theo đơn từ nhiệm ngày 18/03/2026) / *Personal reason (according to the resignation letter dated March 18th 2026)*

- Ngày bắt đầu có hiệu lực/*Effective date:* 16/04/2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 17/04/2026 tại đường dẫn <https://fpt.com/vi/nha-dau-tu/thong-tin-cong-bo> / *This information was published on the company's website on 17/04/2026 , as in the link <https://fpt.com/en/ir/information-disclosures>*

Tài liệu đính kèm/*Attached documents:*

- Nghị quyết ĐHĐCĐ thường niên năm 2026 / *Resolution of 2026 AGM*

Đại diện tổ chức
Organization representative
Người đại diện pháp luật
Legal representative


Trương Gia Bình

Hanoi, April 16th, 2026

**RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
FPT CORPORATION**

Pursuant to the Law on Enterprises No. 59/2020/QH14;
Pursuant to the Law on Securities No. 54/2019/QH14;
Pursuant to the Charter of FPT Corporation (the “**Company**”);
Pursuant to the proposals of the Board of Directors (the “**BOD**”) and the Supervisory Board submitted to the 2026 Annual General Meeting of Shareholders (the “**AGM**”);
Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of the Company dated April 16, 2026;
Pursuant to the Vote Counting Report of the 2026 Annual General Meeting of Shareholders of the Company dated April 16, 2026.

RESOLVES:

Article 1. Approval of the following matters:

1. **Report of the Board of Directors for 2025;**
2. **Strategic direction for the period 2026–2028;**
3. **Business plan for 2026:**

Unit: Billion VND

Business Segment	Revenue			Profit before tax		
	2025	2026	Change	2025	2026	Change
Technology	44,475	52,650	18.4%	5,907	7,350	24.4%
Education, Investment and Others	6,131	5,930	-3.3%	4,206	4,279	1.7%
Total	50,606	58,580	15.8%	10,113	11,629	15.0%

(For the 2026 figures, FPT consolidates FPT Telecom Joint Stock Company using the equity method; the 2025 figures have been adjusted using the same method to ensure consistency and comparability)

The Annual General Meeting of Shareholders (AGM) authorizes the BOD to adjust the above business plan (if necessary) to ensure flexibility in responding to unpredictable global economic uncertainties.

4. Remuneration Budget of the Board of Directors for 2026:

- Salary for executive members: **VND 10.76 billion;**
- Bonus for executive members: not exceeding **0.49%** of the Corporation’s total profit before tax;
- Remuneration for non-executive members: **VND 6.8 billion** *(adjusted upward due to exchange rate fluctuations)*.

Article 2. Approval of the audited financial statements for 2025. Detailed information is available at: <https://fpt.com/vi/nha-dau-tu/thong-tin-cong-bo>

Article 3. Approval of the Supervisory Board's Report for 2025 and the operating expense budget of the Supervisory Board for 2026 in the amount of VND 1,597,400,000.

Article 4. Approval of the following matters: The profit distribution plan for 2025; The share issuance plan to increase share capital from equity for existing shareholders; The cash dividend policy for 2026. Details are as follows:

1. 2025 profit distribution plan

- Cash dividend payment in 2025: 20% (2,000 VND/Share)
- Already paid in 2025: 10%
- The rest (10%) will be paid after the AGM's approval.
- Expected payment time: Quarter 2/2026.
- Assign and authorize the BOD to:
 - Determine the timing and relevant dates for closing the list of shareholders and for the payment of the remaining 10% cash dividend for 2025.
 - Approve all necessary dossiers and documents, and carry out procedures with competent authorities to implement the payment of the remaining 10% cash dividend for 2025.

2. Plan to issue shares to increase share capital from owner's equity

- Detailed information of the share issuance plan is set out in the table below:

a.	Share name	Share of FPT Corporation
b.	Type of shares issued	Common shares
c.	Par value of share	VND 10,000/share
d.	Issuance ratio	10:1 (10%) (As of the record date for exercising rights, shareholders holding 10 shares will receive an additional 01 new shares)
e.	Target number of shares to be issued	Number of shares to be issued shall be determined based on the number of outstanding shares at the time of issuance.
f.	Target of share issuance	All shareholders holding common shares of the Corporation as of the record date for exercising rights
g.	Odd lots plan	The number of shares to be received by each shareholder will be rounded down. The odd lots (less than 01 shares), if any, will be aborted
h.	Source of equity	Undistributed Profit after tax of owner's equity on the most recent audited financial statements of the parent company
i.	Target time of issuance	After being approved by the AGM but no later than the 3 rd quarter of 2026.
j.	Charter capital increase	Increase the Company's charter capital corresponding to the total par value of the actual number of common shares issued and amend the Company's Charter to record the corresponding new charter capital.

k.	Registration and additional listing	The additional shares issued to increase equity capital from owner's equity will be registered and listed immediately after the issuance
l.	Assign and authorize the Board of Directors	Implement the share issuance plan and determine the timing of issuance; Approve all necessary dossiers and documents, and carry out procedures with competent authorities to implement the share issuance plan to increase share capital from equity in accordance with the contents approved by the General Meeting of Shareholders as stated above.

3. FY2026 cash dividend plan

- Cash dividend ratio: up to 20% (maximum VND 2,000 per share).
- Based on actual business performance, the BOD shall determine the interim dividend rates at appropriate times during the year, as well as other related matters, ensuring no adverse impact on the Company's business operations. Accordingly, the General Meeting of Shareholders assigns and authorizes the BOD to:
 - Decide on the interim cash dividend rate, the timing, and relevant record dates for closing the list of shareholders and making interim cash dividend payments for 2026.
 - Approve all necessary dossiers and documents, and carry out procedures with competent authorities to implement the interim cash dividend payments for 2026.
- The final cash dividend for the full year 2026 shall be decided by the 2027 AGM.

Article 5. Approve the share issuance program for employees with outstanding contribution in the 2026-2028 period, cordially submit to the AGM for approval.

- Purpose: To align the long-term interests of shareholders with those of employees by linking a portion of employees' income to share purchase rights.
- Issuance volume: The total number of shares issued annually under this Program shall not exceed 0.5% of the total outstanding shares at the time of issuance.
- Issuance timing: The issuance shall be conducted in three phases in 2027, 2028, and 2029. Each issuance shall take place after the audited financial statements of the preceding year are available.
- Eligible participants: Key employees from Level 3 and above who have made significant contributions to the Company's development.
- Criteria and principles for allocation of shares to each participant:
The number of shares each employee is entitled to purchase in each tranche shall be determined as follows:
*Number of shares allocated to each employee = (Individual score of the employee / Total individual scores of all participating employees) * Total number of shares to be issued under the ESOP*
- Where:
 - *Individual score = Income and performance coefficient * Program participation coefficient*

- *Income and performance coefficient*: Based on the employee's total annual income within the internal compensation structure and annual performance (scored from 1 to 100).
- *Program participation coefficient*: The proportion of income paid in shares relative to total income (ranging from 10% to 80%).
- In all cases, each employee shall not be allocated more than 5% of the total number of shares issued annually under the ESOP.
- Type of shares: Restricted common shares.
- Transfer restriction period: 3 years from the completion date of each issuance tranche.
- Issuance price: At par value (VND 10,000 per share).
- Authorization to the Board of Directors:
 - Approve the list of eligible employees, the number of shares allocated to each individual, the implementation timeline, and the plan for resale of shares repurchased by the Company from employees;
 - Approve measures to ensure compliance with foreign ownership limits in case shares are issued to foreign employees;
 - Decide on the treatment of any unsubscribed shares;
 - Implement procedures for charter capital increase; amend business registration, securities registration, and listing of additional shares corresponding to the newly issued shares;
 - Approve other necessary documents and carry out procedures with competent authorities to implement the resolutions approved by the General Meeting of Shareholders;
 - Approve the ESOP issuance regulations (if necessary).

Article 6. Approve the supplementation of detailed contents regarding the share issuance programs under the Employee Stock Ownership Plan (ESOP), cordially submit to the AGM for approval.

1. Share issuance plan under the Employee Stock Ownership Program (ESOP) for employees with outstanding contributions during 2023–2025, as approved by the 2023 AGM

Supplementation of provisions regarding eligible participants, criteria, and authorization to the Board of Directors as follows:

- Eligible participants: Employees at Level 4 and above who have made significant contributions to the development of the Company.
- Criteria and principles for allocation: The number of shares each employee is entitled to purchase under the Program shall be determined as follows:
*Number of shares allocated to each employee = (Individual score of the employee / Total individual scores of all participating employees) * Total number of shares to be issued under the ESOP.*
- Where:

- *Individual score = Income and performance coefficient * Program participation coefficient*
- *Income and performance coefficient*: Based on the employee's total annual income within the internal compensation structure and annual performance (scored from 1 to 100).
- *Program participation coefficient*: The proportion of income paid in shares relative to total income (ranging from 10% to 80%).
- In all cases, each employee shall not be allocated more than 5% of the total number of shares issued annually under the ESOP.
- Authorization to the BOD:
 - Approve the list of eligible employees, the number of shares allocated to each individual, the implementation timeline, and the plan for resale of shares repurchased by the Company from employees (if any);
 - Approve measures to ensure compliance with foreign ownership limits in case shares are issued to foreign employees;
 - Decide on the treatment of any unsubscribed shares;
 - Implement procedures for charter capital adjustment; amend business registration, securities registration, and listing of additional shares corresponding to the newly issued shares;
 - Approve other necessary documents and carry out procedures with competent authorities to implement the resolutions approved by the General Meeting of Shareholders;
 - Approve the ESOP issuance regulations (if necessary).

*Details of the **Employee Share Issuance Plan for the 2023–2025 period**, as supplemented and approved by the 2026 Annual General Meeting of Shareholders, are set out in Appendix I attached to this Resolution.*

2. Share issuance plan under the Employee Stock Ownership Program (ESOP) for senior management for the period 2026–2030, as approved by the 2025 AGM

Supplementation of provisions regarding eligible participants, criteria, and authorization to the Board of Directors as follows:

- Eligible participants (not exceeding 20 persons):
 - Employees who are young senior executives with outstanding capabilities and a long-term commitment to contributing to FPT's development;
 - Employees at Level 6 and above, excluding members of the Board of Directors for the 2022–2027 term.
- Criteria and principles for determining the number of shares allocated to each participant: The number of shares allocated to each employee shall be determined as follows:
Number of shares allocated to each employee = (Individual score of each employee / Total individual scores of participating employees) × Total number of shares to be issued under the ESOP

Where:

- *Individual score = Program participation years coefficient * Position & seniority coefficient * Performance coefficient² * Strategic contribution coefficient * Governance contribution coefficient * Adjustment coefficient*

- *Program participation years coefficient = (Number of years the ESOP has been implemented (from 2021 to the issuance year) – Number of years the employee has participated in the Program)²*

- *Position & tenure coefficient: Based on position and tenure:*

Position, Tenure	Coefficient
Group CEO	13 – 15
Group Deputy CEO	10 – 13
Chairman / CEO of subsidiaries	7 – 10
C-level of subsidiaries	5 – 7

- *Performance coefficient: Based on both the performance of the directly managed unit and individual performance:*

Performance Rating	Coefficient
Exceptional	18 – 20
Excellent	14 – 17
Good	9 – 13
Fair	6 – 8

- *Strategic contribution coefficient: Based on contributions to the Company's long-term strategic direction:*

Strategic Contribution	Coefficient
Excellent	8 – 10
Good	7 – 8
Basic	5 – 6

- *Governance contribution coefficient: Based on contributions to management, operations, and preservation and development of the Company's core values:*

Governance Contribution	Coefficient
Excellent	8 – 10
Good	7 – 8
Basic	5 – 6

- *Adjustment coefficient: Based on contributions to cultural and intangible values (not exceeding 10%).*

- Assign and authorize the BOD to implement the following matters:

- Approve the list of employees eligible to participate in the Program, the number of shares allocated to each participant, and the implementation timeline; and, in cases where the Company repurchases shares from employees, approve the plan for re-selling such repurchased shares;
- Approve plans to ensure that the share issuance complies with foreign ownership limits in cases where shares are issued to employees who are foreign investors;
- Decide on the treatment of any unsubscribed shares;

- Implement necessary actions, including charter capital adjustment; amendments to enterprise registration, securities registration, and additional listing of shares corresponding to the newly issued shares;
- Approve other necessary dossiers and documents, and carry out procedures with competent authorities to implement the contents approved by the General Meeting of Shareholders;
- Approve the regulations on share issuance under the employee stock option program (if necessary).

Details of the Share Issuance Plan for senior management employees of the Company for the 2026–2030 period, as supplemented and approved by the 2026 AGM, are set out in Appendix II attached to this Resolution.

Article 7. Approval of the proposal to select one (1) of the four (4) Big Four auditing firms to audit the Company’s Financial Statements for 2026, including: KPMG Limited Liability Company (KPMG), Deloitte Vietnam Company Limited (Deloitte), PwC Vietnam Company Limited (PwC), and Ernst & Young Vietnam Company Limited (EY Vietnam), and authorization is granted to the Board of Directors to select the specific auditing firm.

Article 8. Approve the proposal to amend the Company’s Charter, the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors as presented at the 2026 Annual General Meeting of Shareholders.

Article 9. Approve and accept the resignation of Mr. Hiroshi Yokotsuka from his position as a member of the Board of Directors of FPT for the 2022–2027 term.

Article 10. Approve the appointment of Mr. Toshikazu Nambu as an additional member of the Board of Directors of FPT for the 2022–2027 term.

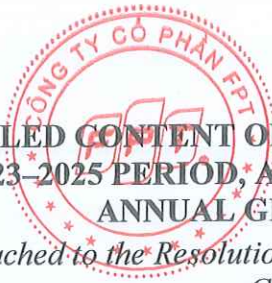
This Resolution was fully approved by the 2026 AGM of FPT Corporation at the meeting. The Board of Directors shall be responsible for organizing the implementation of this Resolution and shall continue to implement previously adopted resolutions of the General Meeting of Shareholders in accordance with the established plans.

ON BEHALF OF SECRETARY

Pham Ngoc Anh

CHAIRMAN

Truong Gia Binh



Appendix I

DETAILED CONTENT OF THE EMPLOYEE SHARE ISSUANCE PLAN FOR THE 2023–2025 PERIOD, AS SUPPLEMENTED AND APPROVED BY THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to the Resolution of the 2026 Annual General Meeting of Shareholders FPT Corporation issued on April 16, 2026)

1. **Purpose:** To pay a portion of income to outstanding employees in the form of share purchase rights.
2. **Issuance volume:** The total number of shares issued annually under this Program shall not exceed 0.5% of the total outstanding shares at the time of issuance.
3. **Issuance timing:** To be conducted in three (03) tranches in 2024, 2025, and 2026. Each issuance shall take place immediately after the audited financial statements of the preceding year are available.
4. **Eligible participants:** Employees at Level 4 and above who have made significant contributions to the Company's development.
5. **Type of shares:** Restricted common shares.
6. **Restriction period:** 03 years.
7. **Issuance price:** At par value.
8. **Criteria and principles for determining the number of shares allocated to each participant:**
 - The number of shares allocated to each employee under the Program shall be determined as follows:
Number of shares allocated to each employee = (Individual score of each employee / Total individual scores of participating employees) × Total number of shares to be issued under the ESOP
 - Where:
 - Individual score of each employee = Income and performance coefficient × Program participation coefficient;
 - Income and performance coefficient: Based on the employee's total annual income within the Company's internal compensation structure and annual performance (scored from 1 to 100);
 - Program participation coefficient: The proportion of income paid in shares relative to the employee's total income (ranging from 10% to 80%).
 - In all cases, each employee shall not be allocated more than 5% of the total number of shares issued annually under the ESOP.
9. **Assign and authorize the Board of Directors (the "BOD") to implement the following matters:**
 - Approve the list of employees eligible to participate in the Program, the number of shares allocated to each participant, and the implementation timeline; and, in cases where the Company repurchases shares from employees, approve the plan for re-selling such repurchased shares;
 - Approve plans to ensure that the share issuance complies with foreign ownership limits in cases where shares are issued to employees who are foreign investors;

- Decide on the treatment of any unsubscribed shares;
- Implement necessary actions, including charter capital adjustment; amendments to enterprise registration, securities registration, and additional listing of shares corresponding to the newly issued shares;
- Approve other necessary dossiers and documents, and carry out procedures with competent authorities to implement the contents approved by the General Meeting of Shareholders;
- Approve the regulations on share issuance under the employee stock option program (if necessary).



Appendix II
DETAILED CONTENT OF THE SHARE ISSUANCE PLAN FOR SENIOR MANAGEMENT OF THE COMPANY FOR THE 2026–2030 PERIOD, AS SUPPLEMENTED AND APPROVED BY THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to the Resolution of the 2026 Annual General Meeting of Shareholders FPT Corporation issued on April 16, 2026)

1. **Purpose:** To enhance the alignment of interests between young senior management and shareholders through share ownership under this Program. These employees will benefit from the results of their own efforts as shareholders, thereby maximizing shareholder value of the Company; to encourage senior management to make significant contributions to the Company’s long-term growth, and to foster long-term commitment and dedication.
2. **Issuance volume:** The number of shares issued in each tranche and the issuance conditions shall be determined as follows
 - The annual issuance ratio over the total outstanding shares at the time of issuance shall be based on profit growth attributable to shareholders (P growth) and total shareholder return (TSR), specifically:

Number of shares to be issued based on shareholder profit growth (P growth)		Number of shares to be issued based on total shareholder return (TSR*)	
Pgrowth ≥10%/year	$0.2\% * 70\% * \frac{\text{Actual P growth}}{\text{Plan P growth}}$ The number of shares to be issued shall not exceed 0.175%.	TSR > 0	$0,2\% * 30\% * \frac{\text{Actual TSR}}{\text{Plan TSR}}$ The number of shares to be issued shall not exceed 0.075%
Pgrowth <10%/year	0	TSR < 0	0

- Where:
 - Planned shareholder profit growth and total shareholder return for the 2025–2030 period:
 - Planned P growth (2025–2030): 20%/year
 - Planned TSR: 10%/year
 - (*): $TSR = (\text{Year-end share price} - \text{Beginning share price} + \text{cash dividend}) / \text{Beginning share price}$
 - Total issuance ratio over 05 tranches in 05 years shall not exceed 1%.
3. **Issuance timing:** To be conducted in five (05) tranches (one tranche per year). Each issuance shall take place immediately after the audited financial statements of the preceding year are available.
 4. **Eligible participants and criteria:**
 - Employees who are young senior executives with outstanding capabilities and long-term commitment to FPT’s development;
 - Employees at Level 6 and above, excluding members of the Board of Directors for the 2022–2027 term;

- The number of eligible senior management participants shall not exceed 20 persons. In case a participant voluntarily leaves the Company during the restriction period, such participant must sell back the purchased shares to the Company at the original purchase price.

- Criteria and principles for allocation:

Number of shares allocated to each employee = (Individual score of each employee / Total individual scores of participating employees) × Total ESOP shares to be issued

- Where

- *Individual score = Program participation years coefficient × Position and seniority coefficient × Performance coefficient² × Strategic contribution coefficient × Governance contribution coefficient × Adjustment coefficient.*

- Program participation years coefficient = (Number of years the Program has been implemented (from 2021 to issuance year) – Number of years the employee has participated)²

- *Position and seniority coefficient:* Based on position and seniority, detailed as follows:

Position, Tenure	Coefficient
Group CEO	13 – 15
Group Deputy CEO	10 – 13
Chairman / CEO of subsidiaries	7 – 10
C-level of subsidiaries	5 – 7

- *Performance coefficient:* Based on both the performance of the directly managed unit and individual performance:

Performance Rating	Coefficient
Exceptional	18 – 20
Excellent	14 – 17
Good	9 – 13
Fair	6 – 8

- *Strategic contribution coefficient:* Based on contributions to the Company's long-term strategic direction:

Strategic Contribution	Coefficient
Excellent	8 – 10
Good	7 – 8
Basic	5 – 6

- *Governance contribution coefficient:* Based on contributions to management, operations, and preservation and development of the Company's core values:

Governance Contribution	Coefficient
Excellent	8 – 10
Good	7 – 8
Basic	5 – 6

- *Adjustment coefficient:* Based on contributions to cultural and intangible values (not exceeding 10%).

5. **Type of shares: Restricted common shares.**
6. **Restriction period: 10 years from the issuance date.**
7. **Issuance price: At par value.**
8. **Other detailed provisions:**
 - Source of issuance: Employees shall pay cash to subscribe for shares;
 - Charter capital increase: The Company's charter capital shall be increased corresponding to the total par value of shares issued under this Program;
 - Registration and additional listing: The newly issued shares shall be registered and additionally listed immediately upon completion of the issuance.
9. **Assign and authorize the Board of Directors (the "BOD") to implement the following matters:**
 - Approve the list of employees eligible to participate in the Program, the number of shares allocated to each participant, and the implementation timeline; and, in cases where the Company repurchases shares from employees, approve the plan for re-selling such repurchased shares;
 - Approve plans to ensure that the share issuance complies with foreign ownership limits in cases where shares are issued to employees who are foreign investors;
 - Decide on the treatment of any unsubscribed shares;
 - Implement necessary actions, including charter capital adjustment; amendments to enterprise registration, securities registration, and additional listing of shares corresponding to the newly issued shares;
 - Approve other necessary dossiers and documents, and carry out procedures with competent authorities to implement the contents approved by the General Meeting of Shareholders;
 - Approve the regulations on share issuance under the employee stock option program (if necessary).