



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, 5th March 2026

No: 14-3 /2026/CV/CEO-KETOAN
(Re: Explanation of changes in business
results on Audited Separate Financial
Statements 2025)

To: - State Securities Commission
- Hanoi Stock Exchange

1. Company's name: C.E.O Group Joint Stock Company
2. Stock code: CEO
3. Explanation content: Profit after tax in 2025 in the Company's Audited Separate Financial Statements increased by VND 71,208 million, compared to 2024, specifically as follows:

Unit: Mil. VND

| Items | The year 2025 | The year 2024 | Differences | |
|-------------------------------------|---------------|---------------|-------------|----------------------|
| | | | Value | Percentage of change |
| Total revenue and income | 374,300 | 290,122 | 84,178 | 29.01% |
| Total cost | 139,038 | 126,068 | 12,970 | 10.29% |
| Profits after enterprise income tax | 235,262 | 164,054 | 71,208 | 43.41% |

Reasons:

The main reason is due to the total revenue and income increased by VND 84,178 million (equivalent to an increase of 29.01%), the total cost (included corporate income tax) increased by VND 12,970 million (equivalent to an increase of 10.29%), leading to an increase in profit after tax of VND 71,208 million (equivalent to an increase of 43.41%).

Therefore, C.E.O Group Joint Stock Company respectfully sends you the above explanation.

Sincerely,

Recipients:

- As above;
- The Board of Directors (for report);
- Archives: HR Dept ./.



GENERAL DIRECTOR

Cao Van Kien