



**FPT TELECOM JOINT STOCK COMPANY**

# **DOCUMENTS**

## **2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**April 2025**



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**FPT TELECOM JOINT STOCK COMPANY**

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Telecom

## PROPOSED CONTENT AND AGENDA 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Time:** 9:00 AM, Thursday, April 10, 2025

**Venue:** Tri Tue Viet Nam Meeting Room, 9<sup>th</sup> Floor, FPT Tower, No. 10 Pham Van Bach,  
Dich Vong Ward, Cau Giay District, Hanoi  
Room IX5200, 1st Floor, FPT Telecom Tan Thuan, Tan Thuan Export Processing  
Zone, District 7, Ho Chi Minh City

No.	Time	Contents (proposed)	Chaired by
1.	8:15-9:00	Registration for participation	Organizing Committee
2.	9:00-9:05	Report on the Legitimacy of the Meeting	Representative of the Supervisory Board (SB)
3.	9:05-9:15	Flag salute, opening remarks, introduction of delegates, the Presidium, appointment of the Secretary, election of the Vote Counting Committee, and approval of the meeting agenda	Organizing Committee
4.	9:15-9:25	2024 Board of Management's Report	Representative of the Board of Management (BOM)
5.	9:25-9:30	2024 Supervisory Board's Report	Representative of the Supervisory Board (SB)
6.	9:30-9:45	Proposals for Approval: <ol style="list-style-type: none"><li>Approval of the Board of Management's Report and the Supervisory Board's Report</li><li>Approval of the Audited Financial Statements for 2024 and the 2024 Profit Distribution Plan</li><li>Approval of the 2025 Business Plan, Dividend Policy, and Allocation of the Reward and Welfare Fund and the Development Investment Fund for 2025</li><li>Approval of the 2024 Remuneration and the 2025 Operating Budget of the Board of Management and the Supervisory Board</li><li>Proposal on approval of the amendment, supplementation of Company's business activities</li><li>Approval of the proposed selection of an independent auditing firm for the audit of the 2025 Financial Statements</li></ol>	Representative of the Executive Board (EB)

7.	9:45-10:00	Discussion on Voting Items	Chairperson
8.	10:00-10:15	Voting Guidance and Proceeding with Voting	Vote Counting Committee
9.	10:15-10:30	<i>Break</i>	
10.	10:30-10:45	Announcement of Voting Results	Vote Counting Committee
11.	10:45-11:00	Approval of the Minutes of the General Meeting of Shareholders	Secretary of the Meeting
12.	11:00-11:30	Closing of the Meeting	Chairperson





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**MATTERS TO BE APPROVED AT  
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
FPT TELECOM JOINT STOCK COMPANY**

- Item 1:** Approval of the 2024 Board of Management's Report.
- Item 2:** Approval of the 2024 Supervisory Board's Report.
- Item 3:** Approval of the Audited Financial Statements for the 2024 fiscal year.
- Item 4:** Approval of the 2024 Profit Distribution Plan.
- Item 5:** Approval of the 2025 Business Plan, Dividend Policy, and Allocation of the Reward and Welfare Fund and the Development Investment Fund.
- Item 6:** Approval of the 2024 Remuneration Settlement and the 2025 Operating Budget for the Board of Management and the Supervisory Board.
- Item 7:** Proposal on approval of the amendment, supplementation of Company's business activities
- Item 8:** Approval of the selection of an independent auditing firm to conduct the audit of the Company's Financial Statements for the 2025 fiscal year.



## **REPORT OF THE BOARD OF MANAGEMENT**

### **AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

***Dear: ESTEEMED SHAREHOLDERS OF FPT TELECOM JOINT STOCK COMPANY***

Pursuant to the functions and responsibilities of the Board of Management (the “BOM”) as stipulated by law and the Charter of FPT Telecom, the BOM of FPT Telecom hereby submits to the 2025 Annual General Meeting of Shareholders (the “GMS”) this report detailing the Company’s activities and achievements over the past year, with the following key contents:

#### **I. BUSINESS PERFORMANCE IN 2024**

In 2024, the global landscape remained complex and unpredictable, characterized by numerous risks and uncertainties. Military conflicts continued to escalate, strategic competition among major powers intensified, and many nations reinforced trade protectionist policies. Rising public debt and budget deficits, economic downturns in major economies, and disruptions in global supply chains impacted global peace, stability, and economic growth. Additionally, natural disasters and extreme weather events severely affected livelihoods and socio-economic development in many countries. However, the global economy has gradually stabilized as global trade improved, inflationary pressures eased, financial market conditions loosened, and labor markets recovered positively.

Despite persistent international and domestic challenges - such as rising inflation, prolonged geopolitical conflicts, and slowing growth in major economies - Vietnam’s economy demonstrated resilience and achieved remarkable milestones. Energy and food security were ensured, and the labor market showed strong recovery. Vietnam remained among the fastest-growing economies in the region, underscoring the effectiveness of the government’s macroeconomic policies.

Artificial intelligence (AI) emerged as the most transformative technological revolution in 2024, reshaping business operations and production processes across industries. The Vietnamese



government, along with major corporations such as Viettel and FPT, signed agreements with NVIDIA to establish AI centers and collaborate on AI development, paving the way for technological advancements. This trend is expected to expand further in 2025. Additionally, quantum computing, cloud computing, the Internet of Things (IoT), 5G-based applications, virtual reality (VR), and augmented reality (AR) are poised to be the leading technologies of the future.

The telecommunications sector's revenue in 2024 was estimated at VND 355.4 trillion, reflecting a 4.0% increase compared to the previous year (excluding price adjustments, the real growth rate was approximately 4.0%). As of the end of 2024, the total number of telephone subscribers was estimated at 120.7 million, marking a 4.6% decline compared to the same period in 2023. Meanwhile, the number of fixed broadband internet subscribers reached 23.9 million, showing a 5.1% increase. Notably, fiber-optic (FTTH) subscriptions experienced significant growth, while xDSL subscriptions continued to decline.

Leveraging its strengths and staying ahead in adopting new technological trends, FPT Telecom's leadership and employees, under the guidance of the Board of Management (BOM), actively integrated artificial intelligence (AI), digitalized operations, enhanced service quality, and invested in research and development of new products and services. As a result, the company's net revenue reached VND 17,610 billion, representing an 11.4% growth compared to 2023 and achieving 100.1% of the annual target. Specifically: Telecommunications revenue grew by 11.3%, meeting 100% of the set target; Digital content revenue increased by 13.6% compared to 2023, fulfilling 100.6% of the planned goal; Pre-tax profit reached VND 3,588 billion, marking a 17.9% increase compared to 2023 and exceeding the target at 102.2%; Net profit amounted to VND 2,861 billion, with earnings per share (EPS) at VND 5,119 per share; Pre-tax profit margin stood at 20.37%, showing continued improvement over previous years (2023: 19.25%, 2022: 19.1%, 2021: 18.9%). This strong profit growth was driven by effective cost management.

As of December 31, 2024, the Company's total assets reached VND 23,768 billion, an 18.0% increase compared to the same period in 2023. In February 2024, FPT Telecom successfully paid out a 20% cash dividend for 2023, equivalent to VND 2,000 per share.

With relentless efforts throughout 2024, the company continued to achieve numerous prestigious awards:

- 6 products and solutions awarded the Sao Khue 2024, including: FPT Play application, FPT Smart Home, FPT Camera Cloud AI, Ultra Fast feature, FPT Camera AI Retail, Hi FPT application.

- 3 products and solutions awarded the Top 10 Outstanding Digital Technology Enterprises in Vietnam 2024, including: Top 10 Digital Infrastructure Providers with Data Center; FPT Life - Camera AI and Smart Home awarded the Top 10 AI-IoT Enterprises; Ultra Fast awarded the Top 10 Telecommunications and IT Equipment Manufacturers and Distributors.
- FPT Telecom recognized as the "Most Favorite Employer in the Telecommunications Industry 2024" and "Top 2 Most Favorite Employers in the Large Enterprise Sector," as surveyed by Career Viet in collaboration with Amco Vietnam Market Research Company.
- 3 awards at the Asian Technology Excellence Awards 2024: FPT Camera in the AI - Safety & Security category; FPT Smart Home in the AI - Safety & Security category; FTI in the Data Center – Telecommunications category.
- 3 consecutive years in the Vietnam Trillion-Dollar IT Club Enterprises Group.
- Vietnam Digital Content Creators Awards - Vietnam iContent Awards 2024.
- FPT Play awarded the "Vietnam Entertainment Platform of the Year" category.
- Top 25 leading listed brands in 2024 as ranked by Forbes Vietnam.

## **II. BOARD OF MANAGEMENT'S ACTIVITIES IN 2024**

In 2024, the Company's Board of Management convened and made the following decisions:

- Approved the first interim cash dividend payment for 2023 at VND 2,000 per share.
- Approved the organization of the 2024 Annual General Meeting of Shareholders of FPT Telecom.
- Approved the business results for Q4 2023 and the full year 2023.
- Approved the business and investment plan for 2024, the dividend payment plan, and the allocation of funds for 2024.
- Approved the dissolution of branches and their conversion into business locations under the Company. Merged accounting books from provincial areas into Hanoi and Ho Chi Minh City.
- Agreed on the contents to be presented at the 2024 Annual General Meeting of Shareholders.
- Approved the investment policy for the FPT Telecom HN03 Data Center project.



- Approved transactions between the Company and related parties in 2024.
- Approved the business results for Q1 2024 as reported by the Company's Executive Board.
- Approved transactions with related parties as proposed by the Company's Executive Board.
- Established FPT Telecom Thang Long One Member Company Limited with 100% capital contribution from FPT Telecom to implement the HN03 Data Center Project.
- Agreed on the investment proposal for the "Construction of FPT Telecom Tower Office Building, District 7, Ho Chi Minh City" project.
- Approved the business results for Q2 2024 and 1H2024 as reported by the Company's Executive Board.
- Approved the regulations on the delegation of authority from the Board of Management to the Chief Executive Officer.
- Approved the business results for Q3 2024.
- Approved the draft Financial Management Regulations of the Company.

### **III. REMUNERATION OF THE BOARD OF MANAGEMENT & SUPERVISORY BOARD**

The remuneration payable to the Board of Management and the Supervisory Board in 2024 amounts to VND 144 million, with the full amount already disbursed. Members of the Board of Management and the Supervisory Board who are employees of FPT Corporation and its member companies do not receive remuneration.

### **IV. SUPERVISION RESULTS OF THE GENERAL DIRECTOR AND COMPANY MANAGEMENT PERSONNEL**

The Board of Management highly appreciates the efforts of the General Director, management personnel of the Executive Board, and other management positions of the Company in implementing the directives of the Board of Management and the resolutions of the General Meeting of Shareholders regarding the Company's strategic directions and plans for 2024. The Executive Board has proactively proposed decisive, breakthrough action programs that are suitable for the competitive market context, helping the Company exceed the planned profit targets for 2024 despite a challenging year. The Yagi storm caused disruptions to business operations in many

northern provinces and cities. The business performance results were fully and promptly reported by the Executive Board to the Board of Management and shareholders. The supervision of the General Director and Company management personnel did not detect any irregularities in 2024.

## **V. REPORT ON TRANSACTIONS WITH RELATED PARTIES**

The report covers transactions between the Company, its subsidiaries, and companies in which the public company holds more than 50% of charter capital with members of the Board of Management and their related persons. It also includes transactions between the Company and companies where members of the Board of Management are founding members or have held management positions within the last three years before the transaction, during 2024.

The Board of Management has requested the Executive Board to review and report on related transactions in 2024 and to carry out the necessary procedures in accordance with regulations.

## **VI. 2025 PLAN**

The year 2025 is expected to remain challenging; however, FPT Telecom continues to set revenue and profit growth targets. Specifically, the revenue target is VND 19,900 billion, representing a 13.0% increase compared to 2024. This includes VND 19,100 billion from telecommunications services (13.0% growth) and VND 800 billion from digital content services (13.6% growth). The Company's pre-tax profit target is VND 4,200 billion, an increase of 17.1% compared to 2024.

To achieve high growth in the coming years, FPT Telecom's investment activities in 2025 will focus on the following key areas:

- Continuing to expand infrastructure to district-level areas to enhance competitiveness and increase market share.
- Completing Phase 1 of the District 9 Data Center project for commercial operation, investing in the HN03 Data Center project, and continuing to explore and plan for other data center projects to ensure adequate infrastructure for the rapidly growing data demands in Vietnam.
- Investing in the ALC undersea cable and seeking additional international cable routes to maintain a competitive advantage and ensure service quality for customers in the future.



- Completing the construction of the FPT Telecom Tower office building in Tan Thuan Export Processing Zone, Ho Chi Minh City, to meet the increasing demand for office space.
- Investing in content and technology for television services to enhance customer experience.
- Investing in infrastructure and technology for the Camera service sector to drive strong growth in this segment.
- Continuing research and development of database applications and AI technologies related to the Internet to add value to the Company's services.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN



HOANG VIET ANH





**REPORT OF THE SUPERVISORY BOARD  
FPT TELECOM  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Dear ESTEEMED SHAREHOLDERS OF FPT TELECOM JOINT STOCK COMPANY*

In accordance with the functions and duties of the Supervisory Board (the "SB") as stipulated by law and the Charter of FPT Telecom, the SB hereby reports to the 2025 Annual General Meeting of Shareholders (the "GMS") of FPT Telecom on the following key matters:

**I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024**

In 2024, the SB of FPT Telecom (the "Company") carried out the following activities:

- Ensured the supervisory function over the operations of the Board of Management ("BOM") and the General Director in compliance with legal regulations and the Company's Charter; reviewed the appropriateness of decisions made by the BOM and the General Director.
- Monitored the implementation of the 2024 business plan and supervised the execution of GMS resolutions.
- Oversaw the formulation, issuance procedures, and compliance of internal rules, regulations, policies, and other documents of the Company.
- Examined the reasonableness, legality, transparency, and prudence in business operations, as well as in accounting, statistics, and financial reporting practices.
- Reviewed the independent auditor's report and the Company's internal control reports before submission to the BOM. The business performance results and accounting figures were rigorously audited to ensure accuracy and compliance. The financial statements of the Company and its subsidiaries were audited by PwC

Vietnam, confirming that these reports fairly and accurately reflected the Company's financial position in all material aspects, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System, and other applicable legal regulations.

- Evaluated the Company's business performance reports, semi-annual and annual financial statements, and the BOM's management assessment report; reviewed GMS meeting materials.
- In 2024, the SB actively participated in all BOM meetings.

**II. SUPERVISION RESULTS OF TRANSACTIONS BETWEEN THE COMPANY AND COMPANIES IN WHICH MEMBERS OF THE BOARD OF MANAGEMENT, THE SUPERVISORY BOARD, THE EXECUTIVE BOARD, AND OTHER MANAGERS HAVE BEEN OR ARE FOUNDING MEMBERS OR MEMBERS OF THE BOARD OF MANAGEMENT IN THE LAST THREE YEARS**

- a. In 2024, the Company engaged in transactions with related parties, specifically:
  - Transactions with FPT Corporation, involving the purchase and sale of goods and services, and dividend distribution.
  - Transactions with State Capital Investment Corporation and other shareholders, related to dividend distribution.
  - Transactions with FPT Software Company Limited, FPT Synnex Distribution Company Limited, FPT Digital Retail Joint Stock Company, FPT Education Company Limited, FPT Smart Cloud Company Limited, FPT Television Company Limited, FPT International Telecom Company Limited, FPT Tan Thuan Telecom Company Limited, FPT IS Company Limited and other company within the group. These transactions involved the purchase, sale of goods, services, and fixed assets.
- b. These transactions were carried out in compliance with the laws and the Company's Charter.



### **III. RESULTS OF SUPERVISION OF MEMBERS OF THE BOARD OF MANAGEMENT, EXECUTIVE BOARD MEMBERS, AND MANAGEMENT PERSONNEL**

#### **a. Supervision of Board of Management members**

- In 2024, the Board of Management exercised its powers and duties in accordance with the Enterprise Law and the Company's Charter, effectively implementing the resolutions of the General Meeting of Shareholders.
- The Board of Management held quarterly meetings in compliance with legal regulations and the Company's Charter. In 2024, the BOM continued to engage actively and effectively, closely coordinating with the Executive Board to provide strategic direction and promptly resolve issues related to the Company's business operations.
- The resolutions issued by the Board of Management were in accordance with its functions and authority as stipulated by law and the Company's Charter.

#### **b. Supervision of the Executive Board**

- Together with the Executive Board, the General Director fully and promptly implemented the resolutions and decisions of the BOM and GMS, effectively executing the Company's business plan; proactively planning, managing, and operating the business activities; and optimizing the efficiency of the Company's organizational and management structure.
- The appointment, dismissal, and removal of management positions within the Company were carried out in compliance with regulations.
- The Executive Board closely, proactively, and actively worked on expanding the customer base, increasing revenue, reducing costs, improving operational efficiency, and enhancing employee income.
- The Executive Board regularly held meetings to review the execution of the Company's and subsidiaries' business plans while also providing directives, corrections, and remedial measures for any shortcomings. The key performance indicators achieved in 2024 were as follows:



- + The Company's total revenue reached VND 17,610 billion, growing 11.4% compared to 2023, achieving 100.1% of the target.
- + The Company's pre-tax profit reached VND 3,588 billion, growing 17.9% compared to 2023, achieving 102.2% of the target.
- + Earnings per share (EPS) reached VND 5,119 per share.
- The 2024 financial statements were prepared and presented in compliance with the requirements of Vietnamese Accounting Standards and the prevailing Accounting Regime.
- c. Other Supervisory Activities
  - In 2024, the Supervisory Board strictly adhered to its functions and duties as prescribed by the 2020 Enterprise Law and the Company's Charter. The SB consistently monitored the activities of the BOM throughout the fiscal year, particularly in implementing the approved financial and operational plans.
  - The SB reviewed and evaluated the Company's key processes to identify any deficiencies and provided recommendations and appropriate solutions to the Executive Board.
  - The SB fully participated in all BOM meetings and performed its assigned duties accordingly.

#### **IV. REPORT ON COORDINATION BETWEEN THE SUPERVISORY BOARD, THE BOARD OF MANAGEMENT, THE EXECUTIVE BOARD, AND SHAREHOLDERS**

- In 2024, the Supervisory Board members maintained regular communication regarding the Company's activities to ensure the SB effectively fulfilled its responsibilities.
- Important opinions from SB members were promptly discussed with the Board of Management, the Executive Board, and relevant units.
- The decisions and major issues addressed by the Board of Management and the Executive Board were appropriate and aligned with the interests of shareholders.

#### **V. REMUNERATION OF THE SUPERVISORY BOARD**

- The remuneration for members of the Supervisory Board in the 2024 fiscal year is VND 24 million per person per year.
- Members of the Supervisory Board who are FPT employees do not receive remuneration due to their concurrent positions.

## **VI. CONCLUSION**

- The Company's activities in 2024 have fundamentally complied with legal regulations and the Company's Charter.
- In 2024, the Supervisory Board has not detected any unusual signs in the Company's business operations.
- The business performance results and accounting figures have been thoroughly reviewed, ensuring accuracy and legality in data recording.

This is the report of the Supervisory Board presented at the 2025 Annual General Meeting of Shareholders of FPT Telecom Joint Stock Company.

Wishing the meeting great success!

**ON BEHALF OF THE  
SUPERVISORY BOARD  
CHIEF OF THE SUPERVISORY  
BOARD**

A handwritten signature in blue ink, consisting of stylized, overlapping letters that appear to be 'TK' or 'HK' followed by a checkmark-like flourish.

**TRAN KHUONG**



Hanoi, 19<sup>th</sup> March 2025

## PROPOSAL

### 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### FPT TELECOM JOINT STOCK COMPANY

*Re: Approval of the 2024 Report of the Board of Management and the 2024 Report of the Supervisory Board*

To the General Meeting of Shareholders,

The Board of Management (BOM) of the Company respectfully submits for approval the following reports:

1. The 2024 Report of the Board of Management.
2. The 2024 Report of the Supervisory Board.

We kindly request the General Meeting of Shareholders to approve these reports.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN



HOANG VIET ANH





Hanoi, 19<sup>th</sup> March 2025

**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FPT TELECOM JOINT STOCK COMPANY**

*Re: Approval of the Audited Financial Statements for 2024  
and the 2024 Profit Distribution Plan*

To the General Meeting of Shareholders,

The Board of Management (BOM) of the Company respectfully submits for approval the following:

**1. Audited Financial Statements for 2024**

The Board of Management submits to the General Meeting of Shareholders (GMS) for approval the 2024 audited financial statements (attached in the GMS documents). The key financial indicators and shareholder earnings for 2024, as audited, are as follows:

*Unit: VND billion*

NO.	ITEMS	2024	2023	% Increase/Decrease
1	Revenue	17,610	15,806	11.4%
2	Profit before tax	3,588	3,042	17.9%
3	Corporate income tax	727	609	19.4%
4	Profit after tax	2,861	2,434	17.6%
	- <i>Minority interest</i>	58	50	14.5%
	- <i>Profit after tax attributable to the parent company</i>	2,803	2,383	17.6%
5	Basic EPS (VND/share)	5,119	4,344	17.8%

**2. Profit Distribution Plan for 2024**

**a) Cash Dividend Payment for 2024:**

- Grounds:

- o The 2024 cash dividend policy was approved by the 2024 General Meeting of Shareholders (GMS), with a plan to pay a cash dividend of no less than VND 2,000 per share.
- o The Company's financial performance in 2024 and the 2025 business plan.

- The Board of Management submits to the General Meeting of Shareholders for approval a cash dividend payment for 2024 of VND 5,000 per share, specifically:
  - o First interim dividend: VND 2,000 per share, payable on May 30, 2025.
  - o Second dividend: VND 3,000 per share, expected to be paid after the GMS.
  - o Funding source: From retained earnings.
  - o Authorization: The Board of Management is authorized to implement the detailed cash dividend payment plan.
- b) *Share Issuance for Capital Increase:*
  - Grounds:
    - o 2024 Audited Financial Statements.
  - The Board of Management submits to the General Meeting of Shareholders for approval the share issuance plan for capital increase in 2024, as follows:
    - o Issuance ratio: 50% (shareholders holding 10 existing shares will receive 5 additional shares).
    - o Funding source: From the Company's undistributed earnings and investment & development fund.
    - o Treatment of fractional shares: Newly issued shares for capital increase will be rounded down to the nearest whole number. Any fractional shares (if any) will be canceled.
    - o Implementation period: Within 2025.
    - o Authorization: The Board of Management is authorized to implement the detailed share issuance plan.
- c) *Allocation to Development Investment Fund and Reward & Welfare Fund for 2024:*
  - Grounds:
    - o 2024 Audited Financial Statements.
  - The Board of Management submits to the General Meeting of Shareholders for approval the allocation to the development investment fund and the reward & welfare fund for 2024, specifically:
    - o Reward & welfare fund allocation: 10% of the after-tax profit for 2024, already allocated within 2024.
    - o Remaining undistributed profit for 2024: To be allocated to the development investment fund.
    - o Funding source: From the Company's after-tax profit.
    - o Authorization: The Board of Management is authorized to implement the allocation.

We respectfully submit this to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN



HOANG VIET ANH





Hanoi, 19<sup>th</sup> March 2025

## PROPOSAL

### 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

### FPT TELECOM JOINT STOCK COMPANY

*Re: Approval of the 2025 Business Plan, 2025 Dividend Policy, and Allocation & Utilization of the Investment and Reward & Welfare Funds for 2025*

To the General Meeting of Shareholders,

The Board of Management respectfully submits for approval the 2025 Business Plan, 2025 Dividend Policy, and the Policy for Allocating & Utilizing the Investment and Reward & Welfare Funds for 2025, as detailed below:

#### 1. 2025 Business Plan

- The Board of Management submits to the General Meeting of Shareholders for approval the 2025 business plan.

*Unit: VND billion*

NO.	ITEMS	2025 Plan	2024 Actual	% Increase/Decrease
1	Doanh thu	19,900	17,610	13.0%
2	Lợi nhuận trước thuế	4,200	3,588	17.1%
3	Nhân sự	10,007	9,575	4.5%
4	EPS cơ bản (đồng/cổ phiếu) (*)	4,009	3,426	17.0%

*(\*) EPS for 2024 and 2025 is calculated based on the revised charter capital of VND 7,387 billion.*

2025 Investment Budget: VND 3,840 billion, including:

- 1) Budget for general projects: VND 2,790 billion (\*).

*(\*) This budget is allocated for infrastructure enhancement projects supporting business operations.*

- 2) Budget for strategic projects: VND 1,050 billion, specifically:

- District 9 Data Center Project: VND 500 billion.
- FTEL Tower Tan Thuan Project: VND 100 billion.
- HN03 Data Center Project: VND 70 billion.
- ALC Submarine Cable Project: VND 170 billion.
- SJC2 Submarine Cable Project: VND 210 billion.





## 2. Dividend Payment Plan for 2025 and Policy on Allocation & Utilization of the Investment and Reward & Welfare Funds for 2025

- Basis for Proposal:
  - o The 2025 Business Plan and 2025 Investment Plan.
- The Board of Management respectfully submits to the General Meeting of Shareholders for approval the Dividend Payment Plan for 2025 and the Policy on Allocation & Utilization of the Investment and Reward & Welfare Funds for 2025, with the following key points:
  - o Proposed dividend payment for 2025: Not less than VND 2,000 per share.
  - o Proposed allocation to the Development Investment Fund: Not exceeding 15% of the after-tax profit for 2025.
  - o Proposed allocation to the Reward & Welfare Fund: Not exceeding 10% of the after-tax profit for 2025.
- The Board of Management shall determine interim dividend payments based on actual business performance at appropriate times to ensure the Company's production and business activities remain unaffected.
- The final dividend for the full year 2025 shall be subject to approval by the General Meeting of Shareholders.

We respectfully submit this proposal for consideration and approval.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN



HOANG VIET ANH



Hanoi, 19<sup>th</sup> March 2025

**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FPT TELECOM**

*Re: Approval of the 2024 Income Fund and the 2025 Operating Budget for the Board of Management and the Supervisory Board*

Respectfully submitted to the General Meeting of Shareholders,

- Pursuant to the Charter of FPT Telecom (2022);
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders and the actual remuneration paid to the Board of Management and the Supervisory Board in 2024.

The Board of Management hereby submits for approval the 2024 remuneration fund and the 2025 operating budget for the Board of Management (BoM) and the Supervisory Board (SB) as follows:

- 1. 2024 Remuneration and Compensation for the Board of Management and the Supervisory Board**
  - Remuneration for non-executive BOM members: VND 120,000,000/year.
  - Remuneration for SB members: VND 24,000,000/year.
  - Operating expenses for 2024: VND 0.
  - Total remuneration fund and operating expenses for 2024: VND 144,000,000.
- 2. 2025 Income Budget for the Board of Management and Remuneration for the Supervisory Board**
  - Remuneration for non-executive BOM members: VND 120,000,000/year.
  - Remuneration for SB members: VND 24,000,000/year.
  - Other operating expenses: VND 50,000,000/year.
  - Total remuneration fund and operating expenses for 2025: VND 194,000,000.

We respectfully submit this proposal for consideration and approval.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN  
  
HOANG VIET ANH





Hanoi, 19<sup>th</sup> March 2025

**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FPT TELECOM JOINT STOCK COMPANY**

*Re: Proposal on approval of the amendment, supplementation of Company's business activities*

Pursuant to:

- The Enterprise Law No. 59/2020/QH14 dated June 16, 2020;
- Decree No. 147/2024/ND-CP dated November 9, 2024, on the management, provision, and use of Internet services and online information;
- The Charter on the Organization and Operation of FPT Telecommunication Joint Stock Company;
- The production and business needs of FPT Telecommunication Joint Stock Company;

The Board of Management (BOM) of the Company respectfully submits to the General Assembly the proposal for the addition of the following business activities:

No.	Industry Code	Business Activity Description
1	6190 (Main)	<p>Other Telecommunications Activities</p> <p>Details: Providing internet services through customer ISP connections.</p> <ul style="list-style-type: none"><li>- Providing telecommunications services through existing telecommunications connections such as VOIP (internet phone);</li><li>- Operation of internet access points.</li><li>- Value-added telecommunications services: email services, voicemail services, data and information access services on the internet, value-added fax services, electronic data exchange services, code and protocol conversion services, data and information processing services on the network;</li><li>- International fixed-line telecommunications services;</li><li>- Local fixed-line telecommunications services: telephone, fax, data transmission services, television signal transmission services, channel leasing services, telex services, telegram services;</li><li>- Establishing network infrastructure and providing telecommunications and internet services (only to be operated after approval from the competent government authorities);</li></ul>

	<ul style="list-style-type: none"> <li>- Agents providing online television, movies, and music services on the Internet and mobile phones;</li> <li>- Value-added services on the internet and mobile networks;</li> <li>- Agents providing telecommunications and internet products and services;</li> <li>- Agents providing online games on the internet and mobile phones;</li> <li>- Providing telecommunications infrastructure for broadband internet services;</li> <li>- Providing content information services on mobile telecommunications networks.</li> </ul>
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We respectfully submit this proposal to the General Assembly for approval.

On behalf of the Board of Directors  
CHAIRMAN



HOANG VIET ANH





Telecom

Hanoi, 19 March 2025

**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FPT TELECOM**

*Re: Selection of the Auditing Firm for 2025*

Respectfully submitted to the General Meeting of Shareholders,

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 16, 2020;
- The Charter of FPT Telecom (2022);
- The requirement for selecting an auditing firm.

The Board of Management (BOM) hereby submits for approval the proposal to select one (1) of the following four (4) independent auditing firms (Big 4) to conduct the audit of the Company's 2025 financial statements:

- 1) KPMG
- 2) Deloitte
- 3) PwC
- 4) Ernst & Young

Additionally, we propose authorizing the Chairman of the Board of Management to make the final selection of the auditing firm.

We respectfully submit this proposal for consideration and approval.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**HOANG VIET ANH**

Hanoi, ..... 2025

**RESOLUTION**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FPT TELECOM**

*Pursuant to:*

- *The Enterprise Law No. 59/2020/QH14 dated June 16, 2020;*
- *The Charter of FPT Telecom as approved by the General Meeting of Shareholders in 2022;*
- *The proposals of the Board of Management and the Supervisory Board at the 2025 Annual General Meeting of Shareholders;*
- *The minutes of the 2025 Annual General Meeting of Shareholders of FPT Telecom dated ..... 2025.*

The Annual General Meeting of Shareholders 2025 of FPT Telecom was held at Trieu Vietnam Room, 9th Floor, FPT Building, No. 10 Pham Van Bach, Cau Giay District, Hanoi, and Room IX5200, 1st Floor, FPT Telecom Tan Thuan Building, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City on April 10, 2025, with ... shareholders and authorized representatives attending, representing ... shares, accounting for ...% of the total voting shares of the Company. After discussion and voting, the following matters were approved:

1. Approval of the 2024 Report of the Board of Management
2. Approval of the 2024 Report of the Supervisory Board
3. Approval of the audited financial statements for 2024
4. Approval of the 2024 profit distribution plan as follows:

**Dividend payment plan for 2024 in cash:**

- The total cash dividend for 2024 is VND 5,000 per share, including:
  - First dividend installment: VND 2,000 per share, payable on May 30, 2025.



- Second dividend installment: VND 3,000 per share, expected to be paid after the General Meeting of Shareholders.
- Authorization for the Board of Management to implement the cash dividend payment in detail.

**Plan for Increasing Charter Capital through Share Issuance:**

- Issuance ratio: 50% (Shareholders holding 10 existing shares will receive 5 additional new shares).
- Funding source: From the Company's undistributed earnings and investment & development fund.
- Handling of fractional shares: The number of newly issued shares for capital increase that each shareholder receives will be rounded down to the nearest whole number. Any fractional shares (if any) will be canceled.
- Implementation period: Within 2025.
- Authorization: The BOM is authorized to implement the detailed issuance of shares for capital increase.

**Allocation of the Development Investment Fund and the Reward & Welfare Fund for 2024:**

- Allocation to the Reward & Welfare Fund: 10% of after-tax profit for 2024, which has been executed in 2024.
- Remaining undistributed profit for 2024: To be allocated to the Development Investment Fund.
- Funding source: From the Company's after-tax profit.
- Authorization: The Board of Management is authorized to implement the execution.

5. Approval of the 2025 Business Plan:

- Revenue: VND 19,900 billion.
- Pre-tax profit: VND 4,200 billion.
- Dividend payment plan for 2025: Not less than VND 2,000 per share.

- Allocation to the Reward & Welfare Fund: Not exceeding 10% of after-tax profit.
- Allocation to the Development Investment Fund: Not exceeding 15% of after-tax profit.
- Expected workforce: 10,007 employees.
- Investment Projects for 2025:

Budget for regular projects (\*): VND 2,790 billion.

(\*) *These projects serve business infrastructure upgrades.*

Budget for key projects: VND 1,050 billion, including:

- ✓ District 9 Data Center Project: VND 500 billion.
- ✓ FTEL Tower Tan Thuan Project: VND 100 billion.
- ✓ HN03 Data Center Project: VND 70 billion.
- ✓ ALC Submarine Cable Project: VND 170 billion.
- ✓ SJC2 Submarine Cable Project: VND 210 billion.

6. Approval of the 2024 Income Fund and the 2025 Operating Budget Plan for the Board of Management and the Supervisory Board:

**Income and remuneration of the Board of Management (BOM) and the Supervisory Board (SB) in 2024**

- Remuneration for non-executive members of the Board of Management: VND 120,000,000 per year.
- Remuneration for members of the Supervisory Board: VND 24,000,000 per year.
- Operating expenses in 2024: VND 0.
- Total income fund and operating expenses in 2024: VND 144,000,000.

**Income and operating budget plan for the Board of Management and the Supervisory Board in 2025:**

- Remuneration for non-executive members of the Board of Management: VND 120,000,000 per year.
- Remuneration for members of the Supervisory Board: VND 24,000,000 per year.
- Other operating budget: VND 50,000,000 per year.



- Members of the Board of Management and the Supervisory Board who are employees of FPT Corporation and its subsidiaries will not receive remuneration.
- Total income fund and operating budget for 2025: VND 194,000,000.

7. Approval of the amendment, supplementation of Company's business activities as follows:

No.	Industry Code	Business Activity Description
1	6190 (Main)	<p>Other Telecommunications Activities</p> <p>Details: Providing internet services through customer ISP connections.</p> <ul style="list-style-type: none"> <li>- Providing telecommunications services through existing telecommunications connections such as VOIP (internet phone);</li> <li>- Operation of internet access points.</li> <li>- Value-added telecommunications services: email services, voicemail services, data and information access services on the internet, value-added fax services, electronic data exchange services, code and protocol conversion services, data and information processing services on the network;</li> <li>- International fixed-line telecommunications services;</li> <li>- Local fixed-line telecommunications services: telephone, fax, data transmission services, television signal transmission services, channel leasing services, telex services, telegram services;</li> <li>- Establishing network infrastructure and providing telecommunications and internet services (only to be operated after approval from the competent government authorities);</li> <li>- Agents providing online television, movies, and music services on the Internet and mobile phones;</li> <li>- Value-added services on the internet and mobile networks;</li> <li>- Agents providing telecommunications and internet products and services;</li> <li>- Agents providing online games on the internet and mobile phones;</li> <li>- Providing telecommunications infrastructure for broadband internet services;</li> <li>- Providing content information services on mobile telecommunications networks.</li> </ul>

8. Approval of the proposal to select one (1) of the four (4) independent auditing firms (Big 4) to audit the Company's 2025 financial statements, including KPMG, Deloitte,

PwC, and Ernst & Young. The Chairman of the Board of Management is authorized to select the specific auditing firm.

This Resolution was approved in its entirety at the 2025 Annual General Meeting of Shareholders of FPT Telecom. The Board of Management shall implement this resolution accordingly.

**GENERAL MEETING  
SECRETARY**

**GENERAL MEETING  
CHAIRPERSON**

**HOANG VIET ANH**

