

No: 01/2026/NQ/CEO-DHĐCĐ

Hanoi, April 24, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

GENERAL MEETING OF SHAREHOLDERS
C.E.O GROUP JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 and its guiding documents;*
- *The Law on Securities No. 54/2019/QH14 and its guiding documents;*
- *The Charter of C.E.O Group Joint Stock Company;*
- *The Company's internal regulations on corporate governance;*
- *The Minutes of the 2026 Annual General Meeting of Shareholders dated April 24, 2026;*
- *The Vote Counting Minutes of the 2026 Annual General Meeting of Shareholders dated April 24, 2026.*

RESOLVES:

Article 1. The 2026 Annual General Meeting of Shareholders of C.E.O Group Joint Stock Company unanimously approves the following:

1. Approval of the Report of the General Director on business performance in 2025 and the business plan for 2026 (*attached report*).
2. Approval of the Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026–2030 period (*attached report*).
3. Approval of the Report of the Supervisory Board on activities in 2025 and the plan for 2026 (*attached report*).
4. Approval of the 2025 audited financial statements and the profit distribution plan for 2025 (*attached proposal*).
5. Approval of the proposal on the selection of an auditing firm for the fiscal year 2026 (*attached proposal*).
6. Approval of the proposal on remuneration for the Board of Directors and the Supervisory Board in 2026 (*attached proposal*).
7. Approval of the proposal on the amendment and supplementation of business lines (*attached proposal*).
8. Approval of the Proposal on the share issuance plan to increase charter capital in 2026 (*attached proposal*).



Article 2. Implementation Provisions:

1. This Resolution was unanimously approved by 100% of the shareholders present in person or through authorized representatives and shall take effect from the date of signing.
2. The members of the Board of Directors, Supervisory Board, and the Executive Board shall, within the scope of their functions, duties, and authority, be responsible for organizing and implementing the contents of this Resolution./.

Recipients:

- SSC, HNX;
- As specified in Clause 2, Article 2;
- Archive.

ON BEHALF OF GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF BOD



Doan Van Binh



No: 01/2026/BB/CEO-DHĐCĐ

Hanoi, April 24, 2026

MINUTES OF MEETING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
C.E.O GROUP JOINT STOCK COMPANY

At 08:30 AM on April 24, 2026, the 2nd session of the 2026 Annual General Meeting of Shareholders of C.E.O Group Joint Stock Company (*Enterprise Registration Number: 0101183550, initially issued by the Hanoi City Department of Finance on March 29th, 2007, and amended for the 27th time on August 14th, 2025 – Headquarters: 5th Floor, CEO Tower, HH2-1, Me Tri Ha New Urban Area, Pham Hung Street, Tu Liem Ward, Hanoi, Vietnam*) was held at 6th Floor, CEO Tower, HH2-1, Me Tri Ha New Urban Area, Pham Hung Street, Tu Liem Ward, Hanoi.

I. LEGAL VALIDITY OF THE MEETING

1. Basis for Convening the Meeting

The 2026 Annual General Meeting of Shareholders of C.E.O Group Joint Stock Company (hereinafter referred to as the “Meeting” or “AGM”) is held in accordance with the provisions of the law and the Company’s Charter.

2. Report on Verification of Shareholder Eligibility to Attend the Meeting

- The total number of shareholders of the Company is **65.881** shareholders (according to the list of shareholders as of March 10th, 2026 provided by the Vietnam Securities Depository and Clearing Corporation), representing **567.146.075** shares.
- At the time of commencement of the Meeting, the total number of shareholders directly attending and through valid authorized representatives attending the AGM: **126** shareholders, representing **187.909.045** shares, equivalent to **187.909.045** voting rights, accounting for **33,12%** of the total voting shares of the Company.
- Before the voting time, the total number of shareholders directly attending and through valid authorized representatives attending the AGM: **143** shareholders, representing **188.364.181** shares, equivalent to **188.364.181** voting rights, accounting for **33,21%** of the total voting shares of the Company.

Pursuant to the provisions of the Company’s Charter and relevant laws, the 2026 Annual General Meeting of Shareholders of C.E.O Group Joint Stock Company is duly qualified to proceed.

II. CONTENT OF THE MEETING

1. Approval of the list of the Presidium and Chairman, including:

- Mr. Doan Van Binh - Chairman of the Board of Directors (“BOD”) – Chairman
- Mr. Doan Van Minh - Member of BOD - Member

- Mr. Doan Duc Anh - Member of BOD – Member
- Mr. Nguyen Van Dong - Independent member of BOD – Member
- Mr. Cao Van Kien - General Director – Member
- 2. Approval of the Secretariat of the Meeting, including:
 - Mrs. Pham Thi Lan Chi - Head of the Committee
 - Mrs. Nguyen Thi Huong - Member
- 3. Approval of the Vote Counting Committee, including:
 - Mr. Nguyen Tien Thang - Head of the Committee
 - Mrs. Nguy Thi Thanh Thuy - Member
 - Mrs. Hoang Thi Nhung - Member
 - Mrs. Nguyen Thi Hoa - Member
 - Mrs. Kieu Thi Thuy - Member

The list of the Presidium, the Secretariat, and the Vote Counting Committee was approved by shareholders representing 100% of the total voting shares of all shareholders attending the Meeting

4. Approval of the Meeting Agenda

The Meeting approved the Agenda of the Annual General Meeting (details attached).

Result: 100% of the total voting shares of all shareholders attending the Meeting voted in favor of the Agenda.

5. Approval of the Regulations on the Organization and Operation of the Meeting and the Election Regulations for Members of the Board of Directors for the 2022–2027 Term (*details attached*).

Result: 100% of the total voting shares of all shareholders attending the Meeting voted in favor of the Regulations on the Organization and Operation of the Meeting, and the Election Regulations for Members of the Board of Directors for the 2022–2027 term.

III. MATTERS PRESENTED AT THE MEETING

1. Mr. Cao Van Kien - General Director presented the following matters:
 - Report of the Board of Management on the business performance in 2025 and the business plan for 2026;
 - Proposal on the approval of the audited financial statements for 2025 and the profit distribution plan for 2026;
 - Proposal on the approval of amendments and supplements to the Company's business lines;
 - Proposal on the approval of the share issuance plan to increase charter capital in 2026.
2. Mr. Doan Duc Anh – Member of the Board of Directors presented the following:
 - Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026–2030 period;
 - Proposal on the approval of remuneration for the Board of Directors and the Supervisory Board in 2026;

3. Ms. Tran Thi Thuy Linh – Head of the Supervisory Board presented the following:
 - Report on the performance of the Supervisory Board in 2025 and its operation plan for 2026;
 - Proposal on the selection of the auditing firm for the financial year 2026.

IV. DISCUSSION AT THE GENERAL MEETING

During the discussion, all questions and opinions raised by shareholders were fully and clearly addressed by the Presidium at the General Meeting. The Meeting agreed with the responses provided, and no further comments were raised.

V. VOTING ON THE CONTENTS OF THE GENERAL MEETING

Mr. Nguyen Tien Thang – Head of the Vote Counting Committee – provided instructions on the voting procedures for the contents of the General Meeting by means of ballot voting.

Detailed voting results for the contents presented at the General Meeting are recorded in the Vote Counting Minutes prepared by the Vote Counting Committee and read aloud by Mr. Nguyen Tien Thang – representative of the Vote Counting Committee – before the General Meeting.

Voting and election results as below:

- Number of ballots issued: 143 ballots, representing 188.364.181 shares, equivalent to 188.364.181 voting rights of shareholders/authorized representatives attending the Meeting.
- Number of ballots collected: 138 ballots, representing 188.276.118 shares, equivalent to 188.276.118 voting rights of shareholders/authorized representatives attending the Meeting.
- Valid ballots: 137 ballots, representing 188.274.918 shares, equivalent to 188.274.918 voting rights shareholders/authorized representatives attending the Meeting.
- Invalid ballots: 1 ballots, representing 1.200 shares, equivalent to 1.200 voting rights shareholders/authorized representatives attending the Meeting.

1. Approval of the Report of the Board of General Directors on the 2025 business performance and the 2026 business plan (Report No. 01-3/2026/BC/CEO-BTGĐ dated 05/3/2026 attached)

- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.

2. Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026–2030 period (Report No. 02-3/2026/BC/CEO-HĐQT dated 05/3/2026 attached)

- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.
- 3. Approval of the Report on the activities result of the Supervisory Board in 2025 and the operational plan for 2026** (Report No. 03-3/2026/BC/CEO-BKS dated 05/3/2026 attached)
- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.
- 4. Approval of the audited financial statements for 2025 and the profit distribution plan for 2025** (Proposal No. 04-3/2026/TTr/CEO-HĐQT dated 05/3/2026 attached).
- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.
- 5. Approval of the Proposal on the selection of the auditing firm for the fiscal year 2026** (Proposal No 05-3/2026/TTr/CEO-BKS dated 05/3/2026 attached).
- Affirmative votes: 183.257.010 votes, accounting for 97,29% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.
- 6. Approval of the Proposal on the approval of remuneration for the Board of Directors and the Supervisory Board in 2026** (Proposal No 06-3/2026/TTr/CEO-HĐQT dated 05/3/2026 attached).
- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
 - Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of

shareholders/authorized representatives attending the Meeting.

7. Approval of the Proposal on the amendment and supplementation of business lines (Proposal No 07-3/2026/TTr/CEO-HĐQT dated 05/3/2026 attached).

- Affirmative votes: 188.274.818 votes, accounting for 99,95% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.

8. Approval of the Proposal on the share issuance plan to increase charter capital in 2026 (Proposal No 01-4/2026/TTr/CEO-HĐQT dated 01/4/2026 attached).

- Affirmative votes: 183.257.010 votes, accounting for 97,29% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Negative votes: 0 votes, accounting for 0% of the total voting shares of shareholders/authorized representatives attending the Meeting;
- Abstentions Votes: 100 votes, accounting for 0,0001% of the total voting shares of shareholders/authorized representatives attending the Meeting.

VI. APPROVED RESOLUTIONS

Based on the voting results, and in accordance with the Regulations on Organization and Operation of the 2nd session of the 2026 Annual General Meeting of Shareholders – C.E.O Group Joint Stock Company, the Company Charter, and the relevant laws, the 2026 Annual General Meeting of Shareholders of .CE.O Group Joint Stock Company has approved the following contents:

1. Approval of the Report of the Board of General Directors on the 2025 business performance and the 2026 business plan;
2. Approval of the Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026–2030 period;
3. Approval of the Report on the activities result of the Supervisory Board in 2025 and the operational plan for 2026;
4. Approval of the audited financial statements for 2025 and the profit distribution plan for 2025;
5. Approval of the Proposal on the selection of the auditing firm for the fiscal year 2026;
6. Approval of the Proposal on the approval of remuneration for the Board of Directors and the Supervisory Board in 2026;
7. Approval of the Proposal on the amendment and supplementation of business lines;
8. Approval of the proposal on the share issuance plan to increase charter capital in 2026.

VII. APPROVAL OF THE MINUTES

These Minutes were recorded accurately and completely by the Secretariat of the

Meeting, read aloud before the entire General Meeting of Shareholders, and were unanimously approved by 100% of the total voting shares of the shareholders attending the Meeting.

The meeting was adjourned at 11 hours 00 minutes on the same day

HEAD OF THE SECRETARIAT



Pham Thi Lan Chi



CHAIRMAN

Doan Van Binh



Hanoi, April 24, 2026

**REGULATIONS
ON ORGANIZATION AND OPERATION OF THE SECOND 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS
C.E.O GROUP JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented, and its guiding documents;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;*
- *The Charter of C.E.O Group Joint Stock Company;*
- *The Company's internal corporate governance regulations.*

The 2026 Annual General Meeting of Shareholders of C.E.O Group Joint Stock Company shall be organized and conducted in accordance with the following provisions:

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope of Application

- 1.1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (“Meeting”) of C.E.O Group Joint Stock Company (“C.E.O Group”).
- 1.2. These Regulations specifically provide for the rights and obligations of shareholders and participants in the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 2: Applicable Subjects

Shareholders or their authorized representatives attending the Meeting and all participants are responsible for complying with the provisions of these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, AUTHORIZED
REPRESENTATIVES, AND PARTICIPANTS IN THE GENERAL MEETING**

Article 3: Rights and Obligations of Shareholders or Authorized Representatives

3.1. Conditions for Attending the General Meeting

Participants must be shareholders or authorized representatives (in writing) of shareholders whose names appear on the list of shareholders of C.E.O Group on the record date for the General Meeting.

3.2. Rights of Shareholders Attending the Meeting

- a. To attend the Meeting in person or authorize another person to attend via a valid written Power of Attorney;
- b. To discuss and vote on all matters within the authority of the General Meeting in accordance with the Law on Enterprises, the Charter of C.E.O Group, internal corporate governance regulations, and applicable laws;
- c. To be notified by the Organizing Committee of the Meeting's agenda, content, and accompanying documents;
- d. Upon registration, each shareholder or authorized representative will receive a Voting Card, Ballots, Election Ballots, and other relevant documents from the Shareholder Eligibility Verification Committee;
- e. Shareholders or authorized representatives arriving late (before the conclusion of the Meeting) may register and vote on matters not yet voted upon. The Chairperson is not obligated to pause the Meeting for late registration, and prior voting results will remain effective.

3.3. Obligations of Shareholders Attending the Meeting

- a. Shareholders or their authorized representatives must bring the following documents:
 - For individual shareholders: (1) Meeting invitation; (2) Original ID card/Passport (valid); (3) Original valid Power of Attorney (if attending as a proxy). A proxy is not allowed to re-authorize another person to attend.
 - For corporate shareholders: (1) Meeting invitation; (2) Certified copy of the Business Registration Certificate; (3) Original ID card/Passport (valid) of the legal representative. If the legal representative authorizes another person to attend, the proxy must present: (1) Meeting invitation; (2) Original ID card/Passport (valid) of the proxy; (3) Certified copy of the Business Registration Certificate; (4) Original valid Power of Attorney.
- b. Shareholders attending the General Meeting must wear appropriate and formal attire, and shall not bring, use, or display any clothing, symbols, images, or items containing sensitive, offensive, provocative, disruptive, or culturally inappropriate content, or any politically sensitive elements that may incite conflict, convey controversial messages, or adversely affect the security, order, and proceedings of the Meeting, as well as the image and reputation of other organizations and individuals.
- c. During the Meeting, shareholders must follow the instructions of the Organizing Committee and the guidance of the Presidium, behave politely and respectfully, refrain from causing disturbances, smoking, or using mobile phones during the Meeting. Phones must be turned off or set to silent mode;
- d. It is strictly prohibited to record audio, video, livestream, or transmit information about the Meeting content externally before official conclusions are announced;
- e. Shareholders must speak and vote in accordance with the instructions of the Organizing Committee and respect the conduct of the Presidium;
- f. Comply fully with any regulations on epidemic prevention and control (if applicable) as required by the Organizing Committee;
- g. Strictly observe these Regulations and respect the outcomes of the Meeting.

Article 4: Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee consists of one (01) Head and other members appointed by the Organizing Committee of the General Meeting, with the following functions and duties:

- 4.1. Verify the eligibility of shareholders or their authorized representatives attending the Meeting. Request shareholders or their authorized representatives to present the documents as stipulated in Article 3 of these Regulations;
- 4.2. Distribute to shareholders or their proxies attending the Meeting: Voting Cards, Ballots, Election Ballots, and other relevant meeting materials;
- 4.3. Report to the General Meeting on the results of shareholder or proxy eligibility verification at the following times:
 - Before the opening of the Meeting;
 - Before each voting or election session if there are changes in the number of shareholders registered to attend (e.g., late-arriving shareholders).
- 4.4. The Shareholder Eligibility Verification Committee is entitled to establish supporting units to fulfill its assigned duties.

Article 5: Rights and Obligations of the Presidium and the Secretary/Secretariat of the General Meeting

5.1. The Presidium

- a. The Presidium is introduced by the Organizing Committee and approved by the General Meeting through voting. The Chairman of the Board of Directors shall serve as the Head of the Presidium and preside over the General Meeting (“Chairperson”), with the following functions and responsibilities:
 - Direct the proceedings of the General Meeting in accordance with the approved agenda. Carry out necessary tasks to ensure the orderly conduct of the Meeting;
 - Guide shareholders and the Meeting in discussing items listed in the agenda;
 - Present drafts and provide conclusions on matters that require the General Meeting’s resolution;
 - Respond to questions raised by shareholders;
 - Has the right to refrain from answering or only acknowledge shareholders’ opinions if the comments or proposals are outside the scope of matters under the Meeting’s consideration;
 - Resolve any issues that arise during the course of the Meeting.
- b. The decisions of the Presidium regarding order, procedure, or unexpected events beyond the agenda of the Meeting shall be final and binding.
- c. The Chairperson has the right to request competent authorities to maintain order during the Meeting and to expel individuals who do not comply with the Chairperson's authority, intentionally disrupt order, or obstruct the normal progress of the Meeting and/or otherwise fail to comply with the provisions of this Regulation..
- d. The Chairperson has the right to postpone the General Meeting to another time or change the meeting venue if:
 - A participant acts disruptively or poses a threat to the fair and lawful conduct of the Meeting;
 - The venue does not provide adequate seating or facilities for all participants;
 - Communication facilities at the venue do not meet the requirements for shareholder

participation, discussion, and voting.

The maximum postponement period shall not exceed three (03) working days from the originally scheduled meeting date.

- e. The Presidium operates on the principle of collective decision-making and shall decide by majority vote.

5.2. Secretary/Secretariat of the General Meeting

- a. The Secretary/Secretariat of the General Meeting is nominated by the Presidium and approved by the General Meeting through voting. They are responsible to the Presidium and the General Meeting for performing their duties under the direction of the Presidium.
- b. Duties of the Secretary/Secretariat:
 - Accurately and faithfully record all proceedings of the Meeting, including matters approved or noted by shareholders or their authorized representatives;
 - Draft the Resolution of the General Meeting and other resolutions for matters approved during the Meeting (if any);
 - Perform other tasks as assigned by the Presidium.

Article 6: Rights and Obligations of the Vote Counting Committee

- 6.1. The Vote Counting Committee consists of one (01) Head and other members nominated by the Presidium and approved by the General Meeting through voting.
- 6.2. Duties of the Vote Counting Committee:
 - Guide the procedures for voting and election;
 - Supervise the voting and election process conducted by shareholders and their authorized representatives attending the Meeting;
 - Conduct the vote counting and prepare the Vote Counting Minutes.
- 6.3. The Head of the Vote Counting Committee shall report the vote counting results to the General Meeting.
- 6.4. The Vote Counting Committee is responsible for the accuracy and truthfulness of the announced vote counting results.
- 6.5. The Vote Counting Committee is entitled to establish a support team to fulfill its duties.

CHAPTER III CONDUCTING THE GENERAL MEETING

Article 7: Conditions for Holding the General Meeting

The General Meeting shall be conducted when the shareholders and/or authorized representatives present represent from 33% of the total voting shares, based on the list of shareholders compiled on the record date for attending the Meeting.

Article 8: Discussion at the General Meeting

- 8.1. Principles:
 - Shareholders who wish to raise questions or need clarification must write their inquiries on the Question Slip and submit it to the Secretary/Secretariat to be forwarded to the Presidium;
 - Discussions shall take place only within the allotted time and on matters presented in the Meeting Agenda.
- 8.2. Responding to Shareholders' Questions:
 - The Presidium or members designated by the Presidium shall respond to shareholders' comments and questions;

- The Chairperson shall manage the discussion based on the meeting schedule and may prioritize shareholders who registered to speak earlier or whose questions are directly related to the agenda.

Article 9: Voting Method and Approval of Resolutions at the General Meeting

Each shareholder shall be provided with a Voting Card, Ballots, and Election Ballots printed and sealed for control by the Company. Voting at the General Meeting shall be conducted in the following forms:

9.1. Direct Voting

- Direct voting shall apply to the following matters:
 - + Approval of the members of the Presidium, the Secretary/Secretariat, and the Vote Counting Committee;
 - + Approval of the Meeting Agenda, Regulations on the Organization and Operation of the Meeting, Election Rules, Minutes/Resolutions of the Meeting;
 - + Other matters as decided by the Presidium (if any).
- During the voting process, under the direction of the Chairperson, shareholders shall vote in favor, against, or abstain according to the instructions of the Chairperson or the Presidium.
- For each voting session, members of the Vote Counting Committee shall record the number of votes in favor, against, and abstentions, and announce the vote counting results to the General Meeting.

9.2. Voting by Ballot

- a. The matters subject to voting by ballot will be listed on the Ballot. Shareholders or authorized representatives shall cast their votes by selecting either "agree," "disagree," or "no opinion" for each item (by marking an **X** or **✓** in the appropriate box).
- b. Voting procedure:
 - Voting shall commence upon the signal given by the Chairperson of the Meeting or the Head of the Vote Counting Committee and shall conclude when the last shareholder has cast their vote into the ballot box, or after thirty (30) minutes from the start of voting whichever comes first. Once voting is closed, the ballot box shall be sealed. Shareholders who do not submit their ballots shall be considered as having no opinion.
 - If a shareholder makes an error while completing their ballot (and has not yet placed it in the ballot box and the voting time has not ended), they may directly contact the Head of the Vote Counting Committee to request a replacement ballot to ensure their voting rights are protected.
- c. Vote Counting Procedure:
 - Vote counting shall be carried out immediately after the conclusion of the voting session.
 - The vote counting process shall proceed as follows:
 - + The Vote Counting Committee shall operate in a designated separate room or area;
 - + The Committee may use electronic devices to facilitate the vote counting process;
 - + Verify the validity of each ballot;
 - + Examine and record each ballot in sequence;
 - + Calculate and exclude shares held by shareholders who are not eligible to vote on specific matters (if applicable);

- + Seal all ballots and hand them over to the Chairperson.
- Invalid ballots include the following:
 - + Ballots not in the format issued by the Organizing Committee or lacking the Company's official seal;
 - + Ballots that are torn, erased, or altered;
 - + Ballots containing additional information or unauthorized markings;
 - + Ballots with multiple conflicting votes for the same item—such votes shall be deemed invalid for that specific item.
- Voting for each agenda item is conducted independently. The invalidity of one item shall not affect the validity of the others.
- Upon completion of vote counting, the Vote Counting Committee shall prepare a Vote Counting Minutes, which must include:
 - + The time and location of the vote counting;
 - + The list of Vote Counting Committee members;
 - + The total number of shareholders with voting rights attending the meeting;
 - + The total number of shareholders who participated in the vote;
 - + The number and percentage of valid and invalid ballots;
 - + The number and percentage of votes for each item;
 - + Signatures of the Vote Counting Committee members.
- 9.3. The voting results shall be announced by the Vote Counting Committee after compiling the results for all items on the Meeting's agenda.
- 9.4. The election of members to the Board of Directors shall be conducted in accordance with a separate election regulation approved by the General Meeting.

Article 10: Adoption of Resolutions by the General Meeting

- 10.1. Items listed in the agenda of the 2026 Annual General Meeting of Shareholders shall be adopted when approved by shareholders or authorized representatives present at the Meeting who represent more than 50% of the total voting shares.
- 10.2. The following matters shall be adopted only when approved by shareholders or authorized representatives present at the Meeting who represent at least 65% of the total voting shares:
 - Amendments to business lines, industries, and fields of operation;
 - Changes in the organizational and management structure of the Company;
 - Types and quantity of shares to be offered;
 - Reorganization or dissolution of the Company;
 - Decisions on investment in or disposal of assets valued at 50% or more of the total asset value recorded in the latest audited financial statements of the Company.

Article 11: Minutes of the General Meeting

- 11.1. The proceedings of the General Meeting must be recorded in official minutes. The Chairperson and the Secretary shall be responsible for the accuracy and integrity of the minutes.
- 11.2. The minutes must be announced before the General Meeting and approved by the Meeting before its conclusion.
- 11.3. The minutes must be published on the Company's website within twenty-four (24) hours from the end of the Meeting.
- 11.4. The minutes shall serve as the basis for the issuance of the General Meeting's Resolution.

Article 12: Resolution of the General Meeting of Shareholders

- 12.1. Based on the results of the General Meeting, the Chairperson shall issue the Resolution of the General Meeting of Shareholders for the matters approved. The Resolution must be disclosed in accordance with laws and regulations on information disclosure in the securities market.
- 12.2. Shareholders or groups of shareholders as defined in Clause 2, Article 115 of the Law on Enterprises have the right to request a court or arbitration body to review and annul part or all of a resolution of the General Meeting of Shareholders, in accordance with the provisions of Article 151 of the Law on Enterprises.

CHAPTER IV IMPLEMENTATION PROVISIONS

Article 13: Effectiveness of the Regulations

- 13.1. These Regulations consist of 4 Chapters and 13 Articles, and shall be publicly read prior to the commencement of the General Meeting. They shall take effect immediately upon approval by the General Meeting through voting.
- 13.2. These Regulations may be amended from time to time based on the proposal of the Chairperson and must be approved by the General Meeting through voting.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**



Doan Van Binh

AGENDA THE SECOND 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
C.E.O GROUP JOINT STOCK COMPANY

Meeting Time: From 8:00 AM on April 24, 2026


Meeting Venue: 6th Floor – CEO Tower – Pham Hung –Tu Liem – Hanoi

Time	Agenda Items	Chairman
I. Opening procedure		
08h00 - 08h30	- Welcome delegates and shareholders - Shareholder registration and distribution of meeting documents	Organizing Committee Shareholder Eligibility Verification Committee
08h30 - 08h35	Report on the verification of shareholder eligibility	Head of the Shareholder Eligibility Verification Committee
08h35 - 08h40	Introduction and approval of the Presidium and Chairperson of the Meeting	Organizing Committee
08h40 - 08h45	Opening of the Meeting Introduction and approval of the Meeting Secretary and Vote Counting Committee	Presidium
08h45 - 08h50	Approval of the Meeting Agenda	Presidium
08h50 - 9h00	Approval of the Regulations on Organization and Operation of the General Meeting	Presidium
II. Meeting Content		
9h00- 10h00	Agenda Item 1: Report by the Board of General Directors on the 2025 business performance and the 2026 business plan	Board of General Directors
	Agenda Item 2: Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026– 2030 period	Presidium
	Agenda Item 3: Report on the activities result of the Supervisory Board in 2025 and the operational plan for 2026	Supervisory Board
	Agenda Item 4: Audited financial statements for 2025 and profit distribution plan for 2025	Presidium
	Agenda Item 5: Proposal on the selection of the auditing firm for the 2026 financial year	Supervisory Board
	Agenda Item 6: Proposal on the approval of remuneration for the Board of Directors and the Supervisory Board in 2026	Presidium
	Agenda Item 7: Proposal on the approval of the amendment and supplementation of business lines	Presidium
	Agenda Item 8: Proposal on the on the share issuance plan to increase charter capital in 2026	Presidium



Time	Agenda Items	Chairman
III. Discussion and Voting		
10h00 - 10h30	Discussion and exchange of opinions	Presidium
10h30 - 11h15	Voting on the matters of the General Meeting	Vote Counting Committee
	Vote counting	Vote Counting Committee
	Break	
11h15 - 11h25	Announcement of vote counting results	Vote Counting Committee
IV. End of the General Meeting		
11h25 - 11h30	Approval of the Minutes and Resolution of the General Meeting	Presidium
	Closing of the Meeting	

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman


Doan Van Binh



No.: 01-3/2026/BC/CEO-BTGĐ

Hanoi, March 05, 2026

REPORT OF THE BOARD OF MANAGEMENT
(on the Results of Production and Business Activities in 2025 and the Production and Business Plan for 2026)

Respectfully submitted to: The Annual General Meeting of Shareholders 2026

The Board of Management respectfully reports to the General Meeting of Shareholders on the results of the implementation of the Production and Business Activities (“PBA”) Plan for 2025 and the Production and Business Activities Plan for 2026 as follows:

PART I

RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

I. OPERATING CONTEXT IN 2025

1. Macroeconomic Context

- In 2025, the global economy continued to recover, but in a state of “cautious recovery” with many remaining uncertainties. Global inflation was gradually brought under control, creating room for many central banks to adjust their monetary policies toward supporting economic growth. However, geopolitical risks, fluctuations in energy prices, and the ongoing restructuring of global supply chains continued to exert pressure on the business and investment environment.
- Domestically, Vietnam’s economy maintained a positive recovery momentum, driven by exports and public investment. Deposit and lending interest rates gradually stabilized, contributing to improved access to capital for businesses and homebuyers. Exchange rates and inflation continued to be well controlled, helping strengthen market confidence. However, domestic demand recovered unevenly, and cash flows still tended to remain cautious.

2. Legal Framework and Policies

The year 2025 marked the official implementation of amended laws related to the real estate sector, contributing to the improvement of the legal framework and enhancing market transparency. However, the practical implementation process across localities still requires time for synchronization, which has affected the legal progress of certain real estate projects.

At the same time, the reorganization and consolidation of administrative units and the restructuring of government administration under a two-tier governance model have also impacted business operations during the transitional period.

3. Developments in the Real Estate Market

In 2025, the real estate market showed signs of improved liquidity, mainly concentrated in the housing segment serving genuine residential demand. Meanwhile, the high-end and investment segments recovered more slowly due to continued cautious market sentiment.

In this context, under the direction of the Board of Directors and with the proactive and flexible management of the Board of Management, together with the efforts of all employees of the CEO Group and its member companies, the Group has fundamentally fulfilled the Production and Business Activities (“PBA”) Plan approved by the Annual General Meeting of Shareholders in 2025.

II. BUSINESS AND PRODUCTION RESULTS IN 2025

1. Implementation of the 2025 Production and Business Plan Targets (Based on the audited consolidated financial statements for 2025)

- Total consolidated revenue: VND 1,432 billion, achieving 93% of the Plan
- Consolidated profit after tax: VND 206 billion, achieving 113% of the Plan.

2. Performance of Key Business Segments in 2025

2.1 Real Estate Sector

- The year 2025 marked an important milestone in the Group’s development strategy as it officially expanded into the industrial real estate sector, with its approval as the investor of the Tien Lang Airport Industrial Park Project (Zone B) under the Hai Phong Free Trade Zone (FTZ) on 15 July 2025. The project commenced construction on 15 January 2026.
- In October 2025, CEO Group commenced construction of the Mixed-use Office and Healthcare Building Project at CEOHomes Sunny Garden City Urban Area (Hanoi).
- In November 2025, the Group received the land allocation decision for the CEOHomes Hana Garden – Me Linh, creating an important legal foundation for the subsequent implementation stages of the project.
- In addition, CEO Group actively accelerated site clearance and construction activities at ongoing projects, while strengthening promotion, research, and development of new projects in line with the established strategic orientation.

2.2 Construction Sector

In 2025, the Group’s construction activities were implemented across several key projects, ensuring progress and quality, thereby affirming the Group’s capacity as a general contractor and construction management entity, specifically:

- Focusing on the construction of key components: completion of the school facilities and commencement of construction of Mixed-use Office and Medical Building at the CEOHomes Sunny Garden City Urban Area (Hanoi); the Novotel Cam Ranh Resort project; and the Sonasea Van Don Harbor City Project;
- Implementing site leveling works and preparation for the commencement of the Tien

Lang Airport Industrial Park Project (Zone B) under the Hai Phong Free Trade Zone (FTZ), creating a foundation for attracting investment and expanding the Group's industrial real estate development sector.

2.3 Service Sector

- ***Hotel Management Operations***

- In 2025, the Group recorded impressive growth in its hotel management and operation segment, with revenue increasing by over 40% compared to 2024. The total number of guests reached approximately 710,000, of which international visitors accounted for nearly 76%.
- On 21 June 2025, at Bai Dai – Cam Ranh, the Group officially commenced construction of the Novotel Cam Ranh Resort, marking a strategic milestone in expanding the Group's tourism and resort ecosystem.

- ***Training and Human Resource Development Activities***

- In February 2025, the CEO Kindergarten and Primary School at CEOHomes Sunny Garden City Urban Area (Quoc Oai, Hanoi) was officially inaugurated, marking an important milestone in completing the educational infrastructure within urban areas developed by the Group;
- At the same time, the Group continued to research and seek cooperation opportunities to implement educational levels in accordance with the planning of its urban projects, thereby contributing to the completion of the service ecosystem and enhancing the sustainable value of the Group's urban developments.

3. Other Achievements in 2025

- In 2025, the Group officially launched its new brand identity, with the logo color scheme adjusted to appear stronger and more modern, better reflecting the spirit of development in a new era, together with the slogan "For a Happy Life." The new brand identity reflects the vision of sustainable development and the orientation toward building a Happy Enterprise, where each member is part of One CEO – One Family – One Team.
- In 2025, under the direction of the Board of Directors, the Group's Executive Management focused on reviewing, developing, standardizing, and improving the system of internal regulations, procedures, policies, standards, and norms to ensure synchronized operations across the entire Group. The improvement of institutional frameworks not only enhanced coordination efficiency among units and minimized operational risks, but also strengthened transparency, consistency, and discipline throughout the organization.

4. Implementation of ESG (Environmental – Social – Governance)

- In addition to focusing on achieving its production and business objectives, CEO Group consistently places strong emphasis on social responsibility and sustainable development goals associated with the community. In 2025, the Group actively participated in and implemented numerous social welfare initiatives, including: contributing to the "For the Poor" Fund of Hanoi City; supporting communities affected by floods; providing assistance to people in Myanmar affected by earthquakes; contributing to the

construction of a memorial house for fallen heroes of the Armed Forces of Military Region 3; donating bicycles to disadvantaged students in Van Don District, along with many other meaningful activities.

- In parallel with community initiatives, the Group has also focused on implementing solutions to minimize environmental impacts through the application of green design, energy-saving solutions, and environmentally friendly materials in the development and implementation of its projects.
- The Group has also implemented renewable energy systems at its projects.
- Despite the many difficulties and challenges faced in 2025, the Group continued to ensure stable employment and income for its employees, while fostering a friendly working environment aimed at building a workforce of happy employees. In 2025, the Group also launched three employee clubs, including a Sports Club, Exploration Club, and Reading Club, developed under the “Three Pillars of Happiness” model: physical health, exploration and experience, and knowledge and mental development. These activities contribute to strengthening corporate culture, enhancing internal cohesion, and promoting the values of “One CEO – One Family – One Team” throughout the Group.

5. Awards and Recognitions

In 2025, CEO Group and its projects were honored with numerous prestigious awards. Some of the notable recognitions include:

5.1 For CEO Group

- Outstanding Labor Collective Award granted by the Chairman of the Hanoi People’s Committee;
- Top 10 Best Workplaces in Vietnam 2025 – Real Estate Industry;
- Top 100 Best Workplaces in Vietnam 2025 – Medium Enterprise Category (announced by Anphabe);
- Top 40 Outstanding Private Enterprises Representing 40 Years of National Reform;
- Top 10 Most Promising Real Estate Enterprises in 2025.

5.2 In Van Don

- **Wyndham Garden Sonasea Van Don:** Top 10 Best Resorts in 2025;
- **Grand Oceania:** Top 10 Most Promising Tourism and Resort Real Estate Projects in 2025.

5.3 In Phu Quoc

- Phu Quoc Investment and Development Joint Stock Company:
- Novotel Phu Quoc Resort: Honored as the “Leading Luxury Hotel in Phu Quoc” and awarded a Certificate of Merit by the People’s Committee of An Giang Province for its positive contributions to the development of the local economy and tourism;
- Best Western Premier Sonasea Phu Quoc: Recognized as the “Best Family Resort in Vietnam 2025” and the “Leading Luxury Hotel in Phu Quoc”.

These awards represent recognition of the Group’s brand reputation, governance capabilities, as well as the quality of its products and services.

PART II

PRODUCTION AND BUSINESS PLAN FOR 2026

In 2026, Vietnam's real estate market is expected to show more positive signals compared to 2025, thanks to an increasingly improved legal framework, favorable economic growth prospects, and gradually improving investor confidence. However, the market will still face various difficulties and challenges, such as the continued complexity of global political and security developments; the impacts arising from the implementation of new policies and legal regulations; the process of restructuring and consolidating the organizational apparatus and administrative units; as well as pressures related to capital sources, input costs, and the uneven recovery across market segments. In particular, tighter control over credit flows and interest rates for the real estate sector in the early months of 2026 may pose additional challenges.

In this context, with the objective of continuing sustainable development, enhancing brand positioning, and contributing positively to the country's overall development, the Board of Management hereby submits to the General Meeting of Shareholders the Production and Business Plan targets for 2026 as follows:

1. Projected Production and Business Plan Targets for 2026

- Total consolidated revenue: VND 3,000 billion
- Consolidated profit after tax: VND 300 billion
- Proposed dividend: 5%

2. Operational Plan for Key Business Segments in 2026

2.1. Real Estate Sector

- Focus on completing legal procedures, accelerating construction progress, and bringing key projects into commercial operation, including: Novotel Cam Ranh Resort; Tien Lang Airport Industrial Park Project (Zone B) under the Hai Phong Free Trade Zone (FTZ); CEOHomes Hana Garden (Me Linh, Hanoi); Mixed-use Office and Medical Building at the CEOHomes Sunny Garden City Urban Area (Hanoi); Sonasea Van Don Harbor City;
- Concentrate resources on promoting project development in potential localities nationwide, prioritizing the development of industrial real estate, resort real estate, and residential real estate projects in line with the Group's development orientation;
- Strengthen the development of service systems and amenities within the Group's projects in order to enhance product value and improve operational efficiency.

2.2. Construction Sector

- Concentrate maximum resources on the construction of key projects such as: Novotel Cam Ranh Resort, Tien Lang Airport Industrial Park Project (Zone B) under the Hai Phong Free Trade Zone (FTZ), Mixed-use Office and Medical Building at the CEOHomes Sunny Garden City Urban Area (Hanoi), Sonasea Van Don Harbor City and CEOHomes Hana Garden Project, ensuring compliance with the committed schedule and quality standards; while simultaneously implementing other projects and construction items in accordance with the approved construction plans;

- Strengthen the application of technology and improvements in construction methods to optimize costs and enhance investment efficiency;
- Gradually enhance management, financial, and human resource capabilities in order to participate in larger-scale bidding packages with higher technical requirements; at the same time, proactively seek and participate in the construction of civil, industrial, and infrastructure projects that align with the Group's capabilities.

2.3. Service Sector

- ***Hotel Management and Operation***

- Continue to implement comprehensive marketing, sales, and market development solutions to attract tourists, increase room occupancy rates, optimize revenue, and enhance operational efficiency at the Group's hotels and resorts;
- Improve service quality and customer experience through the standardization of operational processes, personnel training, and diversification of products and amenities;
- Gradually refine the Sonasea-branded hotel management model in a more professional direction, thereby enhancing the Group's competitiveness and brand position in the market.

- ***Education and Human Resource Development***

Promote the commencement of operations of the CEO Kindergarten and CEO Primary School at the CEOHomes Sunny Garden City Urban Area; simultaneously continue to study and develop the school system within the Group's urban areas in accordance with the approved planning, gradually establishing an integrated education network, thereby contributing to the completion of the service ecosystem and enhancing the sustainable value of the projects.

3. Other Key Tasks

- Focus on and resolutely implement solutions to promote business activities, striving to achieve the Production and Business Plan for 2026 approved by the Annual General Meeting of Shareholders;
- Review and improve the quality of human resources, increase labor productivity, and accelerate the application of technology, particularly artificial intelligence (AI) and digital transformation, in management, operations, and operational control;
- Continue reviewing and improving the system of internal regulations and procedures to ensure compliance with legal requirements and the Group's governance needs in the new development stage;
- Proactively seek and diversify capital mobilization channels, while optimizing the efficiency of capital utilization to ensure a balanced allocation of resources for production, business operations, and investment development;
- Implement the Happy Enterprise Project and ESG-related activities, aiming toward sustainable development and enhanced corporate value in line with the direction of the Board of Directors .

The above is the Report of the Board of Management on the Production and Business Results for 2025 and the Production and Business Plan for 2026. We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above
- Archives: Admin.



GENERAL DIRECTOR

Cao Van Kien

No.: 02-3/2026/BC/CEO-BOD

Hanoi, March 05, 2026

**REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025,
THE OPERATIONAL ORIENTATION FOR 2026, AND THE DEVELOPMENT
DIRECTION FOR THE 2026–2030 PERIOD**

(Submitted to the 2026 Annual General Meeting of Shareholders)

To: The General Meeting of Shareholders

In 2025, the global economy continued its recovery trend; however, growth remained slow and uneven across regions. Geopolitical conflicts evolved in a complex manner, and the rising trend of trade protectionism continued to exert pressure on global supply chains, capital flows, and international trade. These factors made the international business environment increasingly exposed to risks and unpredictable fluctuations..

In Vietnam, the economy in 2025 maintained a positive recovery momentum, supported by improved exports, accelerated public investment, and stable foreign direct investment (FDI) inflows. Inflation was kept under control, while interest rates showed a downward trend, thereby supporting production and business activities. However, the economy continued to be affected by weakening external demand and exchange rate pressures. Regarding the real estate market: the institutional framework has been increasingly improved, and supply has risen; however, the mismatch between supply and demand remains common (Segments A and B are abundant, while Segment C – affordable housing has almost disappeared). There is also a shortage of labor and steadily rising labor costs; a shortage of land-filling materials along with sharply increasing costs of materials and equipment; and increasingly intense competition for human resources in the tourism and hospitality sectors, which further drives up costs. Toward the end of 2025, credit for the real estate sector began to show signs of tightening, with some banks restricting lending or raising lending interest rates.

In the context of the global economy and the Vietnamese economy in general and the real estate market in particular still facing many difficulties and challenges, the Board of Directors (“BOD”), the Board of Management (“BOM”), and all employees (“staff”) of CEO Group have made concerted efforts and have basically fulfilled the business and production plan (“B&P”) approved by the General Meeting of Shareholders (“GMS”), with the following results:

I. OPERATING RESULTS IN 2025

- Total consolidated revenue in 2025: VND 1,432 billion
- Consolidated profit after tax in 2025: VND 206 billion

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. General Activities

In 2025, the Board of Directors organized regular and extraordinary meetings in accordance with regulations and issued Resolutions and Decisions concerning a

number of important policies related to the Group's operations and development orientation. Several key matters include:

- Completed the procedures for issuing shares to pay dividends for 2024 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders. After the issuance, the total number of listed shares of the Group reached 567,416,075 shares, corresponding to a charter capital of VND 5,674,160,750,000.
- Appointed managerial positions under its authority, while reviewing and adjusting the organizational structure to ensure alignment with practical conditions and operational efficiency;
- Adjustment to the use of proceeds from the 2022 share issuance: To align with actual needs and the Company's operational implementation, and to ensure efficient use of capital, the Board of Directors approved Resolution No. 11/2025/NQ/CEO-HĐQT and Resolution No. 02/2026/NQ/CEO-HĐQT regarding the adjustment of the use of proceeds from the issuance, and has duly disclosed information and periodically reported on the progress of capital utilization in accordance with applicable laws;
- Approved borrowings to support the implementation of projects in order to ensure financial resources and promptly meet implementation requirements;
- Decided on other matters within the authority of the Board of Directors in accordance with regulations;

The Resolutions and Decisions issued by the Board of Directors were ensured to be in compliance with the Group's Charter, as well as the provisions of the Law on Enterprises and the Law on Securities. The detailed list of such Resolutions and Decisions has been disclosed in the Report on Corporate Governance in 2025.

Transactions between the Group and related parties were carried out in accordance with the provisions of law, the Group's Charter, and the Internal Regulations on Corporate Governance, and have been disclosed in the 2025 Report on Corporate Governance.

2. Supervisory Activities of the Board of Directors

In accordance with the provisions of the Group's Charter, internal management regulations, and applicable laws, the Board of Directors carried out supervisory activities over the management, administration, and production and business operations as follows:

- Presided over and directed the successful organization of the 2025 Annual General Meeting of Shareholders in compliance with the prescribed procedures and regulations;
- Direct, expedite, and supervise the implementation of the Group's projects;
- Directed, urged, and supervised the implementation of the Group's projects, ensuring compliance with the approved schedule and development orientation;
- Supervised the preparation, mobilization, and utilization of capital sources for the Group's production and business activities, ensuring proper use, safety, and efficiency;
- Directed the strict implementation of regulations on the preparation and disclosure of quarterly financial statements, reviewed semi-annual financial statements, and the audited financial statements for 2025 in accordance with applicable regulations;
- Supervised the implementation of Resolutions issued by the Board of Directors and the General Meeting of Shareholders, while also monitoring and overseeing the executive management activities of the Board of Management during the implementation of production and business operations;

- Supervised and directed information disclosure activities to ensure transparency, completeness, and timeliness in accordance with legal regulations;
- Inspected and supervised the implementation of the Group's internal regulations, rules, and procedures by the Group and its member units.

Results:

The Board of Management, under the management and direction of the Board of Directors, strictly implemented the Resolutions and Decisions of the Board of Directors, complied with applicable laws and the Company's Charter, and adhered to the internal management regulations issued by the Board of Directors, thereby contributing to ensuring the Group's operations remain stable, transparent, and efficient.

3. Activities of the Independent Member of the Board of Directors and Evaluation Results of the Independent Member Regarding the Activities of the Board of Directors

3.1. Activities of the Independent Member of the Board of Directors

The Board of Directors has 01 (one) independent member. The independent member of the Board of Directors possesses strong professional expertise and extensive experience in the fields of architecture and construction, which are the core business areas of the Group.

In 2025, the independent member of the Board of Directors fully performed the rights and obligations in accordance with the provisions of the Law on Enterprises, the Law on Securities, the Company's Charter, and the Internal Regulations on Corporate Governance. The independent member attended all meetings of the Board of Directors and contributed opinions on matters within the authority of the Board of Directors to ensure transparency and safeguard the legitimate rights and interests of the Group and its shareholders.

3.2. Evaluation of the Independent Member Regarding the Activities of the Board of Directors

Based on monitoring, participation in, and supervision of the activities of the Board of Directors during 2025, the independent member of the Board of Directors provides the following assessments:

- The Board of Directors performed its functions, duties, and authorities in accordance with the provisions of law and the Company's Charter; Resolutions and Decisions within its authority were issued on the basis of democratic and transparent discussions and in the best interests of the Company and its shareholders;
- In the context of the production and business operations in 2025 facing many challenges, the Board of Directors promptly issued flexible policies and decisions; directed the improvement of internal governance frameworks, thereby ensuring the completion of the production and business plan approved by the Annual General Meeting of Shareholders;
- The Board of Directors strengthened inspection and supervision of the Board of Management during the implementation of strategies, objectives, and business plans, ensuring that the Group's operations complied with applicable laws, the Company's Charter, and internal regulations.

4. Remuneration, Operating Expenses and Other Benefits of the Board of Directors

In 2025, the remuneration and other benefits of each member of the Board of Directors were separately disclosed in the audited financial statements for 2025 in accordance with regulations. The payment of remuneration to the Board of Directors was made based on the Resolution of the 2025 Annual General Meeting of Shareholders. The actual remuneration paid did not exceed the level approved by the General Meeting of Shareholders, specifically as follows:

4.1. Approved Remuneration Level

No.	Position	Quantity	Monthly Remuneration	Duration (months)	Amount (VND)
1	Chairman of the Board of Directors	1	10.000.000	12	120.000.000
2	Member of the Board of Directors	4	7.000.000	12	336.000.000
	Total				456.000.000

4.2. Actual Remuneration Paid

No.	Position	Quantity	Monthly Remuneration	Duration (months)	Amount (VND)
1	Chairman of the Board of Directors	1	10.000.000	12	120.000.000
2	Member of the Board of Directors	4	7.000.000	12	336.000.000
	Total				456.000.000

The income of the members of the Board of Directors is presented in the Company's audited financial statements for 2025.

III. ORIENTATION FOR OPERATIONS

1. Factors Affecting the Group's Operations

1.1. Favorable Factors

- The country is entering a new era with a target of double-digit economic growth, creating significant headroom for business expansion and the real estate market.
- The institutional framework in general, and laws governing the real estate market in particular, are being increasingly refined toward greater synchronization, transparency, and development facilitation, providing an important legal foundation to resolve long-standing bottlenecks and unlock land resources for growth.
- The Government continues to focus on removing legal obstacles for nearly 2,000 real estate projects currently facing procedural issues.

- The 2026 public investment plan is expected to exceed VND 1 quadrillion, with approximately 70% allocated to infrastructure development, thereby generating spillover effects and enhancing the value of real estate projects.
- Provincial and municipal planning continues to be reviewed and refined. At the same time, the formation and consideration of new models and markets such as administrative economic special zones, international financial centers, free trade zones, carbon markets, land transaction markets, digital asset markets, and stock market upgrades are expected to create additional development opportunities for enterprises.
- Vietnam's real estate market is assessed by organizations and experts to be gradually moving toward a more balanced state as supply improves, particularly for projects with clear legal status and reputable developers. From 2026 onward, the market will operate under the comprehensive impact of the 2024 Land Law, the 2023 Housing Law, the Law on Real Estate Business, and the new land price framework effective from January 1, 2026. This will serve as a critical foundation for enhancing transparency and strengthening market confidence.
- In the tourism and resort segment, the industry continues to be oriented toward green and sustainable development, with improved service quality and human resource training. The Vietnam National Authority of Tourism targets approximately 25 million international visitors and 150 million domestic tourists in 2026, creating positive momentum for resort real estate.
- For CEO Group: A new strategic orientation encompassing vision, mission, philosophy, culture, and core values through 2030 has been established; internal governance and cultural frameworks have been largely updated and refined; the organizational structure has undergone an additional year of restructuring and maturation; partnerships with credit institutions have been expanded; and the industrial park development segment has been further developed.

1.2. Challenges

- Global political and security conditions remain complex, with wars and conflicts driving up oil prices and disrupting global supply chains. This affects investment flows, trade, and market sentiment. The global economy continues to face pressures from energy security, climate change, trade tensions, interest rates, and other uncertainties, potentially impacting economic growth, FDI inflows, financial markets, and corporate capital absorption capacity.
- Domestically, the process of institutional reform is ongoing. Administrative restructuring may affect legal procedures and project implementation timelines. Newly enacted laws require time for consistent implementation and practical application; meanwhile, high real estate prices continue to constrain market liquidity.
- Supply demand imbalance persists: high-end (Segment A and B) supply dominates, while affordable housing (Segment C) has nearly disappeared; labor shortages and rising labor costs remain key issues.
- The construction sector faces shortages of leveling materials and severe labor deficits; material and equipment costs have surged; and competition for human resources in tourism and hospitality continues to intensify, pushing costs higher.
- Credit for the real estate sector shows early signs of tightening, with some banks restricting lending or increasing interest rates.

- Market consolidation is intensifying, with increasingly fierce competition among developers, including “big fish swallowing small fish” dynamics and unhealthy competition practices. This requires enterprises to enhance governance capacity, financial strength, product and service quality, and policy adaptability.

2. Orientation for the Group’s Operations for 2026-2030

Based on policy changes, market trends, opportunities arising from economic restructuring, and development requirements in the new era, the Board of Directors proposes the following development orientation for 2026–2030:

- 2.1. *Vision:* To become one of Vietnam’s leading diversified private conglomerates.
- 2.2. *Mission:* To develop sustainably and deliver genuine value to the organization, community, nation, and the world.
- 2.3. *Objectives:* To become a billion-dollar enterprise and a “happy enterprise.”
- 2.4. *Core Values:* People – Excellence – Speed – Integrity – Efficiency
- 2.5. *Culture*
 - Patriotism
 - Unity (One CEO, One Family, One Team)
 - Creativity
 - Passion
 - Action
 - Professionalism
- 2.6. *Slogan:* For a Happy Life

3. Orientation for the Group’s Operations for 2026

3.1 Key Targets:

- Total consolidated revenue: VND 3,000 billion
- Total consolidated profit after tax: VND 300 billion
- Expected dividend: 5%

3.2 The Group will focus on the following key areas:

- (1) *Sustainable yet accelerated growth*
- (2) *Enhancing Asset Value and Brand Value*
 - Develop the CEO Group brand in association with its product brands: CEOHomes (residential), Sonasea (hospitality/resort), CeoZone (industrial), CeoSpace (office), and CeoEdu (education). Continue to strengthen brand reputation and positioning by ensuring project progress and quality; improving the quality of products, services, and customer experience; thereby enhancing the Company’s intrinsic value and the Group’s competitiveness in the market;
 - Continue accumulating and increasing production assets through project development, with a focus on industrial real estate, resort real estate, and residential real estate projects in potential localities nationwide, in line with the Group’s long-term development strategy;
 - Harmonize the interests of the enterprise, investors, customers, and partners.
- (3) *Improving internal governance framework and developing corporate culture*

Continue reviewing and refining the system of internal regulations, procedures, policies, and standards to enhance compliance in governance and operations, in line with legal requirements and the Group’s development needs. At the same time, further strengthen and promote the corporate culture of CEO Group, embodied in the spirit of “One CEO - One Family - One Team,” with the goal of building a “Happy Enterprise

(4) *Promoting business activities and improving operational efficiency*

Focus on implementing solutions to promote business activities; enhance the efficiency of resource utilization and optimize operational performance to increase revenue and profits, while maintaining strict cost control.

(5) *Promoting innovation, applying science and technology, and advancing ESG-oriented governance*

Promote innovation; enhance the application of science and technology, particularly artificial intelligence (AI) and digital transformation, in governance, management, and operations; gradually implement governance standards in line with ESG (Environmental, Social, and Governance) principles, thereby improving labor productivity and the Group's operational efficiency.

(6) *Improving the material and spiritual well-being of employees*

- To continuously enhance employee well-being through improvements in compensation, bonuses, benefits, and engagement activities organized by the Book Club, Exploration Club, and Sports Club;
- To successfully organize a series of events commemorating the Group's 25th anniversary on October 26, 2026.

(7) *Contributing to a Happy Community and a Prosperous Nation*

- To actively participate in community initiatives such as voluntary blood donation, charity and philanthropic programs, and environmental activities (e.g., coastal clean-up); to integrate green standards into planning and design; and to develop initiatives such as a monument honoring builders and free green libraries;
- To create responsible, high-quality products and services that serve society;
- To proactively respond to and make the utmost contribution to the country's double-digit growth target.

(8) *Achieving the business and production plan for 2026*

Focus resources and implement solutions to successfully achieve the 2026 production and business targets in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders.

The above is Report on the performance of the Board of Directors in 2025, the operational orientation for 2026, and the development direction for the 2026–2030 period. We respectfully submit it to the General Meeting of Shareholders for consideration and comments so that the Board of Directors may finalize the report as a basis for implementation.

Respectfully submitted./.

Recipients:

- As above;
- Archives./.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**



Doan Van Binh

**REPORT ON SUPERVISORY BOARD ACTIVITIES IN 2025
AND OPERATIONAL PLAN FOR 2026
(To be submitted to the 2026 Annual General Meeting of Shareholders)**

To: The General Meeting of Shareholders

The Supervisory Board of C.E.O Group Joint Stock Company (“CEO Group”) has conducted supervision over the Company’s activities for the fiscal year ended December 31, 2025, with the following specific content:

PART I: REPORT ON SUPERVISORY BOARD ACTIVITIES IN 2025

1. Number and Composition of the Supervisory Board:

The Supervisory Board of C.E.O Group Joint Stock Company consists of three (03) members, as follows:

- Ms. Tran Thi Thuy Linh – Head of the Supervisory Board
- Mr. Bui Duc Thuyen – Member
- Ms. Nguyen Thu Phuong – Member

2. Report on the Supervision of Business Results and Financial Position of the Group

- The Supervisory Board has conducted a review of the quarterly, semi-annual, and annual financial statements of the Company. It assesses that the Company’s financial statements ensure systematic presentation, consistency, and strict compliance with current financial reporting standards and regulations.
- The financial statements accurately reflect the financial position of the Group as of December 31, 2026, as well as the results of operations and cash flows for the fiscal year from January 1, 2025 to December 31, 2026.
- The Supervisory Board concurs with the data presented in the 2025 consolidated financial statements, prepared by the Board of General Directors and audited by Vietnam Audit and Valuation Company Limited (AVA). Specifically:
 - + Consolidated revenue: 1,432 billion VND
 - + Consolidated profit after tax: 206 billion VND
 - + Total assets: 8,730 billion VND

3. Evaluation of the Performance of the Board of Directors and the Board of Management

The Supervisory Board has been fully and promptly provided with all Resolutions and Decisions issued by the Board of Directors and the Board of Management of the Company. The Supervisory Board has also maintained regular communication with the Board of Directors and the Board of Management regarding the implementation status of the business plan and the Resolutions of the 2025 Annual General Meeting of Shareholders. On that basis, the Supervisory Board makes the following assessments:

- The Resolutions and Decisions issued by the Board of Directors and the Board of Management were within their authority and in compliance with the provisions of law, the

Company's Charter, the Company's Internal Corporate Governance Regulations, and the Resolution of the 2025 Annual General Meeting of Shareholders.

- The management and administration of business operations by the Board of Directors and the Board of Management complied with the provisions of law, the Company's Charter, and the Internal Regulations on Corporate Governance.
- Transactions between the Group and related parties were conducted, approved, and disclosed in accordance with the provisions of the Law on Enterprises and the Law on Securities.
- The Board of Directors proactively carried out supervisory, orientation, and management direction activities; flexibly adjusted business strategies and timely issued appropriate decisions in line with actual circumstances to ensure the Company's development objectives.
- The Board of Management closely followed the strategies, orientations, and decisions of the Board of Directors; actively and proactively implemented specific solutions in business operations as well as in management and administration.
- During the course of performing its duties, the Supervisory Board did not detect any violations of law, the Company's Charter, internal regulations, or other internal rules of the Company by members of the Board of Directors and the Board of Management.
- The Supervisory Board agrees with the contents of the 2025 Business Performance Report presented by the Board of Management to the General Meeting of Shareholders.

4. Evaluation of the Coordination between the Supervisory Board and the Shareholders

As of the record date for finalizing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders, the Supervisory Board has not received any comments, recommendations, or complaints from shareholders regarding any violations committed by the Board of Directors, the Board of Management, or the Supervisory Board in the performance of their assigned duties and responsibilities.

5. Report on the Evaluation of the Performance of the Supervisory Board

In 2025, the Supervisory Board of the Group fully implemented and performed its functions and duties in accordance with the provisions of law and the Company's Charter, specifically as follows:

- Supervising the production and business operations, financial and accounting activities; examining the legality and validity of the activities of the Board of Directors, the General Director, and other managers of the Company; and ensuring close coordination between the Supervisory Board, the Board of Directors, the Executive Management, and shareholders in order to protect the lawful rights and interests of the Company and its shareholders;
- With a sense of responsibility, constructive spirit, and cooperation, the Supervisory Board regularly exchanged opinions and provided frank and honest comments to the Board of Directors and the Board of Management during the process of developing and issuing operational regulations, resolutions, and decisions;
- Closely supervising the implementation of the contents approved in the Resolution of the 2025 Annual General Meeting of Shareholders;
- Supervising the implementation of Resolutions and Decisions of the Board of Directors and the Board of Management of the Company;
- Proactively developing the Supervisory Plan for 2025 and organizing its implementation in accordance with the provisions of law and the Company's Charter;

- Enhancing coordination with the Board of Directors, the Board of Management, and relevant departments/divisions during the performance of duties;
- Attending all meetings of the Board of Directors and providing comments and recommendations regarding the supervision of the Company's organizational management and business operations;
- Reviewing and verifying the completeness, legality, and accuracy of the Company's quarterly, semi-annual, and annual financial statements;
- Examining and supervising the transparency of information disclosure in accordance with legal regulations;
- Supervising compliance with internal rules and regulations issued by the Company.

6. Self-Assessment Report of the Members of the Supervisory Board

- In 2025, all members of the Supervisory Board fully attended the meetings of the Supervisory Board as disclosed in the 2025 Corporate Governance Report, ensuring the serious fulfillment of their responsibilities.
- In accordance with the assignment of the Head of the Supervisory Board, each member, based on their respective areas of professional expertise, proactively carried out supervisory and inspection duties over the activities of the Board of Directors, the Board of Management, the Group's functional departments, and its member units.
- The members of the Supervisory Board self-assessed that they had fully performed their functions and duties in accordance with the provisions of law, the Company's Charter, the Internal Corporate Governance Regulations, and the Regulations on the Organization and Operation of the Supervisory Board, carrying out their duties with responsibility, integrity, and in the lawful interests of the Company and its shareholders.

7. Remuneration and Operating Expenses of the Supervisory Board

The total remuneration of the Supervisory Board for 2025 approved by the General Meeting of Shareholders was VND 120,000,000 per year. The actual remuneration paid to the Supervisory Board in 2025 was in accordance with the total remuneration approved by the General Meeting of Shareholders, specifically as follows:

TT/ No.	Title	Quantity	Monthly Remuner ation	Duration (months)	Amount (VND)	Remarks
1	Head of the Supervisory Board	1	4.000.000	12	48.000.000	
2	Member of the Supervisory Board	2	3.000.000	12	72.000.000	
	Total				120.000.000	

The remuneration of the members of the Board of Supervisors is presented in the Company's audited Financial Statements for the year 2025.

PART II: OPERATIONAL PLAN FOR 2026

In 2026, the Supervisory Board will focus on implementing the following key tasks:


- Monitor and review the implementation of the 2026 Annual General Meeting of Shareholders' Resolution, as well as resolutions and decisions issued by the Board of Directors and the Board of General Directors.
- Oversee the management and operational activities of the Board of Directors and the Board of General Directors.
- Review financial statements and reports on business performance of the Company.
- Supervise the implementation of the 2026 business plan as approved by the 2026 Annual General Meeting of Shareholders.
- Attend and participate in discussions at meetings of the Board of Directors and other Company meetings; provide recommendations for adjustments and improvements in the governance model, oversight, and business operations in accordance with the Company's development direction, Charter, and applicable legal regulations.
- Coordinate with the Board of Directors and the Board of General Directors in corporate management and operations, ensuring the effective implementation of the resolutions and decisions of the General Meeting of Shareholders.

The above constitutes the report on supervisory activities in 2025 and the operational plan for 2026 of the Supervisory Board. We respectfully submit this report to the General Meeting of Shareholders.

Recipients:

- As above;
- Archive./.

FOR SUPERVISION BOARD
HEAD OF BOARD



Trần Thị Thuy Linh

PROPOSAL**Regarding the approval of the audited 2025 financial report
and proposing the 2025 profit distribution plan****To: General Meeting of Shareholders**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company;
- Pursuant to the audited 2025 Financial Statements of C.E.O Group Joint Stock Company.

The Board of Directors of C.E.O Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements (including the separate and consolidated financial statements), and the proposed profit distribution plan for 2025, as follows:

I. The parent company financial statements and the consolidated financial statements for 2025 were audited by Vietnam Auditing and Evaluation Company Limited (VAE) and include the following documents:

1. Report of the Board of General Directors;
2. Independent Auditor's Report;
3. Balance Sheet as of December 31st, 2025;
4. Income Statement for the year 2025;
5. Cash Flow Statement for the year 2025;
6. Notes to the Financial Statements for the year 2025.

II. Profit Distribution Plan

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposed plan for profit distribution and dividend payment for 2025 as follows:

1. Profit Distribution Plan for 2025:

No.	Content	Unit	Amount
1	Profit after corporate income tax in 2025	VND	235.261.994.992
2	Appropriation to Employee Bonus Fund (6% of profit after tax)	VND	14.115.719.700
3	Appropriation to Collective Welfare Fund (3% of profit after tax)	VND	7.057.859.850

4	Appropriation to Bonus Fund for the Board of Directors and Board of General Directors (6% of profit after tax)	VND	14.115.719.700
5	Undistributed profit carried forward to 2026	VND	199.972.695.743

2. 2025 Dividend Payment Plan:

- Form of payment: Dividend to be paid in shares to existing shareholders
- Implementation ratio: 100:5 (Shareholders holding 100 shares will receive 5 new shares)
- Implementation timeline: After approval by the 2026 Annual General Meeting of Shareholders and upon written confirmation from the State Securities Commission regarding the receipt of all required issuance documents. The issuance is expected to take place within 2026.

(Detailed issuance plan attached)

We respectfully submit this plan to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above;
- Archive

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**



Doan Van Binh



*Hanoi, March 05, 2026***STOCK DIVIDEND ISSUANCE PLAN***(Attached to the Proposal No: 04-3/2026/TTr/CEO- HDQT dated March 05, 2026)***I. PURPOSE OF THE ISSUANCE:** To issue shares for the 2025 dividend payment**II. ISSUANCE PLAN:**

Name of the shares:	Shares of C.E.O Group Joint Stock Company (“CEO Group”)
Stock code:	CEO
Type of shares:	Ordinary shares
Par value per share:	VND 10,000/share
Charter capital:	VND 5.674.160.750.000
Total number of shares before issuance:	567.416.075 shares
Number of outstanding shares before issuance:	567.416.075 shares
Number of treasury shares as of December 31 st , 2025:	0 shares
Type of securities to be issued::	Ordinary shares
Number of shares to be issued:	28.370.803 shares, equivalent to 5% of the total number of outstanding shares
Par value of the issued shares:	VND 10,000/share
Total par value of shares to be issued:	VND 283.708.030.000
Source of capital for the issuance:	Undistributed after-tax profits accumulated up to December 31 st , 2025, as stated in the audited consolidated financial statements of CEO Group for the fiscal year 2025.
Issuance timeline:	After receiving approval from the 2026 Annual General Meeting of Shareholders (“AGM”) and upon written confirmation from the State Securities Commission of Vietnam (“SSC”) acknowledging the receipt of the complete issuance dossier. The issuance is expected to be completed in 2026.

Eligible recipients:	Existing shareholders whose names appear on the shareholder list as of the record date for exercising the right to receive stock dividends.
Issuance ratio:	5%, equivalent to a ratio of 100:5 (For every 100 shares held on the record date, shareholders will receive 5 additional shares as dividends).
Rounding principle and treatment of fractional shares (if any):	For fractional shares (if any) arising from shareholders exercising their rights, the number of shares to be received will be rounded down to the nearest whole number. Any remaining fractional shares (in decimals) will be cancelled <i>Example: As of the record date for exercising the right to receive stock dividends, if Shareholder A holds 335 shares, the number of new shares to be received will be $(335 \times 5\%) = 16.75$ shares. According to the rounding-down principle, Shareholder A will receive 16 new shares. The remaining 0.75 fractional share will be cancelled.</i>
Transfer restriction conditions:	The newly issued shares are not subject to transfer restrictions. The right to receive stock dividends is non-transferable.
Distribution method:	<ul style="list-style-type: none"> - For deposited securities: Shareholders shall receive stock dividends through the depository members (securities companies) where their securities trading accounts are maintained. - For non-deposited securities: Shareholders shall complete procedures for receiving stock dividends in person at the head office of C.E.O Group Joint Stock Company, 5th Floor, CEO Tower, HH2-1 Me Tri Ha New Urban Area, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi, Vietnam, on working days of the week. When conducting the procedures, shareholders must present the original Share Ownership Certificate and the original valid Citizen Identification Card or Passport.
Additional depository and listing:	The shares issued for dividend payment will be additionally registered for depository with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Stock Exchange in accordance with applicable laws and regulations.

III. APPROVAL OF CHARTER CAPITAL INCREASE AND AMENDMENT TO THE CHARTER

The General Meeting of Shareholders approves the increase of charter capital corresponding to the total par value of the shares issued for dividend payment and the

amendment and update of relevant provisions regarding charter capital and shares in Clause 1, Article 5 of the Charter of CEO Group, based on the charter capital after the completion of the issuance.

IV. APPROVAL OF AUTHORIZATION TO THE BOARD OF DIRECTORS

The General Meeting of Shareholders authorizes the Board of Directors to perform the following tasks:

- Determine the timing of the issuance, prepare and finalize the issuance dossier for submission to the State Securities Commission of Vietnam (SSC). In case the SSC requires amendments or supplements, the Board of Directors is authorized to make such amendments or supplements (including amending, supplementing, or modifying the aforementioned issuance plan) in accordance with the plan approved by the General Meeting of Shareholders and in compliance with applicable laws;
- Select an appropriate time to determine the record date and other relevant timelines for the implementation of the stock dividend issuance in accordance with applicable regulations;
- Carry out procedures for amending and supplementing the Company's Charter to reflect the increase in charter capital resulting from the stock dividend issuance, and promulgate the revised Charter reflecting the new charter capital as approved by the General Meeting of Shareholders;
- Implement the necessary legal procedures to amend the Enterprise Registration Certificate to reflect the new charter capital after the completion of the stock issuance;
- Complete procedures for additional securities depository registration with the Vietnam Securities Depository and Clearing Corporation (VSDC), and apply for additional listing of the newly issued shares on the Stock Exchange in accordance with legal regulations;
- In addition to the above, the General Meeting of Shareholders unanimously approves the authorization of the Board of Directors to decide on all other related matters arising during the implementation of the stock dividend issuance, in compliance with applicable laws.

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval !

Recipients:

- As above;
- Archive

FOR THE BOARD OF DIRECTORS

CHAIRMAN



Doan Van Binh

C.E.O GROUP JOINT STOCK COMPANY

No.: 05-3/2026/TTr/CEO-BKS

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, March 05, 2026

PROPOSAL

Re: Selection of Auditing Firm for Fiscal Year 2026

To: The General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the selection of an auditing firm to audit the 2026 financial statements and review the interim financial reports of the Company as follows:

I. Criteria for Selecting the Auditing Firm

1. Must be approved by the State Securities Commission to audit issuing organizations, listed companies, and securities business institutions in 2025;
2. Must have experience auditing enterprises operating in similar business sectors as the Company;
3. Must have a reputable track record for audit quality;
4. Must possess a team of qualified and experienced auditors;
5. Must be able to meet the Company's requirements in terms of audit scope and schedule;
6. Must offer a reasonable audit fee.

II. Proposal of the Supervisory Board

We respectfully submit to the General Meeting of Shareholders a proposal to authorize the Board of Directors to select an auditing firm based on the criteria outlined in Section I to carry out the audit of the 2026 financial statements and the review of the Company's interim financial reports.

We respectfully request the General Meeting of Shareholders to consider and approve this proposal.

Sincerely submitted.

Recipients:

- As above;
- Archive./.

FOR SUPERVISION BOARD
HEAD OF BOARD


Tran Thi Thuy Linh

No. 06-3/2026/TTr/CEO-HĐQT

Hanoi, March 05, 2026

PROPOSAL**Re: Approval of remuneration for The Board of Directors and The Supervisory Board in 2026****To: The General Meeting Of Shareholders**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company.

The Board of Directors of C.E.O Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the settlement of remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) for the fiscal year 2025, as well as the proposed remuneration plan for the BOD and SB for the fiscal year 2026, as follows:

1. Settlement of Remuneration for the Board of Directors and Supervisory Board in 2025

- Total approved remuneration for the BOD and SB: 576.000.000 VND
- Actual remuneration paid in 2025: 576.000.000 VND

2. Proposed Remuneration for 2026

It is proposed to maintain the same remuneration level for members of the Board of Directors and the Supervisory Board specifically as follows:

No.	Title	Quantity	Salary/ month	Time (month)	Total amount (VND)	Note
I	Board of Directors					
1	Chairman of the BOD	1	10.000.000	12	120.000.000	
2	BOD Member	4	7.000.000	12	336.000.000	
	Subtotal (I)				456.000.000	
II	Head of the SB					
1	Head of the SB	1	4.000.000	12	48.000.000	
2	SB Member	2	3.000.000	12	72.000.000	
	Subtotal (II)				120.000.000	
	Total (I + II)				576.000.000	

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the proposed remuneration levels for each position within the Board of Directors and the Supervisory Board as stated above.

Respectfully submitted.

Recipients:

- As above;
- Archive./.

FOR BOARD OF DIRECTORS
CHAIRMAN


Doan Van Binh

PROPOSAL**Re: Approval of the amendment and supplementation of business lines****To: The General Meeting of Shareholders**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company.

The Board of Directors of C.E.O Group Joint Stock Company (the “Company”/“CEO Group”) respectfully submits to the General Meeting of Shareholders for approval the update, amendment, and supplementation of the Company’s business lines with the following contents:

1. Rationale for the amendment and supplementation of business lines

For the purpose of complying with mandatory provisions of applicable laws and ensuring the update of the Company’s business lines in accordance with Decision No. 36/2025/QĐ-TTg of the Prime Minister promulgating the Vietnam Standard Industrial Classification, which includes changes and adjustments to industry codes, industry names, and detailed descriptions of economic sectors.

2. Contents of the amendment and supplementation of business lines**2.1. Addition of the following business line(s):**

No.	Name of the Added Business Lines	Business Line Code	Main Business Line
1	Landscape services	8130	
2	Repair and maintenance of machinery and equipment	3312	
3	Manufacture of wearing apparel (except fur apparel)	1410	
4	Hotels and similar accommodation services	5510	
5	Other short-term accommodation services Details: Villas or apartments providing short-term accommodation services	5520	
6	Business management consultancy and other management consultancy activities	7020	
7	Intermediary services for real estate activities	6821	

8	Other real estate activities on a fee or contract basis <i>(Excluding auction activities, legal consultancy on real estate, and property auction services)</i>	6829	
9	Manufacture of computers and peripheral equipment	2620	
10	Other remaining professional, scientific and technological activities not elsewhere classified	7499	
11	Manufacture of wooden beds, cabinets, tables, and chairs	3101	
12	Administrative and office support activities	8210	
13	Other support activities for creative arts and performing arts	9039	
14	Electric power generation from non-renewable energy sources <i>(Excluding activities of transmission and dispatch of the National Power System)</i>	3511	
15	Electric power generation from renewable energy sources <i>(Excluding activities of transmission and dispatch of the National Power System)</i>	3512	
16	Electric power transmission and distribution <i>(Excluding activities of transmission and dispatch of the National Power System)</i>	3513	
17	Other cleaning services	8129	
18	Wholesale of rice, wheat, other cereal products, and wheat flour <i>Excluding the exercise of export rights, import rights, and distribution rights for goods included in the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise export, import, or distribution rights.</i>	4631	
19	Wholesale of computers, peripheral equipment, and software <i>Excluding the exercise of export rights, import rights, and distribution rights for goods included in the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise</i>	4651	

	<i>export, import, or distribution rights.</i>		
20	Wholesale of metals and metal ores <i>Excluding the exercise of export rights, import rights, and distribution rights for goods included in the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise export, import, or distribution rights.</i>	4672	
21	Wholesale of construction materials and other installation equipment used in construction	4673	
22	Other specialized wholesale not elsewhere classified <i>Excluding the exercise of export rights, import rights, and distribution rights for goods included in the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise export, import, or distribution rights.</i>	4679	
23	Wholesale of automobiles and other motor vehicles	4661	
24	Wholesale of motorcycles, motorbikes, and related parts and accessories	4663	
25	Retail sale of automobiles and other motor vehicles	4781	
26	Other centralized care activities not elsewhere classified	8799	
27	Other amusement and recreation activities	9329	
28	Other activities related to tourism	7990	
29	Intermediary service activities for courses and tutoring	8561	
30	Other educational support activities	8569	
31	Washing and dry-cleaning of textile and fur products	9610	
32	Hairdressing services	9621	
33	Beauty care services and other beauty activities	9622	
34	Spa and sauna services	9623	
35	Intermediation activities for personal services	9640	
36	Other personal service activities	9690	
37	Leasing of non-financial intangible assets	7740	
38	Information technology infrastructure, data processing, storage and related activities	6310	
39	Computer consulting and computer infrastructure management	6220	

40	Other computer and information technology service activities	6290	
41	Activities of hospitals and health centers	8610	
42	Non-centralized social assistance activities for war veterans, disabled persons, the elderly and people with disabilities	8810	
43	Other non-centralized social assistance activities	8890	
44	Gas production and distribution of gas fuels via pipelines	3520	
45	Production and distribution of steam, hot water, air conditioning and ice production	3530	
46	Intermediation or agency activities for electricity and gas	3540	

2.2. Removal of the following business lines:

No.	Name of the business line to be removed from the registered list	Business Line Code	Remarks
1	Landscape care and maintenance services	8130	
2	Repair of machinery and equipment	3312	
3	Garment making (excluding fur clothing)	1410	
4	Short-term accommodation services <i>Details: Hotel (excluding bar business)</i>	5510	
5	Management Consulting Activities Details: - Preparation of investment projects for construction works (excluding legal, financial, tax, accounting, auditing, and securities consulting services) - Providing consulting, guidance, and operational assistance to businesses and other organizations on management issues such as: Business consulting and support; Consulting on strategic planning and business operations; Financial decisions, objectives, and market policies; Human resource policy consulting; Consulting - On measures to implement business operations plans	7020	
6	Real estate consulting, brokerage, and auction services; land use rights auction services.	6820	

	<p>Details: Real estate brokerage services; Real estate consulting services; Real estate management services.</p> <p>Exclusions: Auctions, legal consulting services regarding real estate; asset auction services.</p>		
7	Manufacture of computers and computer peripherals.	2620	
8	<p>Other professional, scientific and technological activities not classified elsewhere</p> <p>Details: Translation; consulting and technology transfer in the fields of construction and industry (excluding legal, financial, tax, auditing, accounting, and securities consulting);</p>	7490	
9	<p>Manufacturing beds, wardrobes, tables, and chairs</p> <p>Details: Manufacturing wooden furniture</p>	3100	
10	General office administrative services	8211	
11	<p>Photocopying, document preparation, and other specialized office support activities</p> <p>Details:</p> <ul style="list-style-type: none"> - Document preparation; - Drafting and editing documents; - Photocopying; - Secretarial support services 	8219	
12	<p>Creative, Artistic and Entertainment Activities</p> <p>Details:</p> <ul style="list-style-type: none"> - Production, advertising, participation in, and live performances of events or exhibitions for the public; - Providing artistic, creative, or technical skills for the production of artistic products and live performances. 	9000	
13	<p>Electricity production</p> <p>Excludes: Transmission and dispatch of the national power grid</p>	3511	
14	<p>Electricity transmission and distribution</p> <p>Excludes: Transmission and dispatch of the national power grid</p>	3512	
15	Industrial cleaning and specialized works	8129	
16	Wholesale of rice, wheat, other grains, and flour	4631	

	Excludes: Exercising export, import, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import, or distribute		
17	Wholesale of computers, peripherals and software Exclusion: Exercising export, import and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export, import and distribution rights for	4651	
18	Wholesale of metals and metal ores Exclusion: Exercising export, import, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export, import, and distribution rights for	4662	
19	Wholesale of other building materials and installation equipment.	4663	
20	Other specialized wholesale trade not classified elsewhere Exclusion: Exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export rights, import rights, and distribution rights for Exclusion: Exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export rights, import rights, and distribution rights for	4669	
21	Wholesale trade of automobiles and other motor vehicles	4511	
22	Sale of motorcycles and scooters	4541	
23	Retail sale of passenger cars (9 seats or less)	4512	
24	Other concentrated care activities	8790	
25	Other recreational activities not elsewhere classified	9329	

26	Reservation services and related support services for the promotion and organization of tourist tours	7990	
27	Educational support services	8560	
28	Sauna, massage and similar health enhancement services (excluding sports activities)	9610	
29	Laundry and cleaning of textile and fur products	9620	
30	Haircutting, hairstyling, shampooing	9631	
31	Wedding service activities	9633	
32	Other personal service activities not classified elsewhere Details: Shoe shining, porter services; pet care services	9639	

It is proposed that the General Director – the legal representative be authorized to decide on the adjustment of the above-mentioned business lines to ensure completeness and accuracy for the purpose of carrying out the relevant business registration procedures in accordance with the provisions of law and the requirements of competent state authorities (including adjustments to the detailed contents of the proposed business lines and any changes to the above-mentioned business line codes as required by the competent authorities).

3. Amendment to the Company's Charter

The Company's Charter shall be amended as follows: Amend the content of Article 4 Scope of Business and Operations of the Charter in accordance with the changes specified in Section 1 above.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Archive./.

FOR THE BOARD OF DIRECTORS



Chairman

Doan Van Binh

No. 01-4/2026/TTr/CEO-HĐQT

Hanoi, April 01, 2026

PROPOSAL

Re: approval the plan for offering/issuance shares to increase the charter capital in 2026

To: The General Meeting Of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and guiding documents thereof;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government, detailing and guiding the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;
- Pursuant to the Charter of C.E.O Group Joint Stock Company;
- Based on the Company's business performance and capital requirements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan for issuing shares to increase the charter capital in 2026, with details as follows:

1. Purpose of the issuance

- To mobilize capital for the implementation of the Group's key projects amid tightened real estate credit and an upward trend in interest rates, thereby ensuring investment progress, enhancing asset value and brand positioning, and contributing to the realization of the Group's objective of becoming a billion-dollar enterprise in line with its development strategy;
- To strengthen financial capacity through an increase in equity, meet capital requirements for new projects, maintain competitive positioning, and align with the Group's long-term development strategy.

2. Issuance plan

- 2.1 Current charter capital: VND 5,674,160,750,000;
- 2.2 Number of outstanding shares: 567,416,075 shares;
- 2.3 Treasury shares: 0 shares;
- 2.4 Type of shares to be offered/issued: Ordinary shares;
- 2.5 Par value: VND 10,000 per share;
- 2.6 Total number of shares to be issued (expected): 113,483,214 shares, of which:

- Offering to existing shareholders: 96,460,732 shares, equivalent to 17% of the total outstanding shares at the time the General Meeting of Shareholders approves the plan;
- Issuance under the Employee Stock Ownership Plan (ESOP): 17,022,482 shares, equivalent to 3% of the total outstanding shares at the time the General Meeting of Shareholders approves the plan.

2.7 Ratio of additional shares to total outstanding shares at the time of approval: 20%;

2.8 Total value of shares offered/issued at par value: VND 1,134,832,140,000;

2.9 Expected charter capital after the issuance: VND 6,808,992,890,000;

2.10 Detailed offering/issuance plan as follows:

• **Offering of Shares to Existing Shareholders**

- Total number of shares to be offered: 96,460,732 shares;
- Eligible investors: Existing shareholders whose names are recorded in the shareholder list as of the record date for exercising subscription rights, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC);
- Subscription ratio: 100:17 (At the record date determined by the VSDC, each shareholder owning 01 share will be entitled to 01 subscription right; for every 100 subscription rights, the shareholder is entitled to purchase 17 newly issued shares);
- Principles for determining the offering price:
- + *The book value per share of C.E.O Group Joint Stock Company as of December 31, 2025, based on the audited consolidated financial statements for FY2025:*

$$\begin{aligned}
 & \text{Equity - Tangible fixed assets} \\
 \text{Book value} &= \frac{\text{Total number of outstanding shares}}{\text{Total number of outstanding shares}} \\
 &= \frac{6.441.657.830.214 - 44.031.484.941}{567.416.075} \\
 &= 11.275 \text{ VND/shares.}
 \end{aligned}$$

- + The average market price (closing price) of C.E.O Group Joint Stock Company's shares traded on the Hanoi Stock Exchange over 30 trading sessions from February 12, 2026 to April 1, 2026 is VND 16,250 per share.
- + Based on prevailing market conditions and to ensure the success of the offering, the Board of Directors proposes an offering price to existing shareholders of VND 10,000 per share.
- Offering price: VND 10,000 per share;
- Estimated proceeds: VND 964,607,320,000;

- Plan to ensure compliance with foreign ownership limits: The General Meeting of Shareholders authorizes the Board of Directors to approve and implement a plan to ensure compliance with the Company's foreign ownership limits.
- Transfer of subscription rights:
 - + Existing shareholders listed on the record date are entitled to transfer their subscription rights to other parties within the prescribed period and may transfer such rights only once (the transferee is not permitted to further transfer these rights to a third party);
 - + The transferor and transferee shall mutually agree on the transfer price, arrange payment, and be responsible for fulfilling all obligations in accordance with applicable regulations.
- Treatment of fractional shares and unsubscribed shares (if any):
 - + The number of shares allocated to each existing shareholder based on the subscription ratio will be rounded down to the nearest whole share. All fractional shares arising from such rounding and any unsubscribed or unpaid shares (if any) shall be allocated by the General Meeting of Shareholders to the Board of Directors for redistribution to other investors (including existing shareholders seeking to increase their ownership), in compliance with applicable laws, provided that the terms and conditions are not more favorable than those offered to existing shareholders (including an offering price not lower than VND 10,000 per share);
 - + The redistribution of such shares shall comply with Article 42 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 and satisfy the conditions set out in Clause 2, Article 195 of the 2020 Law on Enterprises and other relevant regulations;
 - + In the event that, upon expiry of the distribution period (including any extension, if applicable), there remain undistributed shares, such shares shall be cancelled and the Board of Directors shall issue a decision to close the offering.
- Transfer restrictions:
 - + Shares subscribed by existing shareholders and transferees of subscription rights within the offering period (including any extension, if applicable) shall not be subject to transfer restrictions;
 - + Fractional shares redistributed by the Board of Directors shall not be subject to transfer restrictions in accordance with Clause 4, Article 42 of Decree No. 155/2020/NĐ-CP;
 - + Shares redistributed from unsubscribed or unpaid portions shall be subject to a transfer restriction of one (01) year from the completion date of the offering in accordance with Clause 2, Article 42 of Decree No. 155/2020/NĐ-CP;
 - + Shares purchased by underwriting organizations under firm underwriting commitments (if any) shall not be subject to transfer restrictions.

- Expected offering timeline: Expected to be implemented in 2026, following the issuance of the Certificate of Public Offering by the State Securities Commission of Vietnam in accordance with regulations.
- **Issuance of Shares under the Employee Stock Ownership Plan (ESOP)**
- Maximum number of shares to be issued: Up to 17,022,482 shares;
- Eligible participants: Appointed members of the Board of Directors, the Supervisory Board, and key management/executive personnel of the Company and its subsidiaries who have made significant contributions to the Company's business performance, specifically:
 - + For C.E.O Group Joint Stock Company: (i) Members of the Board of Directors; (ii) Members of the Supervisory Board; (iii) Members of the Board of Management; (iv) Directors/Deputy Directors of functional departments; and (v) other employees with a minimum of three (03) years of service at the Company;
 - + For subsidiaries: (i) Members of the Board of Management/Board of Directors; (ii) Chief Accountant/Head of Accounting and equivalent positions; (iii) Heads of departments and equivalent positions.
Subsidiaries include the companies listed in the attached appendix.
- Eligibility criteria: Employees participating in the ESOP must:
 - + Meet the following conditions:
 - Fall within the eligible categories above, be currently employed and receiving salary and/or remuneration from the Company as of the date the Board of Directors issues the resolution to implement the issuance plan, and remain employed up to the time of ESOP share allocation following reporting to the State Securities Commission;
 - Have made meaningful contributions to the Group's management and business performance;
 - Demonstrate strong development potential and future contribution to the Company;
 - + Not fall into the following cases:
 - Employees who have submitted resignation letters, requests for dismissal, or unilateral termination notices shall not be eligible, regardless of whether the effective date occurs before or after the ESOP allocation date;
 - Employees subject to disciplinary action or under review for disciplinary action during the ESOP implementation period;
 - Employees on unpaid leave or without remuneration for a period of six (06) months or more from the issuance date of the ESOP regulation;
 - Employees under suspension of labor contracts or absent without valid reason.
- Issuance price: VND 10,000 (ten thousand) per share;
- Estimated proceeds: VND 170,224,820,000;
- Allocation principles: The number of shares allocated to each employee shall be determined based on tenure, position level, and performance-based bonus points (if any). The General Meeting of Shareholders authorizes the Board of Directors to

determine the allocation principles, coefficients, and bonus points for each eligible employee.

- List of participants: The General Meeting of Shareholders authorizes the Board of Directors to approve the list of eligible employees in accordance with the criteria approved by the General Meeting of Shareholders.
- Transfer restrictions:
- Shares issued under the ESOP shall be subject to a transfer restriction of one (01) year from the completion date of the issuance;
- ESOP shares repurchased by the Company in accordance with the ESOP regulations shall no longer be subject to transfer restrictions, and the Company may resell such treasury shares in accordance with guidance of the Ministry of Finance.
- Treatment of unsubscribed shares: Any shares not allocated due to employee resignation, voluntary refusal, or ineligibility shall be redistributed by the Board of Directors to other eligible employees in accordance with the approved criteria and ESOP regulations.
- Handling of ineligible cases post-allocation: The recall of ESOP shares shall be implemented in accordance with the ESOP regulations, with the Board of Directors authorized by the General Meeting of Shareholders to make such decisions.
- Expected issuance timeline: Within 2026;
- Compliance with foreign ownership limits: The General Meeting of Shareholders authorizes the Board of Directors to approve and implement a plan to ensure that the ESOP issuance complies with the Company's maximum foreign ownership limits.

3. Use of proceeds

Total expected proceeds: VND 1.134.832.140.000, to be used for the following purposes:

No.	Purposes	Investment Amount (VND)	Expected timeline for utilization of proceeds
1	Investment in the Sonasea High-end Villas Complex Project (Sonasea Residences Project)	100.000.000.000	2026-2027
2	Đầu tư Dự án Khu biệt thự cao cấp Sonasea Residences	534.832.140.000	2026-2027
3	Capital increase for subsidiaries:		
3.1	<i>Capital increase for C.E.O International Company Limited</i>	<i>100.000.000.000</i>	<i>2026-2027</i>

3.2	<i>Capital contribution for the establishment of C.E.O Industrial Park Development Joint Stock Company</i>	400.000.000.000	2026-2027
	Total	1.134.832.140.000	

The General Meeting of Shareholders authorizes the Board of Directors to develop a detailed plan for the use of proceeds based on actual conditions and capital requirements at the time of implementing the offering/issuance. Where necessary to ensure operational efficiency, the Board of Directors may adjust the utilization plan to align with the Company's practical circumstances (including determining the order of priority purposes and/or allocation ratios in cases where the proceeds are insufficient to fully fund all intended uses), and shall report such adjustments at the nearest General Meeting of Shareholders in accordance with applicable laws.

Plan to address any shortfall in expected proceeds: In the event that the shares are not fully subscribed and the capital raised falls short of expectations, the Board of Directors shall, based on the Company's financial position, consider alternative solutions such as utilizing supplementary financing sources or other lawful funding sources to ensure adequate resources for the Company's business operations.

4. Authorization to the Board of Directors

The General Meeting of Shareholders authorizes the Board of Directors to:

- To approve the offering and issuance plan and the detailed use-of-proceeds plan; to supplement, finalize, and/or amend the contents of the offering and issuance plan as necessary to ensure the successful implementation of the offering;
- To select advisory firms and underwriting organizations (if necessary);
- To adjust the offering ratio as appropriate to ensure that the total number of shares offered does not exceed the number approved by the General Meeting of Shareholders (the offering ratio will depend on the number of outstanding shares at the time of implementation and the actual number of shares to be offered);
- To determine the appropriate timing for the offering and issuance in compliance with applicable laws; to decide the record date for shareholders entitled to exercise rights, the timing and schedule of the share offering for charter capital increase, and the timing for adjusting registered securities and additional listing, ensuring the interests of shareholders;
- To develop and issue ESOP regulations for implementation; to approve allocation principles, the list of eligible employees, the number of shares allocated to each participant, and the implementation timeline of the ESOP;
- To establish criteria for selection, negotiate, and implement the distribution of fractional shares, unsubscribed shares from the rights offering to existing shareholders, and unsubscribed ESOP shares to appropriate investors in accordance with the approved plan, and to determine the implementation timeline;

- To carry out procedures for amending and supplementing the Company's Charter to reflect the increased charter capital following the offering/issuance and to promulgate the updated Charter;
- To implement necessary procedures to amend the Enterprise Registration Certificate in line with the new charter capital upon completion of the offering/issuance;
- To determine the appropriate timing, carry out related procedures, and approve documentation for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and for additional listing of newly issued shares on the Stock Exchange in accordance with applicable laws;
- To approve measures ensuring compliance with foreign ownership limits in the offering and issuance;
- To adjust the use-of-proceeds plan and/or reallocate proceeds in line with actual conditions and report such changes to the nearest General Meeting of Shareholders in accordance with regulations;
- To perform other necessary procedures to ensure the successful completion of the offering and issuance;
- To exercise other authorized rights and responsibilities as specified in the offering/issuance plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- SB;
- Archive./.

FOR BOARD OF DIRECTORS

CHAIRMAN



Doan Van Binh