



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 5th March 2026

No: 14-3 /2026/CV/CEO-KETOAN
(Re: Explanation of changes in business
results on Audited Separate Financial
Statements 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 2025 in the Company's Audited Separate Financial Statements increased by VND 71,208 million, compared to 2024, specifically as follows:

Unit: Mil. VND

Items	The year 2025	The year 2024	Differences	
			Value	Percentage of change
Total revenue and income	374,300	290,122	84,178	29.01%
Total cost	139,038	126,068	12,970	10.29%
Profits after enterprise income tax	235,262	164,054	71,208	43.41%

Reasons:

The main reason is due to the total revenue and income increased by VND 84,178 million (equivalent to an increase of 29.01%), the total cost (included corporate income tax) increased by VND 12,970 million (equivalent to an increase of 10.29%), leading to an increase in profit after tax of VND 71,208 million (equivalent to an increase of 43.41%).

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

Sincerely,

Recipients:

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



GENERAL DIRECTOR

Cao Van Kien