

No: 27-01/2026/CV/CEO-KETOAN

Hanoi, 30/01/2026

Re: Explanation of changes in business

results on Consolidated Financial

Statements for Quarter 4/2025

To: - State Securities Commission
 - Hanoi Stock Exchange

1. Company's Name : C.E.O Group Joint Stock Company
 2. Stock code : CEO
 3. Explanation Content :

Profit after tax in the Fourth quarter of 2025 in the Company's Consolidated Financial Statements decreased by VND 11,387 million compared to the Fourth quarter of 2024, specifically as follows:

Unit: Mil. VND

Items	Quarter 4/2025	Quarter 4/2024	Difference	
			Value	% of change
1- Total revenue and income	384,604	416,854	-32,250	-7.74%
2- Total cost (including corporate income tax)	332,124	352,988	-20,864	-5.91%
3- Profits after enterprise income tax	52,480	63,866	-11,386	-17.83%

The main reason is due to:

Total revenue and income decreased by VND 32,250 million (equivalent to a decrease of 7.74%), while total cost (including corporate income tax) decreased by VND 20,863 million (equivalent to a decrease of 5.91%) leading to an decrease in Profits after enterprise income tax of VND 11,387 million (equivalent to an decrease of 17.83%).

Therefore, C.E.O Group Joint Stock Company respectfully sends to you the above explanation.

Recipients:

- As above;
- The Board of Directors (for report);
- Archives: HR Dept./.



GENERAL DIRECTOR

Cao Van Kien

**CÔNG TY
 CỔ PHẦN
 TẬP ĐOÀN
 C.E.O**
 Digitally signed by CÔNG TY CỔ
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