

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

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.*