

**REPORT ON CORPORATE GOVERNANCE  
(Year 2025)**

To: State Securities Commission of Vietnam  
Hanoi Stock Exchange

**Company Name:** FPT TELECOMMUNICATIONS JOINT STOCK COMPANY

**Head Office Address:** 2nd Floor, FPT Cau Giay Building, No. 17 Phố Duy Tân, Dịch Vong Hậu Ward, Cầu Giấy District, Hanoi City

**Telephone:** (84 – 24) 73002222 Fax: (84 – 24) 37950047

**Charter Capital:** 4,925,091,640,000 VND

**Stock Code:** FOX

**Corporate Governance Model:** General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director

**Implementation of Audit Function:** Completed

**I. Activities of the General Meeting of Shareholders:**

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (including resolutions/decisions passed by written consultation).

No	Resolution/Decision Number	Date	Content
1	01/Resolution-GMS/FTEL	10/04/2025	<ol style="list-style-type: none"><li>1. Approval of the Board of Directors' Report for 2024.</li><li>2. Approval of the Supervisory Board's Report for 2024.</li><li>3. Approval of the Financial Statements for 2024</li><li>4. Approval of the Profit Distribution Plan for 2024.</li><li>5. Approval of the Business Plan for 2025</li><li>6. Approval of the 2024 Income Fund and the 2025 Operating Budget Plan for the Board of Directors and the Supervisory Board.</li><li>7. Approved the proposal to amend and supplement the Company's business lines.</li><li>8. Approval of the selection of one (1) out of four (4) independent audit firms (Big 4) to conduct the audit of the 2025 financial statements, including: KPMG, Deloitte, PwC, and Ernst &amp; Young, and authorization for the Board of Directors to select a specific audit firm.</li></ol>
2	02/Resolution-GMS/FTEL	24/12/2025	<ol style="list-style-type: none"><li>1. Approved the dismissal of Ms. Tran Thi Hong Linh from her position as a member of the Board of Directors (BOD), based on her resignation letter dated July 16, 2025.</li><li>2. Approved the dismissal of Mr. Phan The Thanh from his position as a member of the Board of Directors (BOD), based on his resignation letter dated July 16, 2025.</li></ol>

			<p>3. Approved the dismissal of Mr. Do Xuan Phuc from his position as a member of the Supervisory Board for the 2023-2028 term, based on his resignation letter dated July 16, 2025.</p> <p>4. Approved the additional election of Mr. Nguyen Trong Trung – Deputy General Director of GELEX Group Joint Stock Company, General Director of GELEX Electricity Joint Stock Company, and Senior Advisor to Global Telecommunications Technology Corporation (GTEL) – as a member of the Board of Directors for the 2023-2028 term.</p> <p>5. Approved the additional election of Mr. Vo Manh Cuong – Director of the Telecommunications Service Center – Branch of Global Telecommunications Technology Corporation (GTEL) – as a member of the Board of Directors for the 2023-2028 term.</p>
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## II. Board of Directors (Annual Report)

### 1. Information on Members of the Board of Directors

No	Board Member	Position (Independent/Non-Executive Director)	Start Date/End Date of Term	
			Appointed	Dismissal
1	Mr. Hoang Viet Anh	Chairman	25/04/2023	
2	Mr. Truong Gia Binh	Member	25/04/2023	
3	Mr. Nguyen Van Khoa	Member	25/04/2023	
4	Ms. Chu Thi Thanh Ha	Member	25/04/2023	
5	Mr. Nguyen Trong Trung	Member	24/12/2025	
6	Mr. Vo Manh Cuong	Member	24/12/2025	
7	Mr. Nguyen Hoang Linh	Member	24/12/2025	
8	Ms. Tran Thi Hong Linh	Member	25/04/2023	24/12/2025
9	Mr. Phan The Thanh	Member	25/04/2023	24/12/2025

### 2. Meetings of the Board of Directors:

No	Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Hoang Viet Anh	2	100%	
2	Mr. Truong Gia Binh	2	100%	
3	Mr. Nguyen Van Khoa	2	100%	
4	Ms. Chu Thi Thanh Ha	2	100%	
5	Ms. Tran Thi Hong Linh	2	100%	
6	Mr. Phan The Thanh	2	100%	



**3. Board of Directors' Supervision of the Executive Board**

- The BOD highly appreciates the efforts of the General Director and management in implementing BOD directions and GMS resolutions regarding the 2025 strategic orientation.
- The Board of Management proactively proposed decisive action programs, helping the Company exceed revenue and profit targets for 2025 despite complex global economic conditions.
- Business results were fully and promptly reported to the BOD and shareholders. Supervision of the General Director and management activities revealed no unusual events in 2025

**4. Activities of the Subcommittees under the Board of Directors: None.****5. Resolutions/Decisions of the Board of Directors (2025 Report):**

No	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/NQ- HĐQT/FTEL	05/02/2025	Directed the Board of Management to implement corporate governance and operational tasks.	6/6
2	02/NQ- HĐQT/FTEL	4/3/2024	Article 1: Approved the business performance results for the fourth quarter of 2024 and the full year 2024. Article 2: Approved the 2025 business plan (encompassing the 2025 investment budget plan), along with the dividend payment plan and the appropriation of funds for 2025 Article 3: Approved the 2024 remuneration settlement and the 2025 remuneration payment scheme for the Board of Directors and the Supervisory Board, as proposed by the Company's Board of Management. Article 4: Approved the plan for the first cash dividend advance of 2024 in cash at the rate of 2,000 VND per share. Article 5: Approved the Company's transactions with related parties in 2025 in accordance with the proposals from the Board of Management (including the list of related parties, scope, specific transaction details, and implementation procedures). Article 6: Approved the plan for convening the 2025 Annual General Meeting of Shareholders of FPT Telecom. Article 7: Approved the proposals and contents to be presented at the 2025 Annual General Meeting of Shareholders.	6/6
3	03/NQ- HĐQT/FTEL	14/3/2024	Supplemented 2025 Annual GMS agenda with business line amendments (Code 6190).	6/6
4	04/NQ- HĐQT/FTEL	6/5/2024	Approved the second 2024 cash dividend payment.	6/6
5	05/NQ- HĐQT/FTEL	14/5/2024	Approved share issuance to increase equity capital.	6/6

6	06/NQ-HDQT/FTEL	3/6/2024	Approved Q1/2025 business results.	6/6
7	07/NQ-HDQT/FTEL	2/7/2024	Approved charter capital increase for FPT Telecom.	4/6 (*)
8	08/NQ-HDQT/FTEL	26/07/2024	<ul style="list-style-type: none"> <li>- Approved the business performance results for the second quarter of 2025 based on the Report of the Company's Board of Management.</li> <li>- Approved the business performance results for the third quarter of 2025 based on the Report of the Company's Board of Management.</li> </ul> <p>Approved the investment policy for the Vietnam - Singapore (VTS) undersea fiber optic cable line.</p>	4/6
9	09/NQ-HDQT/FTEL	9/10/2024	Approved organizing an Extraordinary GMS in 2025 of FPT Telecom.	4/6

(\*) Effective from July 16, 2025, two members of the Board of Directors, Ms. Tran Thi Hong Linh and Mr. Phan The Thanh, did not participate in voting due to the submission of their resignation letters on July 16, 2025, which were subsequently approved by the General Meeting of Shareholders at the Extraordinary General Meeting of Shareholders held on December 24, 2025.

### III. Supervisory Board (Report 2025)

#### 1. Supervisory Board's Members

No	Supervisory Board's Members	Position	Started Date	Professional Qualifications
1	Mr. Tran Khuong	Head of Supervisory Board	25/4/2023	Bachelor's Degree
2	Mr. Pham Xuan Hoan	Member	25/4/2023	Master's Degree
3	Mr. Do Xuan Phuc	Member	28/3/2018	Bachelor's Degree (**)
4	Mrs. Luu Nguyen Kim Thoa	SB Member	24/12/2025	Master's Degree (***)

(\*\*) Mr. Do Xuan Phuc submitted his resignation letter on July 16, 2025, and it was approved by the General Meeting of Shareholders at the Extraordinary General Meeting of Shareholders on December 24, 2025.

(\*\*\*) Ms. Luu Nguyen Kim Thoa was elected by the General Meeting of Shareholders to replace Mr. Do Xuan Phuc as a member of the Supervisory Board at the Extraordinary General Meeting of Shareholders on December 24, 2025.

#### 2. Meeting of the Supervisory Board

No	Supervisory Board's Members	Number of Meetings Attended	Attendance Rate	Approval rate	Reason for Absence
1	Mr. Tran Khuong	2	100%		



2	Mr. Pham Xuan Hoan	2	100%		
3	Mr. Do Xuan Phuc	2	100%		
4	Mrs. Luu Nguyen Kim Thoa	0	-		

### **3. Supervisory activities of the Board of Supervisors over the Board of Directors and the Executive Board.**

In 2025, the Supervisory Board performed its powers and duties in accordance with the Law on Enterprises and the Company's Charter, implementing supervision over the activities of the BOD and the Board of Management:

#### **3.1. Supervision of the BOD:**

- The BOD organized quarterly regular meetings in compliance with the law and the Company's Charter.
- In 2025, the BOD continued to have active and effective operations, coordinating closely with the Board of Management to provide directions as well as promptly resolve issues arising related to the Company's business operations.
- During the period of transferring state capital from the State Capital Investment Corporation (SCIC) to the Ministry of Public Security, the BOD monitored closely, made decisions, and directed the Board of Management to implement plans, ensuring no interruption to the Company's business activities.
- BOD Resolutions were issued in accordance with the functions and powers as prescribed by law and the Company's Charter.

#### **3.2. Supervision of the General Director:**

- Together with the BOD, the General Director fully and promptly implemented the Decisions and Resolutions of the BOD and the GMS.
- Well executed the Company's business plan.
- Proactively established management and operational plans for business activities.
- Effectively promoted the performance of the Company's organizational and management apparatus.
- The exercise of the right to appoint, dismiss, and remove management positions in the Company was carried out in accordance with regulations.
- The Board of Management coordinated closely, proactively, and positively in expanding the customer base, increasing revenue, saving costs, improving business efficiency, and increasing income for employees.
- The Company's Board of Management frequently organized meetings to discuss the implementation of business plans for the Company and its subsidiaries, while simultaneously providing directions, corrections, and measures to overcome shortcomings and deficiencies.
- Financial statements generated in 2025 were prepared and presented to ensure compliance with the requirements of Vietnamese accounting standards and the current Accounting Regime.

#### **4. Coordination Between the Supervisory Board and the Board of Directors, Executive Board, and Other Management Personnel**

In 2025, members of the Supervisory Board always maintained regular exchanges regarding the Company's activities to ensure the SB fulfilled its duties well. Important opinions from SB members were promptly

discussed with the BOD, the Board of Management, and relevant units. Important issues and decisions of the BOD and the General Director were appropriate and met the interests of shareholders.

**5. Other Activities of the Supervisory Board (if any): None**

**IV. Board of Directors**

No	Board of Directors	Position	DOB	Professional Qualifications	Appointed Date
1	Mr. Nguyen Hoang Linh	CEO	30/12/1978	Master of Business Administration	25/4/2023
2	Ms. Vu Thi Mai Huong	Deputy General Manager	29/01/1971	Computer Science Engineer	01/05/2020
3	Mr. Chu Hung Thang	Deputy General Manager	16/11/1978	Telecommunications Engineer	29/11/2019

**V. Chief Accountant**

Name	DOB	Professional Qualifications	Appointed Date
Ms. Nguyen Thi Thu Huong	08/1/1979	Bachelor of Accounting	3/1/2023

**VI. Corporate Governance Training**

Training courses on corporate governance that members of the BOD, members of the Supervisory Board, the General Director, other managers, and the Company Secretary participated in according to regulations on corporate governance: **None**.

**VII. List of Related Parties of the Public Company (2024 Report) and Transactions Between Related Parties and the Company**

1. List of Related Parties of the Company (Details in Appendix 1,2)
2. Transactions Between the Company and Its Related Parties; or Between the Company and Major Shareholders, Insiders, and Related Persons of Insiders: **None**

No	Name of Organization /Individual	Relationship with the Company	Business Registration Number, Date of Issue, Place of Issue	Registered Address	Transaction with the Company	Decision Number of the General Meeting of Shareholders/Board of Directors (if applicable, specify date of issuance)	Transaction Details, Quantity, Total Transaction Value/	Note

3. Transactions Between Insiders, Related Persons of Insiders, and Subsidiaries or Controlled Companies: **None**



No	Name of Transaction Executor	Relationship with Internal	Position	ID/Passport Number, Date of Issue, Place of Issue	Address	Name of Subsidiary or Controlled Company	Transaction Detail	Transaction Details, Quantity, Total Transaction Value	Note

**4. Transactions between the Company and Other Parties: None.**

**4.1.** Transactions Between the Company where Members of the Board of Directors, Supervisory Board, General Director, and Other Managers Have Been or Are Founding Members or Held Positions as Board Members or General Director in the Past Three (03) Years (As of the Reporting Date)

**State Capital Investment Corporation - One Member Limited Company**

Dividend Payment in Cash: 1,235,565,155,000 VND

**FPT Corporation**

Dividend Payment in Cash: 1,124,305,935,000 VND

Sales of Goods and Services: 12,356,854,350 VND

Purchase of Goods and Services: 192,684,127,528 VND

**4.2.** Transactions Between the Company where Related Persons of Board Members, Supervisory Board Members, General Director, and Other Managers Hold Positions as Board Members or General Directors: None

**4.3.** Other Transactions of the Company (If Any) That May Provide Material or Non-Material Benefits to Board Members, Supervisory Board Members, General Director, and Other Managers: None

**VIII. Transactions of Shares by Insiders and Related Persons of Insiders (2024 Report): None**

1. List of Insiders and Related Persons of Insiders: As per Appendix 2

2. Transactions of Internal and Related Persons Regarding the Company's Share

No	Person performing the transaction	Relationship with internal person	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increase, decrease (purchase, sale, conversion, bonus...)
			Number of shares	Percentage	Number of shares	Percentage	
1	Ministry of Public Security	Capital contribution	-	0.0000%	370,669,546	50.1743%	Receiving transfer from State Capital Investment Corporation - Company Limited
2	State Capital Investment Corporation - Company Limited	Capital contribution	247,113,031	50.1743%	-	0.0000%	Transferring to Ministry of Public Security
3	FPT Corporation	Related organization	224,861,187	45.6562%	337,291,780	45.6563%	Receiving stock dividends

	HNT Joint Stock Company		<b>2,000,000</b>	0.4061%	<b>3,000,000</b>	0.4061%	Receiving stock dividends
4	Chu Hung Thang	Internal person	<b>217,032</b>	0.0441%	<b>373,048</b>	0.0505%	Purchase, Sale, Receiving stock dividends
5	Chu Thi Thanh Ha	Internal person	<b>3,200,000</b>	0.6497%	<b>4,800,000</b>	0.6497%	Receiving stock dividends
6	Nguyen Quoc Tuan	Related person	<b>79,200</b>	0.0161%	<b>144,900</b>	0.0196%	Purchase, Sale, Receiving stock dividends
7	Nguyen Thi Thu Huong	Internal person	<b>200</b>	0.0000%	<b>2,596</b>	0.0004%	Purchase, Sale, Receiving stock dividends
8	Nguyen Van Khoa	Internal person	<b>611,941</b>	0.1242%	<b>917,911</b>	0.1242%	Receiving stock dividends
9	Nguyen Do Hoang Ha	Related person	<b>46,500</b>	0.0094%	<b>78,100</b>	0.0106%	Purchase, Sale, Receiving stock dividends
10	Nguyen Do Hong Ha	Related person	<b>191,300</b>	0.0388%	<b>286,950</b>	0.0388%	Receiving stock dividends
11	Nguyen Do Quyen	Related person	-	0.0000%	<b>24,100</b>	0.0033%	Purchase
12	Nguyen Hoang Linh	Internal person	<b>271,887</b>	0.0552%	<b>407,830</b>	0.0552%	Receiving stock dividends
13	Pham Vinh Thang	Related person	<b>368,000</b>	0.0747%	<b>374,000</b>	0.0506%	Purchase, Sale, Receiving stock dividends
14	Pham Thi Thanh Toan	Related person	<b>87,025</b>	0.0177%	<b>95,037</b>	0.0129%	Purchase, Sale, Receiving stock dividends
15	Truong Thi Thanh Thanh	Related person	<b>1,667,575</b>	0.3386%	<b>2,501,362</b>	0.3386%	Receiving stock dividends
16	Vu Thi Mai Huong	Internal person	<b>174,500</b>	0.0354%	<b>212,700</b>	0.0288%	Purchase, Sale, Receiving stock dividends
17	Do Thi Huong	Internal person	<b>356,810</b>	0.0724%	<b>579,315</b>	0.0784%	Purchase, Sale, Receiving



							stock dividends
18	Nguyen Lan Anh	Internal person	-	0.0000%	800	0.0001%	Purchase
19	Tran Minh Luan	Related person	-	0.0000%	3,900	0.0005%	Purchase, Sale, Receiving stock dividends
20	Tran Van Cuong	Internal person	7	0.0000%	15,525	0.0021%	Purchase, Sale, Receiving stock dividends
21	Vo Thi Ngan Tam	Related person	36	0.0000%	2,105	0.0003%	Purchase, Sale, Receiving stock dividends

**IX. Other Notes: None**

**Recipients:**

*As above.*

*Archived: Administration Office,  
Board of Directors Office.*

Chairman



Hoàng Việt Anh