

Hanoi, March 05, 2026

STOCK DIVIDEND ISSUANCE PLAN

(Attached to the Proposal No: 05-3/2026/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

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.