

No.: 26-6 /2026/CV/CEO-TK

Hanoi, June 26, 2026

NOTICE OF CHANGE IN PERSONNEL

- To:**
- State Securities Commission of Vietnam
 - Vietnam Exchange
 - Hanoi Stock Exchange

Pursuant to Resolution No. 15/2026/NQ/CEO-HĐQT and Resolution No. 16/2026/NQ/CEO-HĐQT dated June 26, 2026 of the Board of Directors of C.E.O Group Joint Stock Company (“the Group”), we hereby announce the change in personnel of the Group as follows:

1. Dismissal and Appointment of the General Director cum Legal Representative of the Group

1.1. Dismissal

- **Mr. Cao Van Kien**
- Position no longer held: General Director cum Legal Representative
- Effective date: June 26, 2026

1.2. Appointment

- **Mr. Tran Trung Ket**
- Position prior to appointment: Member of the Board of Directors
- Appointed position: General Director cum Legal Representative
- Term of appointment: From June 26, 2026 until a replacement decision is issued

2. Appointment of the Deputy General Director of the Group

- **Mr. Cao Van Kien**
- Position prior to appointment: General Director
- Appointed position: Deputy General Director
- Term of appointment: From June 26, 2026 until a replacement decision is issued

- 3.** This information was disclosed on the Company’s website on 26 June 2026 at:
<https://ceogroup.com.vn/cong-bo-thong-tin-khac-sc35>.

Enclosures:

- Resolution No. 15/2026/NQ/CEO-HĐQT dated June 26, 2026;
- Resolution No. 16/2026/NQ/CEO-HĐQT dated June 26, 2026.

Recipients:

- As above;
- Archives.

C.E.O GROUP JOINT STOCK COMPANY
Authorized Person for Information Disclosure



Ngo Thi Nguyet Anh

No.: ...15.../2026/NQ/CEO-HĐQT

Hanoi, June 26, 2026

RESOLUTION

**Re: Dismissal and Appointment
of the Chief Executive Officer and Legal Representative of the Group**

THE BOARD OF DIRECTORS OF C.E.O GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company ("the Group");
- Pursuant to the Minutes of the Meeting of the Board of Directors No. ...15.../2026/BB/CEO-HĐQT dated June 26, 2026.

RESOLVED:

Article 1. Approval of the Dismissal of Mr. Cao Van Kien from the Position of Chief Executive Officer and Legal Representative of the Group:

- 1.1. Effective date of dismissal: from June 26, 2026.
- 1.2. Mr. Cao Van Kien shall be responsible for handing over all work, documents, records, assets, and other relevant matters (if any) relating to the Group to the newly appointed Chief Executive Officer and Legal Representative from the effective date of dismissal, ensuring that the Group's operations continue normally and without interruption.

Article 2. Approval of the Appointment of Mr. Tran Trung Ket to the Position of Chief Executive Officer and Legal Representative of the Group:

- 2.1. Personal information of Mr. Tran Trung Ket:
 - Full name: Tran Trung Ket Date of birth: September 6, 1983
 - Gender: Male Ethnicity: Kinh Nationality: Vietnamese
 - Citizen Identity Card No.: 035083002232 Date of issue: July 10, 2022
 - Place of issue: Police Department for Administrative Management of Social Order
 - Permanent residence: P1-1511, My Dinh Pearl, No. 1 Chau Van Liem Street, Tu Liem, Hanoi, Vietnam
 - Current address: P1-1511, My Dinh Pearl, No. 1 Chau Van Liem Street, Tu Liem, Hanoi, Vietnam
 - Professional qualifications: Urban Infrastructure Engineer
- 2.2. Term of appointment: from June 26, 2026 until a replacement decision is issued.
- 2.3. Mr. Tran Trung Ket shall be responsible for receiving all work, documents, records, assets, and other relevant matters (if any) relating to the Group from Mr. Cao Van



Kien and shall assume full responsibility for the duties and obligations associated with his position as Chief Executive Officer and Legal Representative from the effective date of appointment.

Article 3. Approval of the authorization to the Chairman of the Board of Directors and the Chief Executive Officer and Legal Representative to execute documents and carry out all procedures relating to the change of the Legal Representative in accordance with applicable laws and the Group's Charter.

Article 4. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Group's Board of Management, departments, affiliated units, and relevant individuals shall be responsible for the implementation of this Resolution./.

Recipients:

- As Article 4;
- BOS;
- Archives./.

O/B. THE BOARD OF DIRECTORS
CHAIRMAN



Doan Van Binh



No.: ...~~16~~.../2026/NQ/CEO-HDQT

Hanoi, June 26, 2026

RESOLUTION

Re: Appointment of the Deputy Chief Executive Officer the Group

THE BOARD OF DIRECTORS OF C.E.O GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company ("the Group");
- Pursuant to the Minutes of the Meeting of the Board of Directors No. ...~~16~~.../2026/BB/CEO-HDQT dated June 26, 2026.

RESOLVED:

Article 1. Approval of the Appointment of Mr. Cao Van Kien as Deputy Chief Executive Officer of the Group:

1.1. Personal information of Mr. Cao Van Kien:

- Full name: Cao Van Kien Date of birth: March 17, 1979
- Gender: Male Ethnicity: Kinh Nationality: Vietnamese
- Citizen Identity Card No.: 036079002175 Date of issue: April 14, 2021
- Place of issue: Police Department for Administrative Management of Social Order
- Permanent residence: Apartment 1226 - CT1 The Pride, An Hung Urban Area, Ha Dong District, Hanoi, Vietnam
- Current address: Apartment 1226 - CT1 The Pride, An Hung Urban Area, Ha Dong District, Hanoi, Vietnam
- Professional qualifications: Construction Engineer

1.2. Term of appointment: from June 26, 2026 until a replacement decision is issued.

Article 2. Approval of the authorization to the Chairman of the Board of Directors and the Chief Executive Officer and Legal Representative to execute documents, sign relevant papers, and carry out all procedures relating to the appointment of Mr. Cao Van Kien as Deputy Chief Executive Officer in accordance with applicable laws and the Charter of the Group.

Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Group's Board of Management, departments, affiliated units, and relevant individuals shall be responsible for the implementation of this Resolution./.

Recipients:

- As Article 3;
- BOS;
- Archives./.

O/B. THE BOARD OF DIRECTORS



Doan Van Binh