

**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**

Tran Thi Thuy Linh

Note: *This document may be revised and supplemented as appropriate and submitted to the General Meeting of Shareholders for consideration and decision at the General Meeting.*