



PROFILE — 2024



I CONTENT



01 | OVERVIEW

Introduction	06
Vision, Mission, and Core values	06
Development milestones	10
Fields of operation	12



02 | BUSINESS LINES

Medicine	16
FMCG	26
Real estate	40
Agriculture	42



03 | SUSTAINABLE DEVELOPMENT

Vision of sustainable development	54
Social responsibility	56
Sustainable human resource development	60
Environmental protection	62



04 | ORGANIZATIONAL CHART

Organizational chart	70
Leadership personnel	72
Awards	74
Member companies	76



05 | CONTACT

78

“IMPROVING THE QUALITY OF LIFE”

01

OVERVIEW

Introduction	06
Vision, Mission, and Corevalues	06
Development milestones	10
Fieldsofoperation	12



I INTRODUCTION

F.I.T Group was established on March 8th, 2007. After many years of construction and development, F.I.T Group is considered as a model of a prosperous, multi industry Vietnamese economic corporation with outstanding production and business capacity, pursuing sustainable development goals, and actively contributing to community activities. Currently, F.I.T Group focuses on the following key business lines:

- ▶ Medicine
- ▶ FMCG
- ▶ Agriculture
- ▶ Real estate

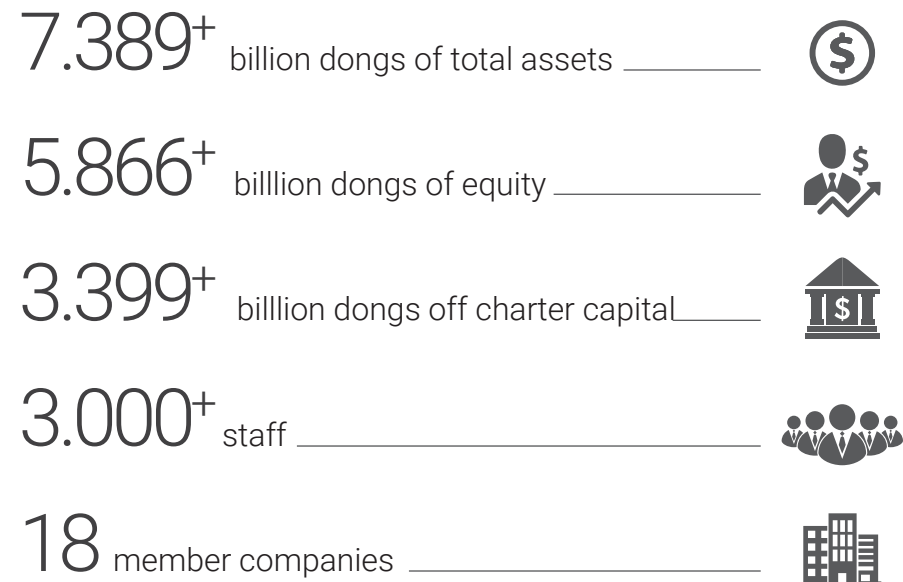


MISSION

Improving the quality of life through outstanding products and services.

We believe that everyone deserves to enjoy their lives and happiness.

With dedication and endeavour every day, we provide products and services of superior value to improve the lives for present and future generations.



VISION

A prosperous, multiindustry corporation with differentiated, class-leading, and outstanding products and services, bringing a better quality of life. A place where talents gather and honored by society.

With society and community

With great dedication, we strive to create unique and superior products and services that lead the market trends, offering the community the most satisfying choices and improving the quality of life for present and future generations. We continuously endeavor to build F.I.T Group as a model of a diversified Vietnamese economic group, renowned for its outstanding products.

With partners

We always collaborate with a spirit of respect, ensuring the interests of all parties involved, in order to achieve prosperity and sustainable development together.

With shareholders

We are committed to becoming a diversified corporation that operates efficiently and enhances value for shareholders through sustainable business activities. Our aim is to achieve outstanding growth, surpassing the VNindex benchmark, and at the same time fulfilling our high social responsibilities.

With employees

We aspire to become a corporation with the best working environment, where many want to contribute their talents. We aim to attract and gather a team of dedicated and professional individuals, who take pride and find happiness in their work.

I CORE VALUES



SINCERITY

- ▶ Genuine, goodwill, and respect towards colleagues, partners, and customers.
- ▶ Dedication and responsibility in all activities.
- ▶ Wholeheartedly bringing forth positive values for the community.



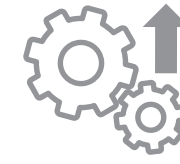
DESIRE FOR VICTORY

- ▶ Always think positively, constantly seek solutions to excel in achieving goals.
- ▶ Always have a burning ambition, ready to face challenges to claim victory.
- ▶ Initiate tasks with a commitment to success.
- ▶ Determination is the best in the most important endeavors.



PERFECTION PERFORMANCE

- ▶ Clearly define, understand the goals and stay focused on them.
- ▶ Unite, be determined, and overcome all obstacles to achieve outstanding goals.
- ▶ Plan meticulously and execute the plan flawlessly.



CONTINUOUS IMPROVEMENT

- ▶ Always challenge the conventions and constantly seek the better solutions.
- ▶ Be open to improvements for the better.
- ▶ Continuously strive for self-improvement in a professional, creative, and effective manner, aiming for better results each day.



COMPLIANCE

- ▶ Always abide by legal regulations.
- ▶ Always comply with the rules, regulations, and procedures.
- ▶ Take responsibility for preserving and protecting the reputation, brand image, and assets of the Group.
- ▶ Adhere to the leaders (with constructive feedback), prioritize personal accountability, and avoid evasion or shifting of responsibilities.

“ F.I.T Group places people at the center, thereby emphasizing 5 core values that serve as the foundation and guiding principles for every action and behavior across the entire Group, aiming for excellent results ”

I DEVELOPMENT MILESTONES

2012

Increased charter capital from 35 billion to 150 billion.

Invested in association with Sao Nam Trading, Production and Service Joint Stock Company - (forerunner of F.I.T Cosmetisc)

2015

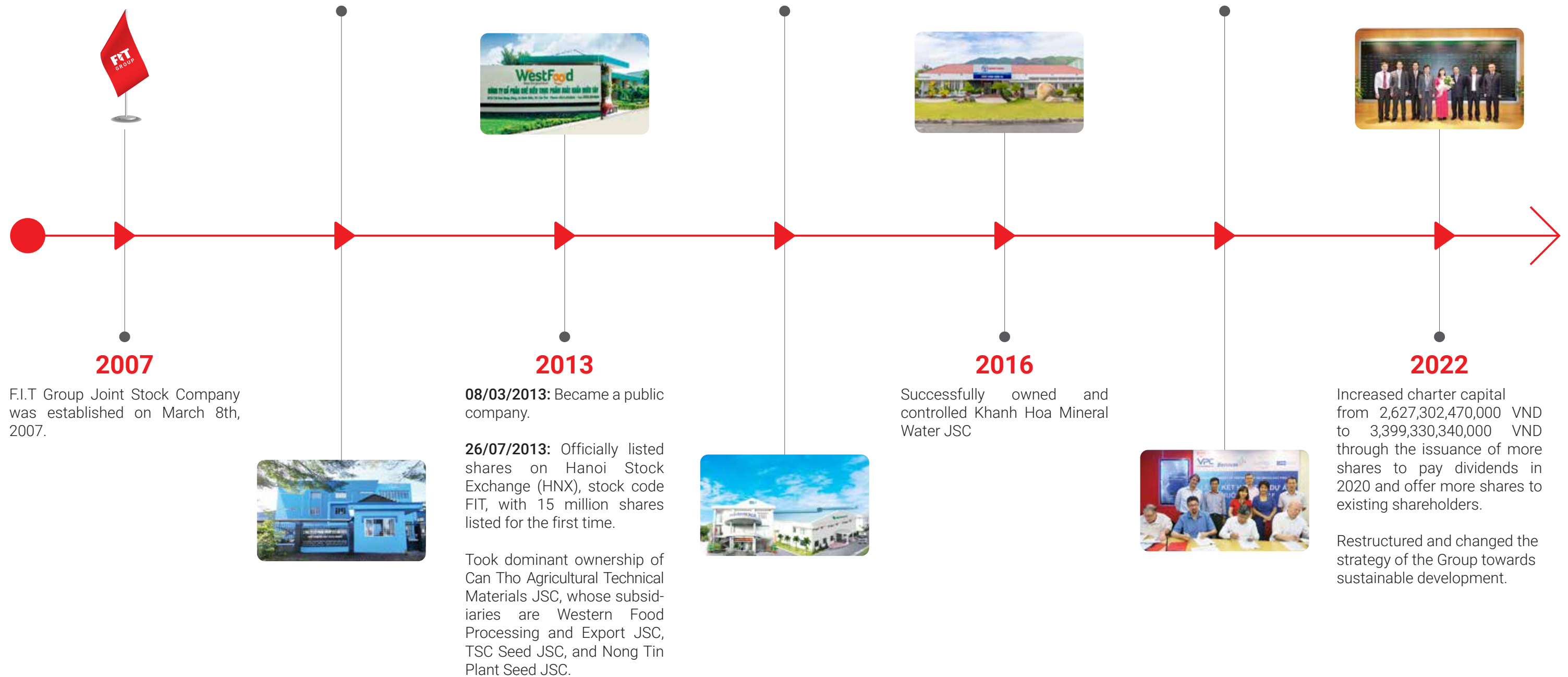
19/08/2015: FIT shares officially listed on Ho Chi Minh City Stock Exchange (HSX)

Successfully owned and controlled Cuu Long Pharmaceutical JSC

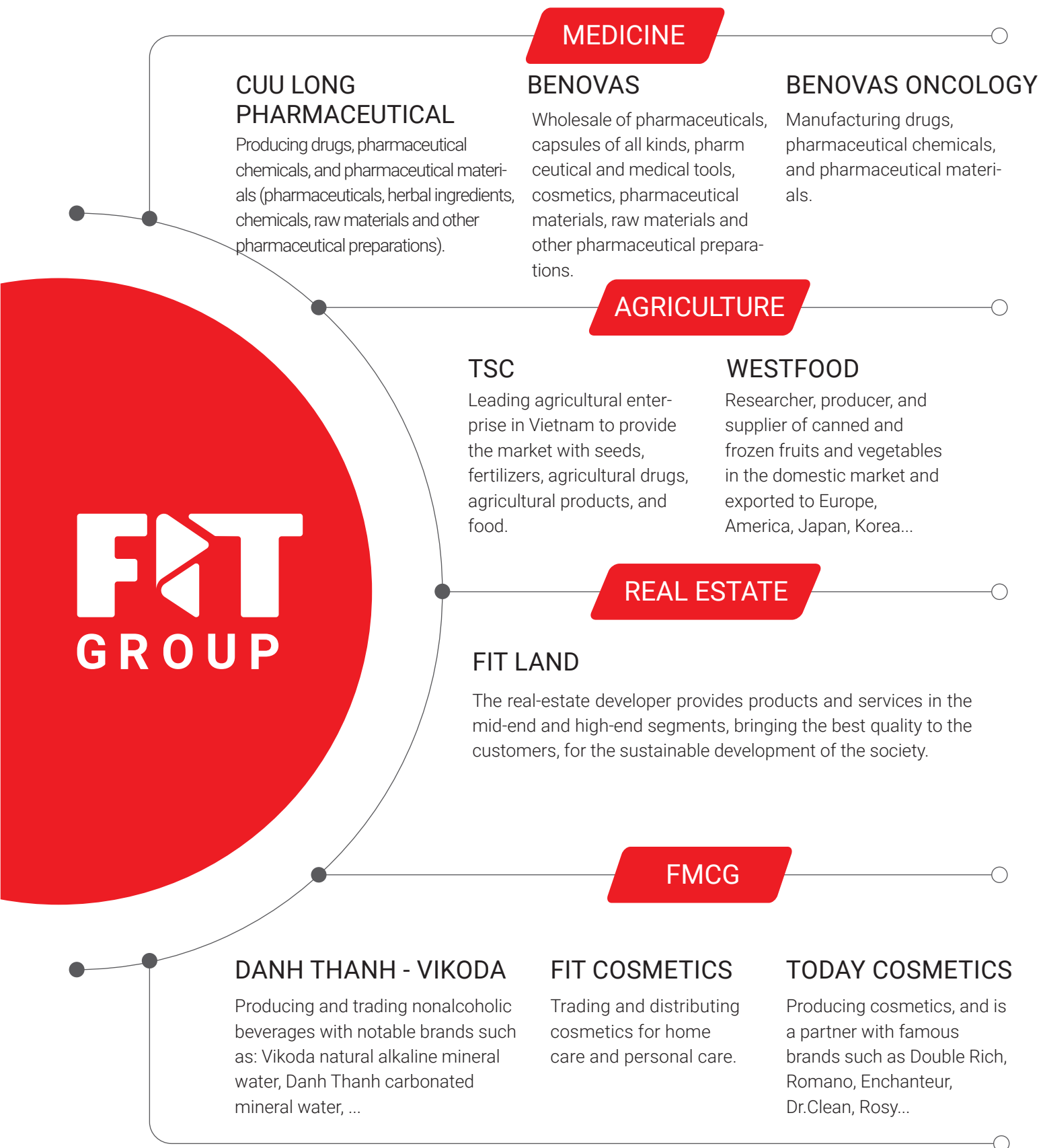
2017

Successfully owned Euvipharm Pharmaceutical JSC.

Established Benovas Oncology JSC - a subsidiary of Cuu Long Pharmaceutical JSC.

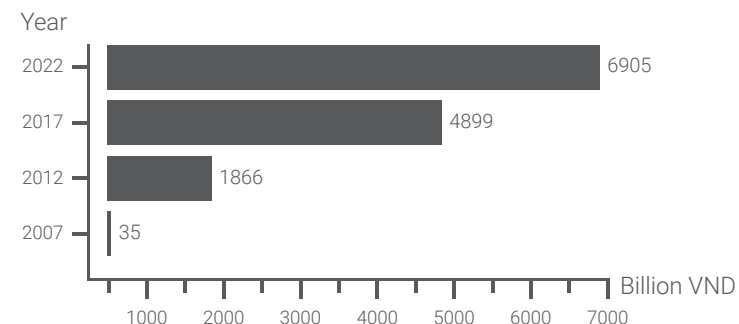


I FIELDS OF OPERATION

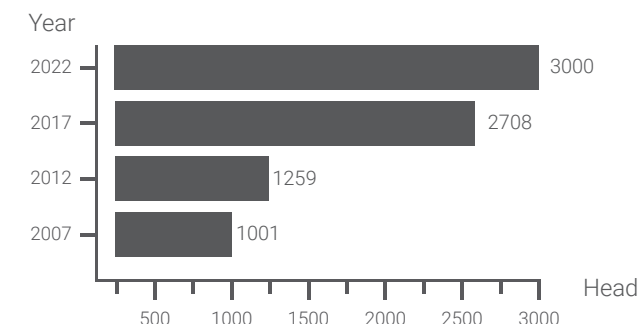


GROWTH CHART

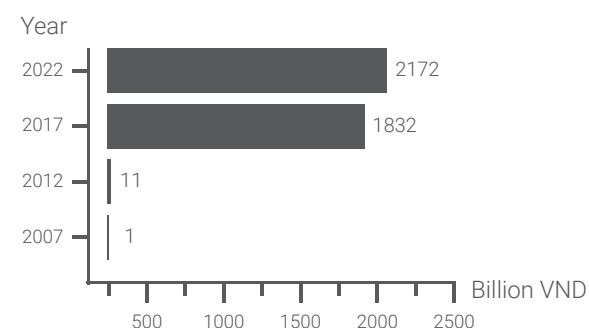
TOTAL ASSETS



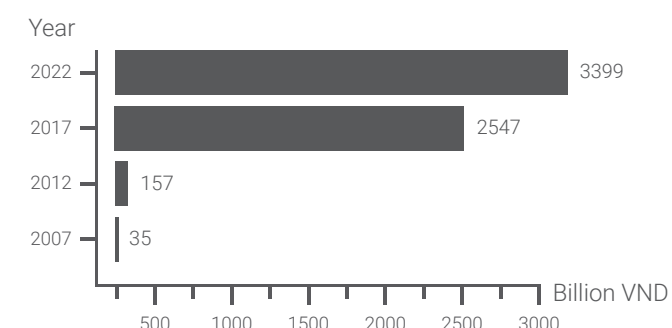
HUMAN RESOURCE



REVENUE



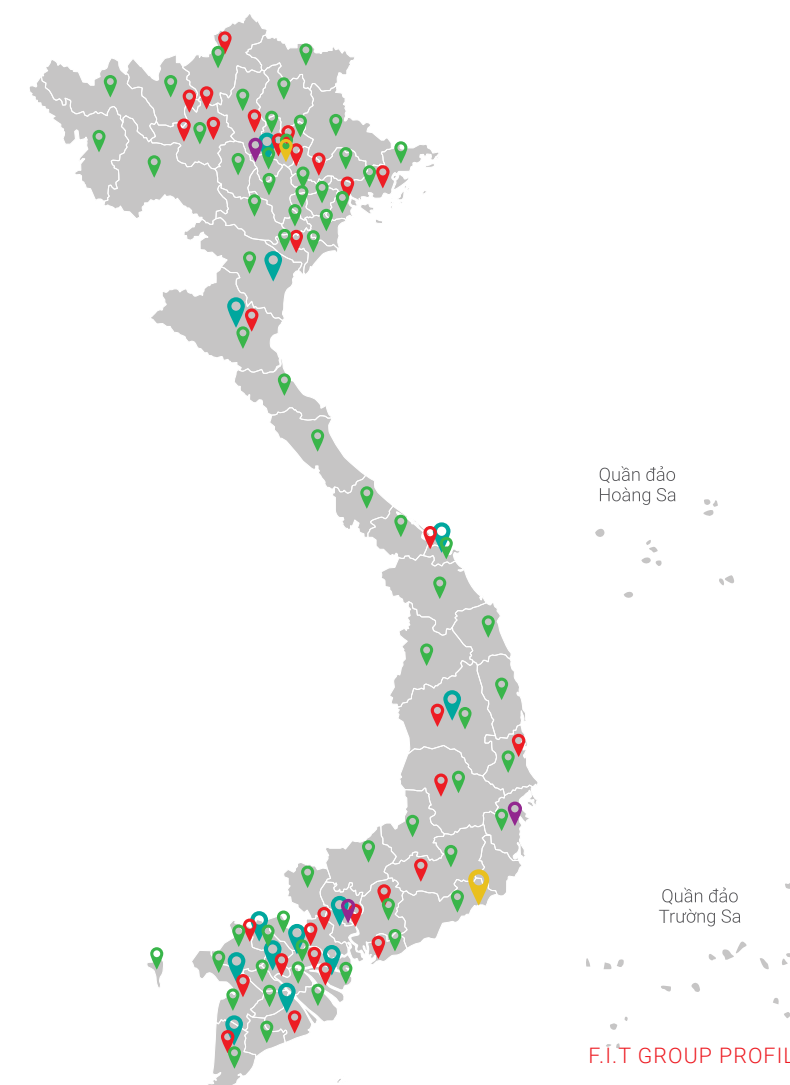
CHARTER CAPITAL



BUSINESS LOCATIONS

Products manufactured and sold by F.I.T Group in Vietnam

- Dược Cửu Long
- Vikoda
- FIT Cosmetics
- TSC
- FIT Land



02

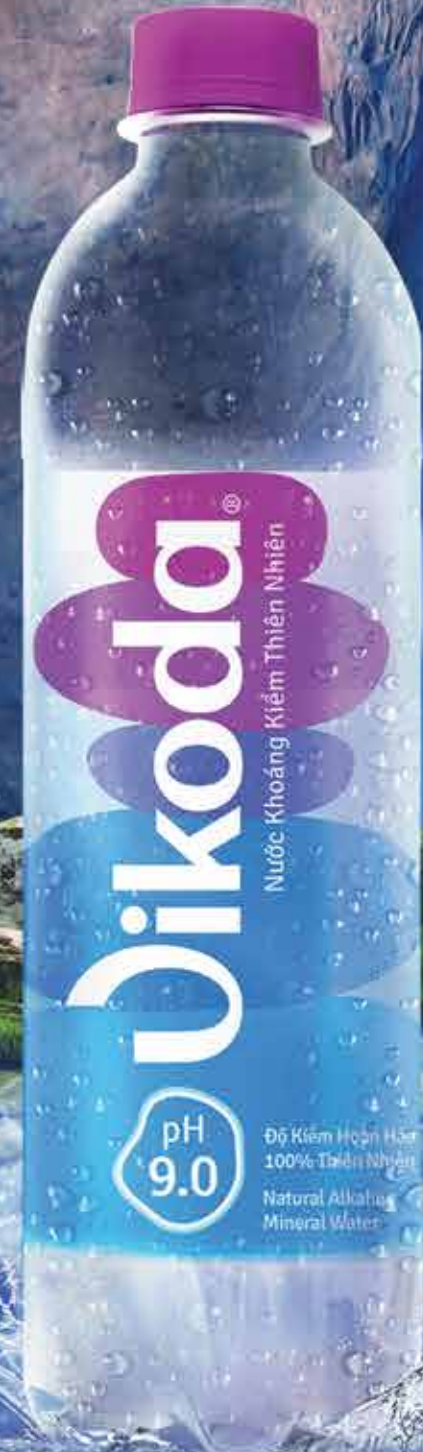
BUSINESS LINES

Medicine	16
FMCG	26
Real estate	40
Agriculture	42



Một sản phẩm của:
ĐANH THẠNH
www.vikoda.com.vn

Vikoda



pH 9.0
Đóng chai
tại nguồn

NGUYÊN BẢN
như NGỌC
TRONG ĐÁ

I MEDICINE

Pharmaceutical – Medical equipment is one of the spearhead fields and the pride of F.I.T Group. The product portfolio of the Group is rich but selective, focusing on special drugs, medical equipment and supplies... Especially, F.I.T Group is an outstanding unit in the field of distribution of special cancer drugs, medicines, and empty capsule. Through high-quality products, F.I.T Group clearly defines its responsibility to connect and improve community life through optimal health solutions to support and protect the health of the community at reasonable prices.

Thanks to their outstanding contributions in the pharmaceutical industry, the member companies of F.I.T Group have received many awards such as: Second-class Labor Medal, Certificate of Merit from the Minister of Public Security, "Vietnamese Medicine Star Award" from the Ministry of Health,...



05 member companies operating in the pharmaceutical field:

- ▶ Cuu Long Pharmaceutical JSC
- ▶ Benovas Cancer Drug JSC
- ▶ VPC-Saigon Pharmaceutical Co.Ltd
- ▶ Benovas Pharmaceutical JSC
- ▶ Beno Medical Equipment JSC

“Cuu Long and Benovas are among the leading companies in the field of pharmaceutical manufacturing in Vietnam.”

CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY (DCL)

Established in 1976, being one of the leading pharmaceutical companies, and headquartered in Vinh Long. DCL is a manufacturer and supplier of pharmaceuticals and medical supplies accounting for a large market share proportion in Vietnam with a distribution system spanning 63 provinces and cities and is continuing to be expanded.

For OTC Channels:

In addition to developing the retail market, DCL has introduced its products into the system of large drugstore chains. DCL pharmacists are experienced, well-trained, and continuously recruited in order to expand to customers at drugstores and pharmacies across the country. To directly reach customers via online channels, help pharmacies, drugstores, etc. and product users easily find information about DCL products, DCL has worked with partners to provide information about its products onto thuocsi.vn website and other information channels.

Over 46 years of investment and development with more than 135 approved registration numbers, drug products manufactured by DCL have been gaining trust from customers in the market thanks to high quality and reasonable prices.

For ETC Channel:

DCL directly participated in the bidding and won bids on both large and small scales at various health departments, supplying its products to most hospitals and medical centers across the country. Since 2021, DCL has imported and brought cancer drug products Benivatib 100 and Benivatib 400 to the market. In 2022, the product has won bids at large hospitals such as: National Hospital of Hematology and Blood Transfusion, Oncology Hospital, Hospital 175, Ho Chi Minh City Blood Transfusion and Hematology Hospital, Nguyen Trai Hospital, Binh Dan Hospital,... The total winning value is nearly 200 billion VND. Since DCL participated in the bidding to supply this cancer medicine to hospitals, it has helped patients reduce treatment costs and the country save the payment budget of health insurance agencies. In addition, DCL has also launched the depression drug SERTRALIN 50 USP, which has received many positive feedbacks from hospitals and clinics.

MISSION

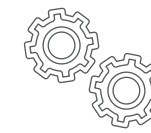
Connect and improve community life through optimal health solutions.

VISION

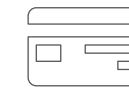
As a Vietnamese pharmaceutical company highly appreciated by patients, partners, and employees through innovative, accessible and superior products and services.



Guaranteed quality



Modern machines



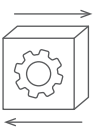
Reasonable prices



Over 40 years of experience



Widespread markets



Closed processes

1000⁺

Revenue

730.410.300.000

Dongs of equity capital

04

Factories/manufacturing plants

46⁺

Years of experience

135

Approved registration numbers

11⁺

Branches

74⁺

Distributors and agents

763 Hospitals, polyclinics, and medical centers nationwide are provided with drugs.

Empty capsule - Capsule Factory:

In the field of Capsule production (empty capsules), equipped with advanced machinery and equipment imported from Canada, the factory is developing in a sustainable way, focusing on improving product quality to expand market share.

Currently, the factory is promoting to exploit the maximum capacity, reaching 95% of the design at 8.6 billion capsules/year.

Medical supplies - Vikimco Factory:

Vikimco factory owns needle and syringe production line, automatic blister tube printing line, needle assembly line, and blister molding line with modern and high-class equipment and machinery imported from Korea, meeting the standards of ISO 9001 - 2015, ISO 13485 - 2016, eGMP FDA 2015, with a total capacity of 13 million products/month.



CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY

PRODUCT PORTFOLIO

PAINKILLER - FEVER REDUCER

NERVOUS SYSTEM EFFECTS

VITAMINS & MINERALS

HISTAMINE RESISTANCE

DIGESTION

RESPIRATORY SYSTEM EFFECTS

AWARDS



- 2011**
- ▶ SECOND-CLASS LABOR MEDAL presented by the President of the Socialist.
 - ▶ TOPTEN Gold Cup Award for Vietnamese Brands - Scientific and Technological Application.



- 2012 - 2013 - 2014**
- ▶ Commendation from the Minister of Public Security.



- 2014**
- ▶ Certificate of "TOP 50 FAMOUS BRANDS IN VIETNAM".
 - ▶ Product certification: Empty hard gelatin capsule as "TOP 20 RELIABLE CONSUMER SERVICE PRODUCTS."
 - ▶ Pharmaceutical product certification as "TOP 10 RELIABLE CONSUMER SERVICE PRODUCTS."
 - ▶ Vietnamese Good Product certification voted by consumers.



- 2016**
- ▶ Certificate of Cultural Enterprise with significant contributions to society.
 - ▶ Vietnamese Medicine Star Award from the Ministry of Health.



- 2017**
- ▶ Top 10 famous brands.
 - ▶ Commendation from the Chairman of Vinh Long Provincial People's Committee.



- 2018**
- ▶ Top 10 renowned brands.



- 2022**
- ▶ Top 10 leading brands in Vietnam 2022.



- 2023**
- ▶ Top 10 most reputable brands in Asia.
 - ▶ Top 10 leading brands in Vietnam.

- 2024**
- ▶ Top 10 Outstanding Vietnamese Brands 2024

BENOVAS MEDICAL SUPPLY FACTORY

Benovas Medical Supply Factory is built on an area of 10,846.6 m² in Vinh Long province, with a total investment of approximately 16 million USD. The factory was constructed in two phases: Phase 1 is designed to have a production capacity of 35 million products/month, and Phase 2 has a capacity of 20 million products/month. The range of products includes syringes, needles, infusion sets, scalpels, and intravenous catheters, among others. These products are manufactured by using modern automated production lines that comply with European CE standards and FDA regulations in the United States.

After being put into operation, the products of Benovas Medical Supply Factory not only better meet customer demands but also contribute to supplying a significant quantity of medical equipment for the increasing vaccination efforts in Vietnam. Additionally, these products are exported to the European and American markets, promising to generate a revenue of 500 billion Vietnamese dong for Benovas by 2025.



35.000.000⁺

Products/month
Phase 1

20.000.000⁺

Products/month
Phase 2

20⁺

Types of products

16.000.000⁺ USD

Investment capital

10.846 m²

Investment area



VICANCAP FACTORY

Currently in Vietnam, Vicancap is one of the largest factories specializing in the production of large-scale hard gelatin empty capsules.

The factory is equipped with advanced technology imported from Canada and is operating at full capacity to meet both domestic and international orders, considering the increasing demand for empty capsules in the pharmaceutical and dietary supplement industries

Vicancap factory currently has an average capacity of 8.6 billion capsules per year, or 716 million capsules/month. To meet market demands, the company is conducting research on expanding the Vicancap factory. It is expected that by the end of 2023, when the Capsule Line 5 comes into operation, the supply output will reach 9.6 billion capsules per year, approximately 800 million capsules/month.



ON-GOING INVESTMENTS

EU-GMP PHARMA FACTORY

The factory has a scale of 50,000 m² and a total investment of 1.035 trillion VND. The production capacity of the factory reaches 1.6 billion units of products, including medical supplies such as syringes, infusion sets, blood collection tubes, and intravenous catheters, with a volume of 360 million units/year.

After the Factory comes into operation, it will be a significant milestone for DCL in asserting its competitive advantage in quality and products. It will contribute to the development of the pharmaceutical industry in Vietnam and position it on the global pharmaceutical map.

CAPSULE 5 LINE

DCL is currently investing in expanding Phase 5 with a total investment of 232.5 billion VND. The expanded production capacity is 2.8 billion capsules/year to meet demands of customers. The expansion is expected to be operational by the end of the fourth quarter of 2023.

GSP, GLP PHARMA WAREHOUSE AND R&D BUILDING

The total investment is 85 billion VND, with a total construction area of 2,227.6 m², including the pharmaceutical warehouse and R&D building. The purpose is to enhance the manufacturing infrastructure and expand the facilities for research and development.

716.000.000
capsules/month

394 tỷ đồng
Revenue in 2022

30%
Domestic medicinal products produced in the form of hard capsules

4
Capsule production lines

232.500.000.000 đồng
Investment capital



I FMCG

With a vision for sustainable development and understanding of consumer trends towards choosing “green” products and sustainable consumption methods, F.I.T Group has swiftly invested in and transitioned its production and supply to meet the criteria of being environmentally friendly, clean, and transparent in product information

F.I.T Group product line, Biotechnology Products, applies modern biotechnology to produce

enzyme formulations, offering new experiences for consumers with products of outstanding quality, environmentally friendly.

Every year, the Group has statistics and calculations on the rate of consumption of resources, energy or emissions in production or per product unit to have a specific roadmap to implement sustainable development goals stable in production.

Member companies operating in the FMCG sector:

- ▶ Khanh Hoa Mineral Water JSC
- ▶ Today Cosmetics JSC
- ▶ FIT Cosmetics JSC

“ DANH THANH - VIKODA, F.I.T Cosmetics and TODAY Cosmetics are prominent in Vietnam FMCG sector, specializing in natural and sustainable health and personal care products and focusing on promoting overall wellbeing and sustainable development. ”



At factories of F.I.T Group, the products are ensured to have sustainable factors throughout the production process. The company implements modern waste treatment systems, ensuring that 100% of wastewater is treated to meet environmental standards before being released into the environment.

Household care, personal care, and beverage products of F.I.T Group are widely distributed throughout the country, available in various stores, supermarket chains, and 5-star resorts. This extensive distribution network ensures that the products meet the diverse and evolving needs of the market.

KHANH HOA MINERAL WATER JOINT STOCK COMPANY

Established in 1990, Khanh Hoa Mineral Water Joint Stock Company specializes in the production and distribution of natural alkaline mineral water and non-alcoholic beverages. Throughout over 30 years of establishment and development, Khanh Hoa Mineral Water Joint Stock Company has become a trusted entity in providing a diverse range of top-quality natural alkaline mineral water products in Vietnam. With a strong focus on customer satisfaction, the company, including its brand Vikoda, is committed to improving and enhancing health through its products.

With a mission to inspire people to live with superior health care products and services, Khanh Hoa Mineral Water Joint Stock Company is striving to become a leading and reputable enterprise in the field of manufacturing and trading products derived from natural alkaline mineral water. The company aims to enhance the health and quality of life for its customers while contributing to society through tangible actions and community engagement.



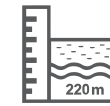
MISSION

To inspire people to live with superior health care products and services.

VISION

Proud to be a leading company providing outstanding health care products and services and a place of talent convergence, honored by society.

VALUES THAT MAKE THE PRESTIGE OF DANH THANH - VIKODA



ORIGINAL
FROM A DEPTH OF
220m



TEMPERATURE
AT FAUCET
72°C



BOTTLED
AT
SOURCE



NATURAL
ALKALINITY
9.00



COMPLETE
PRECIOUS
MINERALS

ISO 9001:2015

3

Branches in Vietnam

HACCP

1

Production and bottling plant at the source

1,000+

Partners

500+

Employees

33+

Years of experience



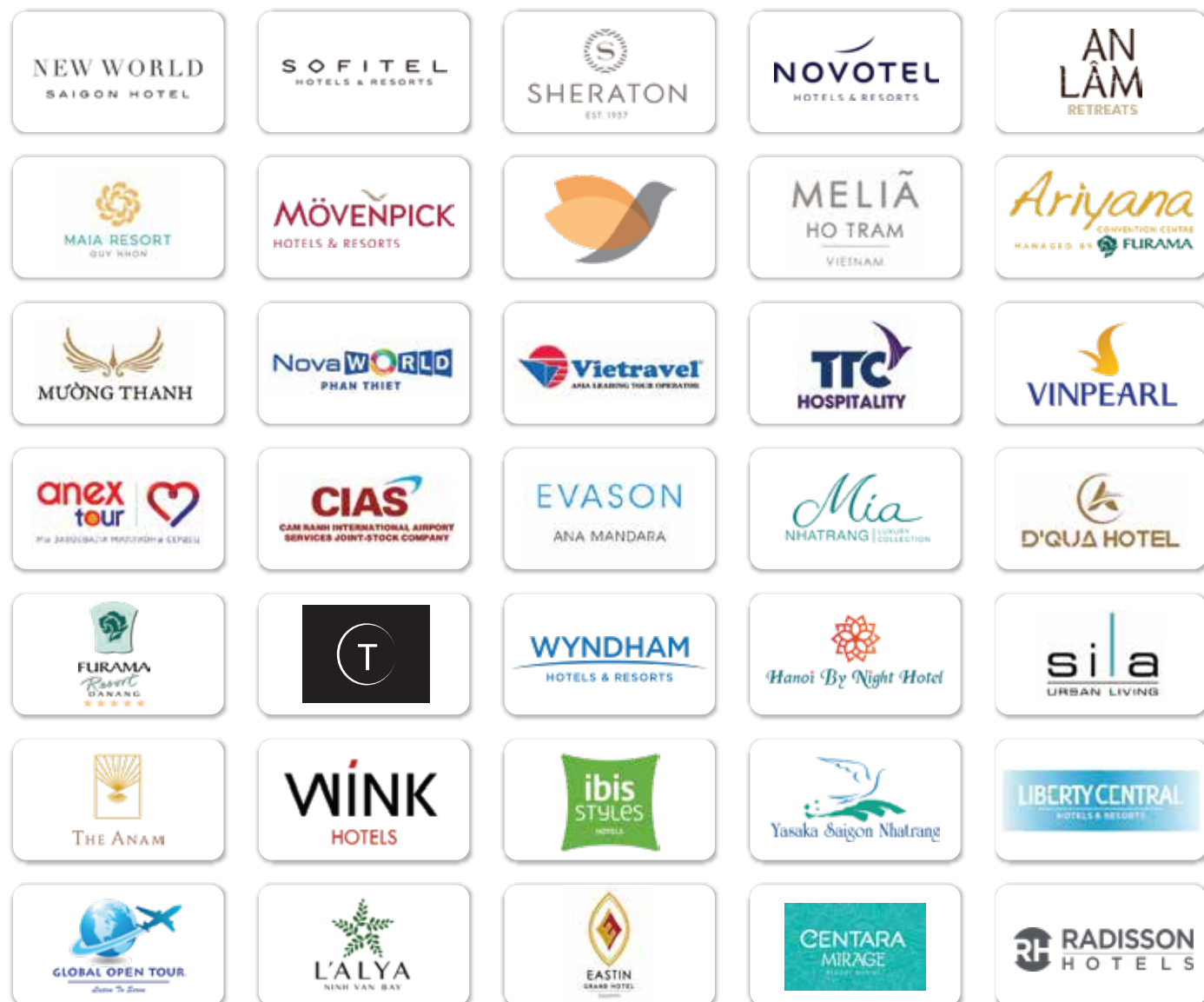
KHANH HOA MINERAL WATER JOINT STOCK COMPANY

PARTNERS

MT & CVS Partners



HORECA Partners



PRODUCT PORTFOLIO



E-COMMERCE PARTNERS



FIT COSMETICS JOINT STOCK COMPANY

Established in 2009, FIT Cosmetics specializes in the business and distribution of high-quality household and personal care products.

FIT Cosmetics is a member of F.I.T Group, which has made significant investments from the beginning to pursue a strategic development of personal care and household products with superior quality, non-toxicity, user safety, and environmental friendliness.

The products of FIT Cosmetics are widely distributed in all 63 provinces and cities, available in large supermarket chains and reputable ecommerce platforms

Nowadays, the trend of using environmentally friendly products has become a part of the daily lives of a large segment of consumers worldwide.

Therefore, the products of FIT Cosmetics meet the strict requirements of consumers, helping F.I.T Group enhance its position and increase competitiveness in both domestic and international markets.

FIT Cosmetics creates brands that not only excel in quality but also promote sustainability, environmental friendliness, and consumer safety. The unique and distinctive nature of the products of FIT Cosmetics has brought a fresh consumer style to the community, attracting more and more attention and preference from customers.



MISSION

Connect and enhance the lives of Vietnamese consumers through products and services of superior value.

VISION

Become the most reputable and trusted consumer goods company in Vietnam.

SOLID DIRECTION FOR SUPERIOR PRODUCT QUALITY



Outstanding quality



Environmentally friendly



Health safety

14 years of experience

In the field of manufacturing and trading in cosmetics

07 famous brands

Produced with technology imported from Europe and Korea

100+ products

Health care, cosmetics, dental care...

63 provinces & cities

Have product distribution systems

50.000+ shops

Distributed nationwide

100% products

Sustainable, environmentally friendly and safe for health



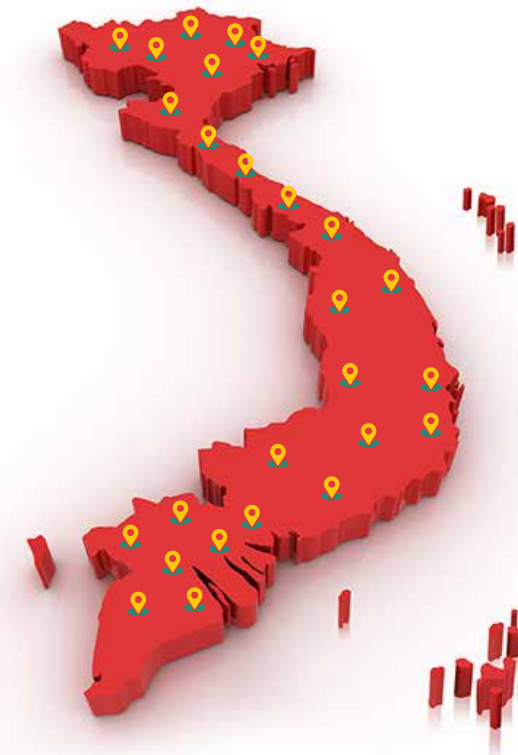
FIT COSMETICS JOINT STOCK COMPANY

PRODUCT PORTFOLIO

PERSONAL CARE	FAMILY CARE
<p>DR.CLEAN</p> <p>A range of products that clean, eliminate odors, and balance the pH on the skin to protect against harmful environmental factors with a variety of delightful scents.</p>	<p>TERO BIO</p> <p>A range of premium products that applies biotechnology from Europe, offering an exceptional home care experience.</p>
<p>NUWHITE</p> <p>A range of shower milk products made from 100% goat milk essence and natural fresh fruit extracts, bringing a smooth and radiant white skin.</p>	<p>OCLEEN</p> <p>A range of home care products, featuring Super Clean cleaning technology, effectively removes tough stains, leaving your home clean and fresh with small amount of product.</p>
<p>DR.KOOL</p> <p>A diverse range of dental care products in various colors and varieties, catering to both children and adults.</p>	<p>ROCKET</p> <p>A range of insect repellent products that effectively eliminates 6 types of insects, including mosquitoes, cockroaches, ants, flies, spiders, and fleas, free from harmful ingredients affecting the health.</p>
	<p>ROSY</p> <p>A range of room freshener products designed to eliminate unpleasant odors and provide a clean and fresh living space. Produced using modern technology, our room fresheners contain natural ingredients that are safe for health.</p>

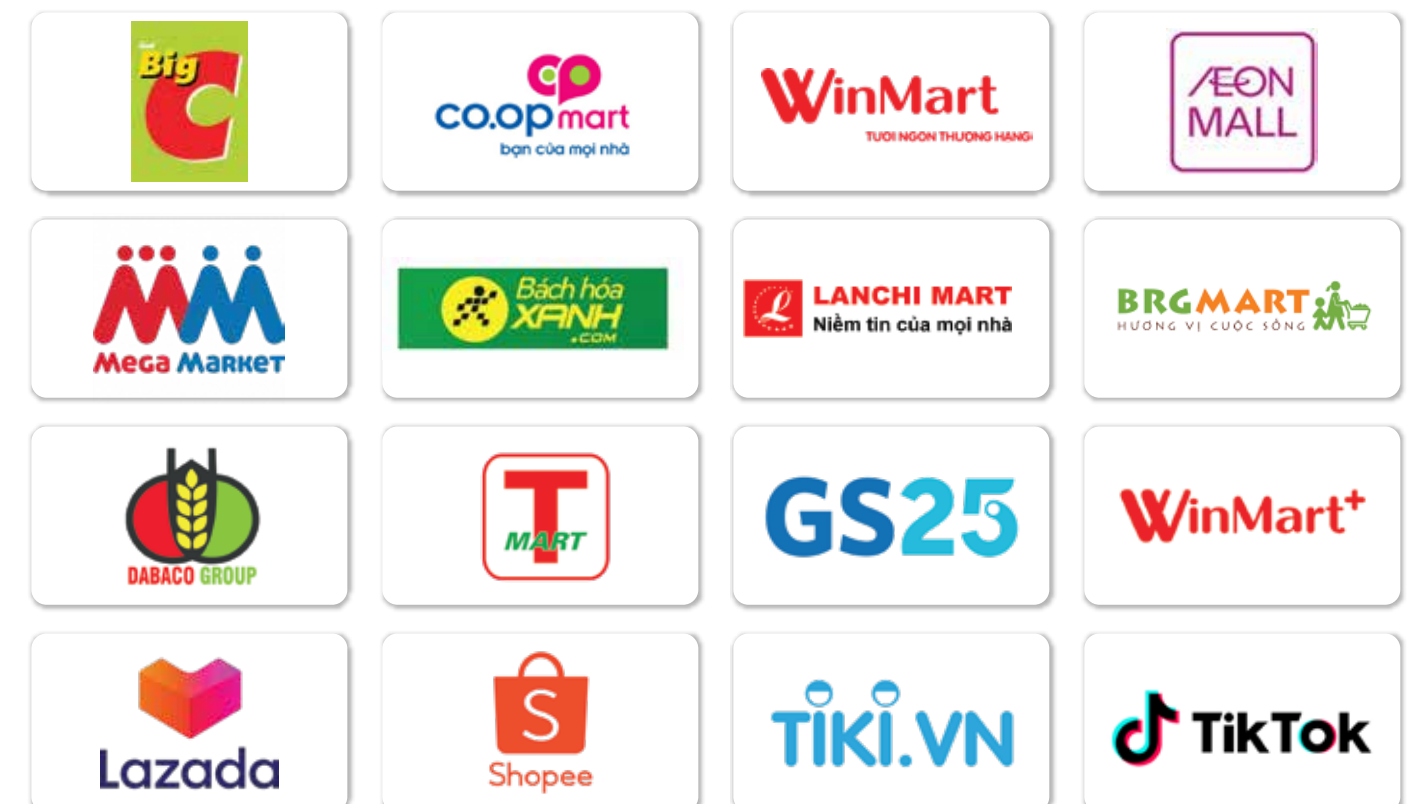


PRODUCT MAP



“Branches and distributors-retailers are the ground for FIT Group to implement its strategy.”

PARTNERS



TODAY COSMETICS JOINT STOCK COMPANY

With a modern factory, an experienced team of personnel from multinational corporations, stringent production processes, and a market-oriented approach, Today Cosmetics has become a top choice and manufacturing partner for many renowned brands such as Double Rich, Romano, Enchanteur, Dr.Clean, Rosy, Mostly, which are familiar and well-known in Vietnamese markets.

We focus on investing in research to develop formulas proven effective through scientific reports and clinical studies, therefore, ensures the use of safe and high-quality ingredients. Our production line is equipped with the most advanced imported machinery, and we adhere to strict manufacturing processes. All these efforts are aimed at delivering truly high-quality personal and family care products



DIVERSE PRODUCTS



Personal Care



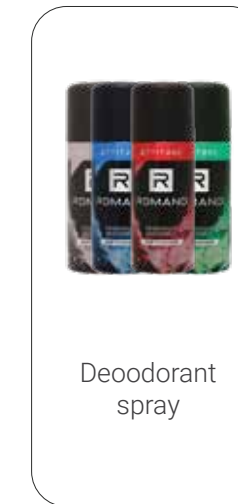
Dental Care



Home Care



Insecticides



Deodorant spray



10+ years

In the field of production and processing in the Cosmetics Industry.

30.000.000+

Product/year

Malaysia

Joint venture group

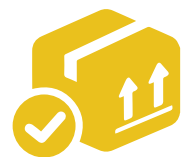


TODAY COSMETICS JOINT STOCK COMPANY

EXPERIENCED WORKFORCE

Research and development team	Experienced engineers and experts continuously update themselves with the latest trends and top-quality cosmetic ingredients worldwide.
Production team	Highly experienced personnel in professional cosmetics production are carefully recruited based on strict criteria to ensure accuracy throughout the entire process, from raw material procurement to finished product manufacturing and guarantee adherence to microbiological safety standards.
QA/QC team	The entire processing stages are strictly controlled by QA/QC to ensure compliance with the standards required by the Ministry of Health.
Customer care team	Professional consulting and customer support experts with seasoned experience, friendly, knowledgeable about the market and legal documents are great advantages to be able to easily cooperate and save time for both parties.
Packaging design team	Our team of logo designers and packaging specialists focuses on creative packaging and labeling with strict requirements for aesthetics, transparency, and legal compliance. We believe that product packaging plays a crucial role in purchasing decisions.

QUALITY ASSURANCE SYSTEM



Product development



Formula transfer



Access to new product trends



Product variety

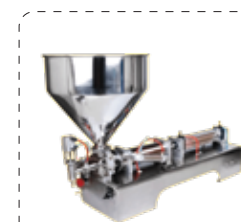


Product registration

MODERN FACTORY

01	02	03
Our research and development room is equipped with cutting-edge machinery and research equipment, which we have imported from leading global brands.	Our filling and packaging room is designed to meet stringent standards of hygiene during operations, ensuring that the products remain free from dust and microbial contamination. The machinery and equipment are strategically arranged to maximize work efficiency and ensure timely completion and delivery of orders to our customers.	Our production facility is designed to meet strict standards of hygiene and safety, adhering to the regulations set by the Ministry of Health. The machinery and equipment in the production area are imported to ensure the incorporation of the latest cutting-edge technology.

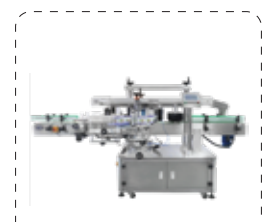
COSMETICS PRODUCTION



One-nozzle extractor



6-nozzle extractor



Double-sided labeling machine



12-nozzle extractor



Large 2-nozzle extractor

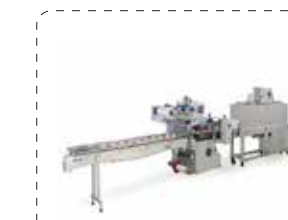


Sealing machine

SPRAY PRODUCTION



Automatic gas extractor



Automatic gas extractor

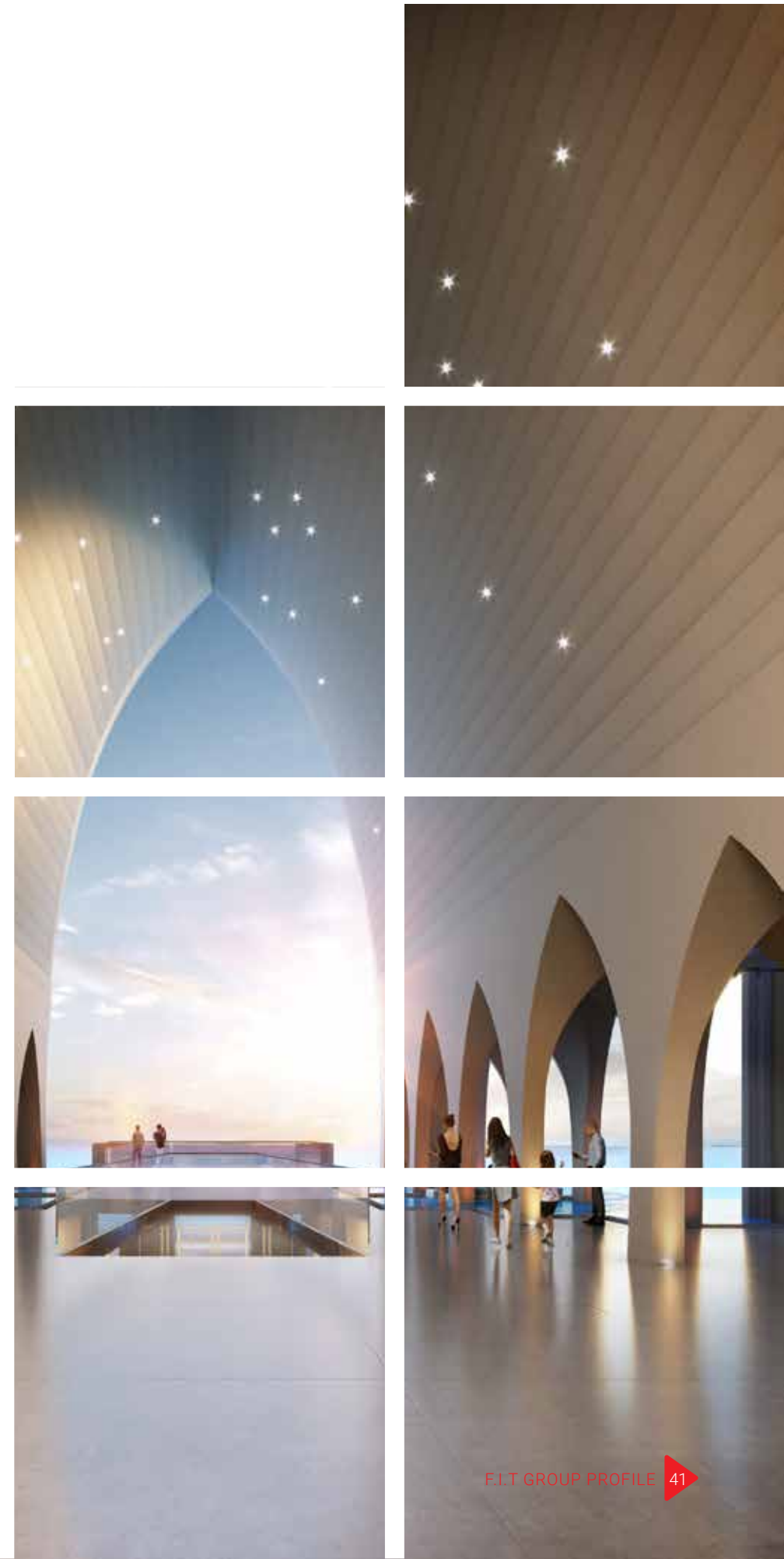
I REAL ESTATE

Since entering the real estate industry, F.I.T Group has had a long-term strategy to focus on unique tourism and resort real estate products, aiming for a nature-oriented approach while preserving the local cultural heritage based on substantial investments and internationally standardized management and operation.

The foremost principle of F.I.T Group is to respect the natural values of the land, while minimizing any changes and impacts on the natural landscape. In particular, the goal is to preserve the pristine beauty of the environment during the construction and operation processes. The assets skillfully blend indigenous elements with the natural landscape, resulting in extraordinary architectural masterpieces.

In addition, green ecological solutions are also prioritized and applied in our assets. These include using 100% green energy, maximizing green construction options, implementing deep seawater air conditioning systems, and incorporating natural lighting and ventilation systems. These practices ensure our commitment to sustainable development with a nature-oriented approach.

F.I.T Group aims to invest in developing land areas with stunning landscapes, rich culture, and potential to become internationally renowned tourism and resort destinations to contribute to economic and social development, create work opportunities, and improve the material and spiritual well-being of local residents, and especially to attract international investors to Vietnam.



I AGRICULTURE

With a focus on sustainable agriculture development and prioritizing the safety and well-being of consumers, F.I.T Group has established clean ingredient sources and invested in modern equipment with caution in every stage, from formulating product recipes, deciding on seed selection, and harvesting, to closely managing and monitoring processing operations, as well as designing the appearance and packaging of our products, all aimed at ensuring maximum safety for consumers.

With systematic investment and a long-term vision, the products F.I.T Group have reached all 63 provinces and cities in Vietnam and have been exported to demanding markets such as Europe, the United States, Japan, and South Korea.


The goal of F.I.T Group is to continuously improve and enhance the quality of products while diversifying the product range to meet the increasing demands of customers.



Develop own material area



Research new plant varieties



Modern equipment



Many years of experience in the field of export



CAN THO AGRICULTURAL TECHNICAL SUPPLIES JOINT STOCK COMPANY (TSC)

Established in 1976, with thousands of distributors and customers at home and abroad, Can Tho Agricultural Technical Supplies Joint Stock Company (TSC) has become one of the reputable and highly regarded agricultural enterprises in Vietnam.

TSC supplies a wide range of agricultural products, including seeds, fertilizers, agrochemicals, agricultural products, and food items. The company has a goal to be a leading investment company in the agricultural sector in Vietnam, contributing to the development of agriculture, sharing benefits with the community, creating value for society, and increasing value for shareholders.



MISSION
Provide comprehensive solutions for developing the agriculture industry towards high technology and sustainability.

VISION
Become a leading agricultural enterprise in Vietnam.

1992

Established

2007

TSC stock listed on the Ho Chi Minh City Stock Exchange

1.968+ billion

Charter capital

4/7

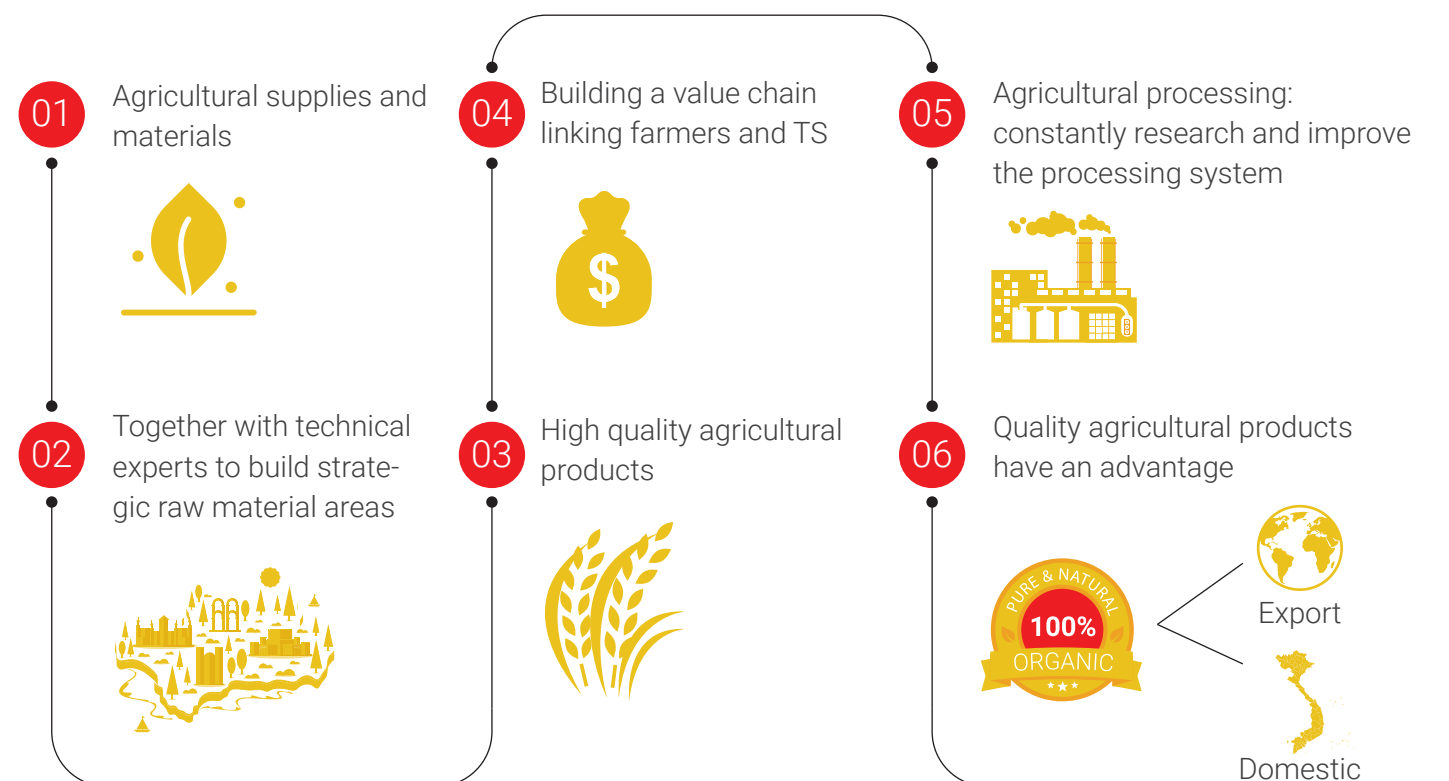
Member companies operating in the field of agriculture

30 years of experience

In the field of business and agricultural products



SMART AGRICULTURE VALUE CHAIN



CAN THO AGRICULTURAL TECHNICAL SUPPLIES JOINT STOCK COMPANY (TSC)

After officially becoming a subsidiary of F.I.T Group, TSC has received strong support in terms of capital, management, and operation, as well as direction and business strategy.

With the support of the parent company, TSC has been improving its operational model, developing long-term business strategies, and expanding into potential sectors such as fruit processing for export and FMCG.

Products of TSC have been exported to various countries, including China, Japan, the United Arab Emirates, Russia, Belarus, Bangladesh, Malaysia,...

With high quality and competitive prices, products and services of TSC consistently meet all requirements and satisfy even the most demanding customers.

Some of the standout products include rice, cassava starch, arrowroot starch, gac fruit membrane, fresh ginger, dried chili, sliced cassava, dried corn, and arrowroot vermicelli...

4 COMPANIES OPERATING IN THE AGRICULTURAL FIELD OF TSC

NO	NAME OF COMPANY	MAIN BUSINESS LINE	OWNERSHIP
01	Westfood Processing and Export Joint Stock Company	Processing and preserving fruits and vegetables, purchasing and processing agricultural	45%
02	TSC Seeds Joint Stock Company	Import and export of plant varieties, multiplication and care of agricultural seedlings	57,63%
03	Nong Tin Seed Joint Stock Company	Seed treatment for propagation; Multiplying and taking care of agricultural plants	77,67%
04	Westfood Hau Giang Joint Stock Company	Processing and preserving vegetables	45%

SOME AGRICULTURE PRODUCTS OF TSC



EXPORT MARKET OF TSC



WESTFOOD PROCESSING JOINT STOCK COMPANY (WESTFOOD)

Founded in 1992, WestFood Joint Stock Company, specializing in processing and exporting packaged fruits and vegetables, has always pursued the passion for producing canned and frozen products that retain the freshness and nutrients of freshly harvested fruits and vegetables.

Located in the vast Mekong Delta, a fertile region that has given rise to various tropical fruits, WestFood has consistently shown concern and connection to the fruit and vegetable farms of local farmers throughout its development.

These factors contribute to its ability to preserve the nutritional values and delicious flavors of its products, making them taste as fresh as picked, obtaining certifications for food safety standards from reputable international organizations such as HACCP, BRC, Kosher, direct export license to the US market issued by the US Food and Drug Administration (FDA), and numerous other food safety certifications.

WestFood has also gradually invested in establishing raw material zones to ensure a stable source of inputs. Fresh and delicious fruits and vegetables harvested from farms are transported to the processing plant and immediately processed and packaged on the same day. The processing stage takes place in clean and modern factories under close supervision of knowledgeable and experienced experts, from sterilization, processing, packaging to transportation. WestFood also invests in R&D activities to continuously improve the quality and diversify its product range.

The customers of WestFood are mainly large-scale industrial food production and processing corporations. Its products have been exported to numerous countries and continents worldwide, including the United States, France, Japan, Australia, Canada, the Netherlands, Ireland, South Korea, and more.



30 years

Experience in food production and export

30.000 m²

Total area of raw material zone

600+

Employees

2.800 MTS

Cold storage capacity

25.000.000\$

Continue to invest in expansion

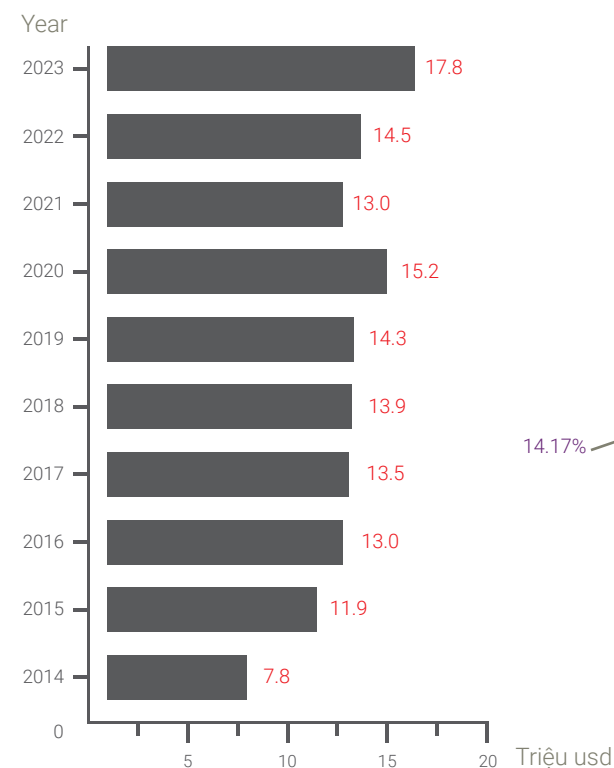
1000ha

MD2 Pineapple

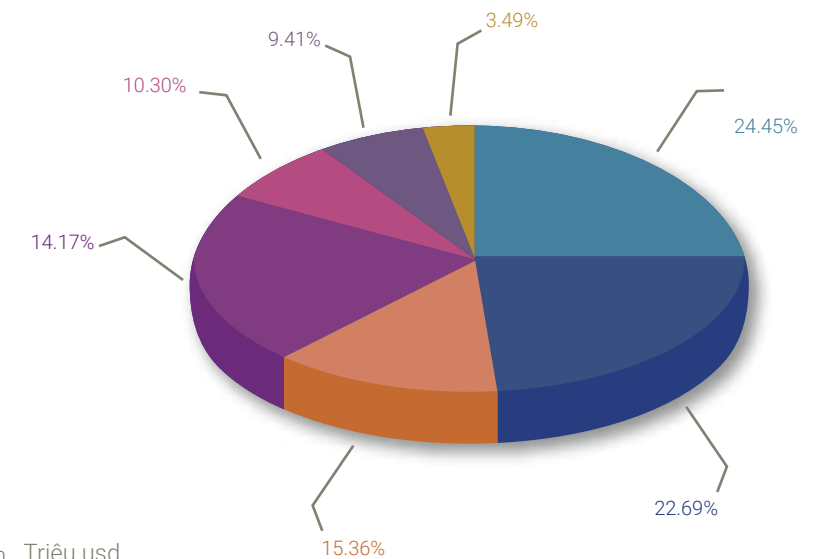
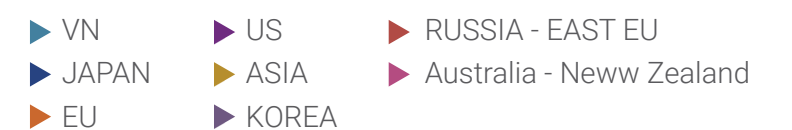
Expected to expand until 2028



2014 - 2023 REVENUE



WESTFOOD WORLDWIDE MARKET SHARE 2022



WESTFOOD PROCESSING JOINT STOCK COMPANY (WESTFOOD)



01 CANNED PRODUCTS

10 PRODUCT LINES: Lotus seed, mixed fruit, mango, pineapple, aloe vera, cucumber, coconut, baby corn, corn kernels, papaya.

OPERATION CAPACITY: Line: 320 - 360 FCL/year
Can capacity: A10, 300Z, 200Z, 150Z

02 FROZEN PRODUCTS

PRODUCT LINES: Mango, dragon fruit, passion fruit, fresh lemon, copra, etc. Keep the fresh taste of fruit with the most modern freezing method today.

OPERATION CAPACITY: Line: 30MT/day
Capacity: 150g, 1kg, 500g, 10kg/bag or as required.



03 PLASTIC CUP PRODUCTS

PRODUCT LINES: Mango, coconut, pineapple, aloe vera, corn kernels,... Compact, convenient, easy to carry anywhere, anytime.

OPERATION CAPACITY: Line: 5.400 cups/hour 260 FCL/year
Specifications 6,5mm; 10mm, 15mm.
Size cup: 40z and 70z

04 PLASTIC BAG PRODUCTS

PRODUCT LINES: Mange, coconut,... Keep the fresh taste of fruit with the most modern freezing method today.

OPERATION CAPACITY: Line 60-80 FCL/year
Capacity: 500G, 3kg, 5kg, 10kg or as required.



CERTIFICATIONS



PARTNERS

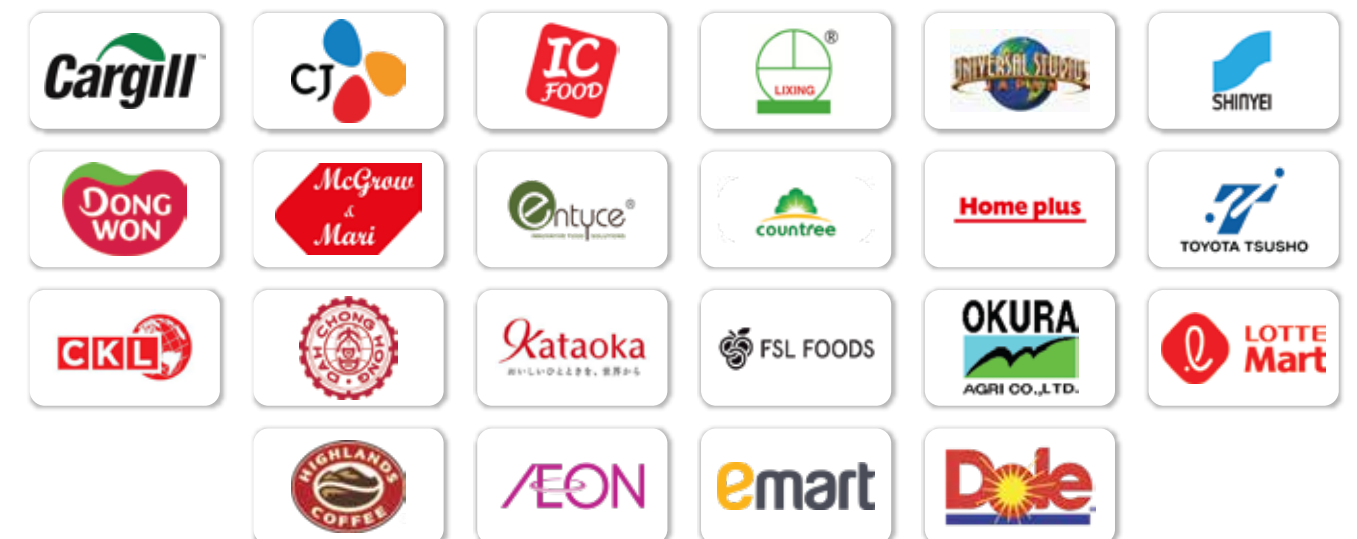
UNITED STATES & CANADA



EUROPE



ASIA & OTHERS



03

SUSTAINABLE DEVELOPMENT

Vision for sustainable development	54
Social responsibility	56
Development of sustainable HRs	62
Environment protection	64



I VISION FOR SUSTAINABLE DEVELOPMENT

F.I.T Group believes that a sustainable business is one that creates lasting value for the social community. We consider success not only in revenue and profit but also in activities for society, for the environment, creating momentum for the development of the country.

The sustainable vision of F.I.T Group is to promote the harmonious development of the Group and society to ensure a balance among the goals:

Optimizing the economy, developing human resources, enforcing social responsibility, and protecting the environment.

Therefore, we focus our strategies and resources towards the goal of becoming a prosperous, multi-industry corporation with differentiated, classy, leading products and services, bringing a good quality of life, where talents gather and are honored by society.



For society

F.I.T Group always aims to provide cleaner, more environmentally friendly products in each business field.

The products and services of F.I.T Group, such as pharmaceuticals, FMCG, food, agriculture, and real estate are all community-oriented and highly social models.

We encourage each employee to always keep the spirit of desire to win, think positively, constantly find solutions to excellently fulfill the goal, thereby contributing to the socioeconomic development of the country.

Besides, F.I.T Group actively participates in social and volunteer activities to help underprivileged people, accompanying, and sponsoring programs for public health, improving the quality of life with outstanding products and services

For employees

F.I.T Group focuses on building modern infrastructure, suitable to the nature of work of each field of operation.

The online meeting rooms with high-end sound system, a kitchen with a capacity of nearly 100 people, a gym, modern machinery and equipment...to create the best working conditions for employees.

We care about each employee with additional health insurance packages and 24/24 accident insurance, skill development programs and continuous training to support employees to improve their health, intelligence, abilities, from which to steadily develop career.

For shareholders and partners

F.I.T Group always cooperates in the spirit of respect, ensuring the interests of each party to become prosperous and develop sustainably.

We are committed to becoming an efficient multi-industry group, adding value to shareholders through sustainable business, and the value growing beyond the Vnindex.

I SOCIAL RESPONSIBILITY

VIKODA SUPPORTS THE 2023 CROSS-COUNTRY CHAMPIONSHIP IN KHANH HOA

Hundreds of crates of Vikoda natural alkaline mineral water were sponsored at the launch event of the Month of Physical Activity for All and the Olympic Day Run for Public Health 2023 – the 2023 Cross-Country Championship, providing support for over 6,000 participating athletes.

Proud to be the exclusive sponsor for the event, a representative of Vikoda shared: "As a leading reputable enterprise in the field of natural alkaline mineral water production and business, Vikoda highly values this sports program. The message of the race aligns with the spirit we are aiming for. With Vikoda, we hope to inspire a healthy lifestyle to fully enjoy life. Accompanying the Cross-Country Championship 2023 is part of a series of events aimed at improving community health that Vikoda is implementing."

Over 33 years of establishment and development, the brand of Vikoda Natural Alkaline Mineral Water has secured a strong position in the market, conveying a positive message: enjoy life with superior health care products.

Therefore, Vikoda has become an indispensable companion in significant events of the province such as: Environmental protection in tourism activities, the Party Congress of Khanh Hoa Province, the Sports Festival for Workers, Officials and Employees in the Industry and Trade sector of Khanh Hoa, Sports Festival of Central Institutes and Branch Institutes, donating bicycles to poor but diligent students...



F.I.T GROUP SPONSORS THE 3RD K34 FIT CUP OPEN GOLF TOURNAMENT

The K34 FIT Cup Golf Tournament is an event set to be held annually in the spring, with hopes for a prosperous and successful year. In 2023, the Thanh Lan golf course (Vinh Phuc) was selected as the venue for the tournament. This is an 18-hole course, suitable for the scale of the 2023 season.

Held on March 26, 2023, the tournament gathered hundreds of golfers competing in a stroke-play format based on official HDC, with three categories: A (HDC 0-12), B (HDC 13-19), and C (HDC 20 and above). The results were calculated based on the total Net of 18 holes. Speaking at the Gala

night, Mr. Dao Huu Long – a member of the Organizing Committee said: "The 3rd K34 FIT CUP Golf Tournament was successfully concluded. The tournament is an opportunity to connect K34 NEU members specifically, NEU golfers and golf enthusiasts in general. We believe that the organization in collaboration between F.I.T Group and K34 NEU Golf Club has brought truly professional and explosive moments of competition." F.I.T Group continues to be the exclusive sponsor of the tournament. This is also the third consecutive year the Group has partnered with the Organizing Committee to create an exciting and professional playing field.

"F.I.T Group appreciates the professionalism, allure, and explosion that the K34 FIT Cup Golf Tournament brings each season. The tournament's message is also in line with the spirit we are aiming for, which is to inspire a healthy lifestyle to fully enjoy life. Therefore, F.I.T Group commits to continue accompanying the K34 FIT Cup Golf Tournament in the following years," said Ms. Nguyen Thi Hoai – CEO of F.I.T Group Joint Stock Company.



F.I.T GROUP OFFICIALLY SPONSORS THE FIT NEU LEAGUE FOOTBALL TOURNAMENT

On April 13, 2023, F.I.T Group signed an agreement with the National Economics University (NEU), officially becoming the sponsor and partner for the FIT NEU LEAGUE football tournament – a professional model football competition for regular students of the university. This is one of the activities in a series of events carried out by F.I.T Group to fulfill its community mission.

The FIT NEU LEAGUE football tournament is an annual event for regular undergraduate students of the National Economics University. Unlike other student football movements in Vietnam, the NEU LEAGUE is methodically organized, an internal competition system playing in a league format, a season lasting 6 months, professionally organized like at leading universities in Japan, USA, and more.

Speaking at the official tournament announcement, Professor Pham Hong Chuong shared: "Through the tournament, students practice physical fitness, experience joy, have the opportunity to apply the knowledge and skills learned from the university in managing and administering a football team, collective, and event, contributing to training well-rounded graduates, both professional and physically fit. From 2023 onwards, with the support and partnership from F.I.T Group, the university believes that the tournament will be elevated, becoming increasingly complete

in both scale and quality, turning into a beneficial playground and bringing much value to NEU students."

Speaking at the ceremony, a representative from the leadership of F.I.T Group stated: "We believe that investing in the future generation is investing in the sustainable development of the country. We trust in the experience and vision of the leadership of the National Economics University, which will surely create a healthy, professional playground for young football lovers. F.I.T Group will continue to provide long-term support to build the best sports environment for students. This is also one of the activities in the series of events that the Group is deploying to fulfill the corporate responsibility to the community and society."



I SOCIAL RESPONSIBILITY

VIKODA ALKALINE ACCOMPANIES THE WORKING SESSION BETWEEN PRIME MINISTER PHAM MINH CHINH AND THE STANDING COMMITTEE OF KHANH HOA PROVINCIAL PARTY COMMITTEE

On the afternoon of April 1, Prime Minister Pham Minh Chinh and the government delegation worked with the Standing Committee of Khanh Hoa Provincial Party Committee on the socio-economic development situation and addressed proposals and suggestions to promote rapid and sustainable development in Khanh Hoa province. Overcoming strict quality control checks, Vikoda Alkaline natural alkaline mineral water was chosen to accompany this important provincial event.

With the advantage of being a product containing natural alkaline mineral water from the renowned Danh Thanh spring with an optimal pH of 9.0, Vikoda Alkaline was trusted to serve at the working session between Prime Minister Pham Minh Chinh and the Standing Committee of Khanh Hoa Provincial Party Committee. Completely different from other products on the market, Vikoda Alkaline natural mineral water is canned right at the

source according to the regulations of the Ministry of Health, preserving the precious gift that nature bestows. Therefore, Vikoda boasts a refreshing sweet taste that impresses from the first sip with the ideal alkaline level of pH 9.0, along with minerals that help neutralize excess stomach acid, returning the body to a natural healthy balance, and actively supporting the digestive system and health. Besides product quality, Vikoda Alkaline is also highly regarded for using 100% recyclable aluminum packaging, extremely environmentally friendly, helping to reduce plastic waste and changing consumer habits. Hence, Vikoda Alkaline natural mineral water is always the preferred choice at many important events of Khanh Hoa province.



VIKODA DONATES 20 BICYCLES TO POOR STUDENTS IN DIEN KHANH DISTRICT, KHANH HOA PROVINCE

In early June 2023, at the launch ceremony of the Action Month for Children 2023 in Dien Khanh district, Khanh Hoa Mineral Water Corporation (Vikoda) donated 20 bicycles to academically excellent students in need. Mrs. Nguyen Thi Kim Huong – Vice President of the Dien Khanh District People's Committee, attended and joined Vikoda in presenting the bicycles to the students.

At the launch ceremony, Mr. Ly Thien Thanh, representative of Vikoda, awarded 20 bicycles to 20 disadvantaged students without means to get to school. Mr. Thanh said that over the years, Vikoda has been attentive to child care and education in Dien Khanh district. The bicycle donation for academically excellent but needy students is an annual activity of the Company, aimed at encouraging and motivating students, helping them to continue their education and self-improvement, and to become role models

for students across Khanh Hoa province.

On behalf of the student recipients, Mrs. Nguyen Thi Kim Huong – a member of the district party committee and Vice President of Dien Khanh District People's Committee expressed gratitude to Vikoda for bringing hope to impoverished students and wished for them to continue overcoming challenges to become useful members of society, contributing to the building of a richer and more beautiful homeland.



Alongside the goal of becoming a strong Vietnamese brand, Khanh Hoa Mineral Water Corporation has always focused on fulfilling its social responsibilities, actively participating in local social welfare

activities. Among them, the annual bicycle donation for disadvantaged students is part of the Company's community-focused events, contributing to improving the quality of life for the country's future generations. Moving forward, Vikoda will continue to join

F.I.T GROUP PARTNERS WITH VTV TO HONOR MARTYRS, MEET VETERANS, AND FAMILIES OF MERIT WITH THE REVOLUTION

On July 26, the VTV Youth Union in collaboration with the VTV Veterans Association organized a program to honor martyrs, meet with veterans, and the families of contributors at Vietnam Television. The program took place with the partnership of F.I.T Corporation.

The annual Martyrs and Wounded Soldiers Day on July 27 is an occasion for the entire population across the nation to pay tribute and express gratitude to the heroes who fought for the independence and freedom of the country. Continuing this fine tradition, F.I.T Group partnered with the VTV Youth Union to organize a program named "My Country" as the most sincere and profound thank you to the sacrifices and hardships endured by the heroes of the past to bring peace to today's generation.

VIKODA ACCOMPANIES CHARITY CONCERT "COMPASSIONATE HEARTS"

On the evening of August 20, 2023, Vikoda, the brand of natural alkaline mineral water from Khanh Hoa Mineral Water Corporation, partnered with the Khanh Hoa Provincial Association for Support of Disabled People, Poor Patients, and Children's Rights, along with the Provincial Culinary Association to organize the "Compassionate Hearts" music night to raise funds for those in special circumstances.

The "Compassionate Hearts" music night is a key activity of the Khanh Hoa Provincial Association for Support of Disabled People, Poor Patients, and Children's Rights, held annually to raise charity funds to help poor patients, disabled individuals, orphans, and impoverished locals. First organized in 2015, the event has been held annually ever since. The funds raised have supported heart surgeries, treatment for poor patients, and assistance for disabled people and orphans in the local area.

hands with all levels and sectors to effectively implement programs for the poor and those in difficult circumstances, as a business that not only operates effectively but also always turns towards the community.

Over the years, F.I.T Group has been dedicated to gratitude activities. This is not only a task from the heart but also a responsibility to the community and society of each generation of employees at the Group. Previously, F.I.T Group also organized many meaningful social programs such as "Quarantined but not distant" – donating essential medical supplies for Covid-19 epidemic prevention to people and medical staff; sponsoring the FIT NEU League Football Tournament for students of the National Economics University, and more.



Mr. Ly Thien Thanh, representative of Vikoda, expressed his readiness to accompany charitable activities such as the "Compassionate Hearts" music event. This event is a beautiful gesture from Khanh Hoa province, spreading compassion and love to the beneficiaries of the program. "In the future, Vikoda will continue to support meaningful humanitarian programs that bring benefits to the community and assist those facing difficulties in life," Mr. Thanh added.



I SOCIAL RESPONSIBILITY

DCL DELIVERS “UNION SHELTER” TO UNION MEMBERS IN DIFFICULT CIRCUMSTANCES

On the afternoon of December 8, 2023, the trade union base of Cuu Long Pharmaceuticals Joint Stock Company, in collaboration with the Vinh Long Provincial Labor Confederation, held a ceremony to hand over the “Union Shelter” to Union member Pham Thi Nga, who currently works in the Quality Inspection Department of Cuu Long Pharmaceuticals.

Understanding the hardships faced by Ms. Pham Thi Nga's family, after surveying and reviewing, the Executive Board of Cuu Long Pharmaceuticals Union unanimously sent a request to the Standing Committee of the Vinh Long Provincial Labor Confederation for considering support to build the “Union Shelter” for Ms. Nga.

Ms. Pham Thi Nga's “Union Shelter” commenced construction in early October 2023. With a sense of urgency and determination to hand over the house before the Tet holiday to bring peace of mind to Ms. Nga's family, the basic house was completed in just 2 months, with a total construction budget of 100 million VND, of which the Provincial Labor Confederation supported 50 million VND – drawn from the union funds contributed by DCL Union members.

At Cuu Long Pharmaceuticals, employees not only work in a safe, civilized environment but also enjoy good welfare policies, cared for in both material and spiritual life. The “Union Shelter” is one of the deeply

meaningful social activities, helping difficult union members have a home to stabilize their lives. It is a significant activity by the DCL trade union base over the years in particular and the Vinh Long Provincial Labor Confederation in general, showing the profound humanitarian nature, inspiring union members to continue striving, overcoming life's difficulties. Additionally, in 2023, the company collectively mobilized contributions, supporting 03 cases of workers in difficult circumstances, illness, and weakness, with a total amount of over 293 million VND.

With a vision for sustainable development, promoting harmonious growth between the company and society, over the years, DCL has not only cared about the lives of its employees but also actively participated in community activities such as: donating drugs to treat Covid for hospitals; providing gifts to support flood-affected people in the Central region; donating an automated Real-Time PCR testing system to the Vinh Long City Medical Center, and more.



VIKODA PARTNERS WITH HCM CITY NUTRITION SOCIETY'S CANCER PREVENTION AND TREATMENT CONFERENCE

On November 25, 2023, the XI Expanded HCM City Nutrition Conference themed “Nutrition in Cancer Prevention and Treatment” was held with the partnership of natural alkaline mineral water brand Vikoda in Ho Chi Minh City. The conference saw the

participation of leading professors, doctors, and specialists from 130 medical units across 53 provinces with over 500 members attending.

Vikoda's representative and Production Director, Mr. Tran Van Phu, expressed honor in accompanying the XI Expanded HCM City Nutrition Conference to bring updated knowledge and practical

scientific experiences regarding the role of hospital and community nutrition in the prevention and treatment of the increasing and youth-trending cancer pathology in Vietnam.

Known as one of the unique natural alkaline mineral water brands in Vietnam with a natural pH of 9.0, Vikoda stands out from other products on the market. Extracted from a depth of 220m underground, with a spring temperature reaching 72°C and bottled right at the source according to the Ministry of Health regulations, Vikoda offers numerous health benefits such as neutralizing the body's acid levels, inhibiting cancer cell growth, and supporting the treatment of other diseases

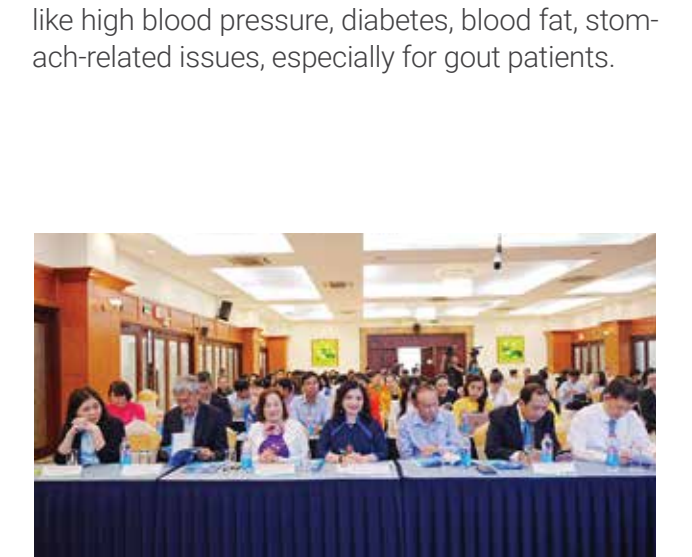
DCL SUPPORTS THE ANNUAL SCIENTIFIC CONFERENCE 2023 AT VINH LONG GENERAL HOSPITAL

On December 20, 2023, Cuu Long Pharmaceuticals Joint Stock Company (DCL) sponsored and co-organized the Annual Scientific Conference 2023 at Vinh Long General Hospital. This annual event plays a significant role in research and scientific application in the medical field, contributing to the mission of taking care of public health and improving the hospital's professional quality, creating more innovative breakthroughs in medical examination and treatment at Vinh Long General Hospital.

With the mission of connecting and improving community life through optimal health solutions, DCL pays close attention to scientific research and applied technology activities in community health care. Over the years, DCL has continuously improved quality, introducing to the market many product lines that support and protect health, meeting the stringent demands of consumers and partners.

At the Annual Scientific Conference 2023, aiming to showcase its image and products and to increase credibility and brand recognition among medical staff, partners, and customers, DCL set up an exhibi-

tion booth featuring the company's key products like Panalgan, Calfizz, Cefixim 200,... The DCL exhibition booth attracted interest and high appraisal from the medical community present at the event. “DCL is a long-standing and reputable partner to our hospital, with products that meet high standards and are always trusted by doctors to prescribe to patients,” a delegate at the conference said.



In addition to product development and infrastructure investment, the company also focuses on community activities. “Therefore, for many years, we have accompanied and participated in activities sponsoring science and technology in healthcare in Vinh Long, An Giang, and programs offering free medical treatment for the poor, helping to improve the lives of Vietnamese people,” said Mr. Tran Anh Kiet – Director of DCL branch in Vinh Long.



I DEVELOPMENT OF SUSTAINABLE HUMAN RESOURCES

ENSURING THE RIGHTS AND BENEFITS OF WORKERS

Transparent labor regulations

F.I.T Group emphasizes the establishment of transparent labor regulations in accordance with legal requirements. The company maintains competitive salaries and benefits for employees compared to the industry standards in the Vietnamese market. Additionally, F.I.T Group has implemented special salary, bonus, and competitive incentives for highly skilled and experienced personnel in relevant fields. This approach aims to retain employees and attract talents from various sources to contribute and develop within the Group.

The company fully complies with the legal regulations regarding social insurance, health insurance, and unemployment insurance. Moreover, F.I.T Group has collaborated with Bao Viet Insurance Group to develop and implement superior healthcare insurance programs specifically designed for employees. The Group regularly reviews and aligns welfare policies to provide practical benefits for all employees.

Full working arrangements

F.I.T Group follows an 8-hour workday, 5 days a week schedule (including working on Saturday mornings every two weeks). Employees are entitled to public holidays, paid leave, and resignation benefits in accordance with the Labor Law, receiving their full salary during these periods.

Ideal working conditions

With a commitment to creating a professional working environment, F.I.T Group provides spacious and well-equipped offices for employees. Modern working equipment is regularly provided, and employees undergo regular health check-ups. The company also supports employees with mobile phones and offers lunch at the company cafeteria.

MAIN WELFARE POLICIES OF THE GROUP

Employee health and well-being are always a top priority for the Leadership Board of the Group. Therefore, in addition to health insurance, F.I.T Group provides employees with an additional health insurance package from Bao Viet Insurance, offering numerous benefits and coverage at various medical facilities and large hospitals. Comprehensive annual health check-ups are organized for all employees at reputable and high-quality medical institutions such as Thu Cuc Hospital and Hong Ngoc Hospital,...

Gifts are given on important occasions for each individual, such as birthdays, weddings, childbirth, hospital visits, and during festive events.

The Group organizes festival activities and gatherings, allowing employees and their families to go on excursions and vacations together. Rewards and recognition are given to the children of employees who achieve high academic, sports, or arts accomplishments.

The Group has established a fully-equipped Gym and a 3D Golf Room to promote fitness and well-being among employees.

BUILDING COHESIVE ENVIRONMENT - STRONG CULTURE

F.I.T Group places special emphasis on team-building activities, focusing on their rights and spiritual life. The activities of the Labor Union are maintained to create a cohesive environment, encourage employees to maximize their potential, strengthen teamwork, and build and promote the company culture, some of which are:

Honoring outstanding teams and individuals on a quarterly basis, accompanied by valuable rewards.

F.I.T Club engages in active participation with activities such as book sharing, sharing of professional knowledge, and soft skills training sessions,...

Promoting physical fitness through various sports clubs such as gym, yoga, golf, and football.

Annual team-building events featuring a combination of bonding activities and intellectual challenges. Annual Gala Dinner held on both company and group-wide scales.

There are 2-3 bonding trips organized on occasions such as the Lunar New Year, summer vacations, and company birthdays.

Company birthdays are not only a time to celebrate employees who have birthdays within the quarter but also an opportunity for all employees to connect, interact, and entertain through performances and karaoke.

The library provides a variety of books to fulfill the reading and knowledge exploration needs of employees.

Diverse cultural activities are organized on festive occasions throughout the year, including the company birthday, International Women Day (March 8th), Vietnamese Women Day (October 20th), Mid-Autumn Festival, Christmas, Children Day, Independence Day, and New Year celebrations...



To ensure continuous development, every individual at F.I.T Group is encouraged to engage in lifelong learning. The company has invested extensively in a professional and sophisticated E-Learning system to meet the training needs and enhance both the professional and soft skills of employees. Additionally, regular offline training programs are organized.

Furthermore, the company has designed a library with a wide range of captivating books to cater to the reading, learning, and knowledge enrichment needs of employees.

Respecting and valuing individuals, and appreciating and honoring achievements are core values that F.I.T Group upholds. Outstanding employees of the month/quarter, Outstanding Employee of the Year, or Outstanding Salesperson are titles that every employee in the company strives to achieve. Along with these titles come well-deserved rewards for each employee, amounting to thousands of dollars.

I ENVIRONMENTAL PROTECTION

ENFORCING MISSION FOR THE ENVIRONMENT

F.I.T Group mainly operates in the manufacturing and business sector, therefore, the generation of waste and emissions during business operations is closely controlled. Both leaders and employees promote compliance with environmental protection regulations both in business activities and daily lives.

To minimize negative impacts on the environment from business operations, the company focuses on measures such as raising awareness of each employee, waste segregation at the source, and maintaining and servicing machinery systems.

Additionally, at the office, there is a priority placed on using energy economically and effectively, as well as utilizing products with eco-friendly materials to reduce greenhouse gas emissions and household waste.



When it comes to water resources, one of the most crucial natural resources, F.I.T Group is committed to using this resource efficiently and conservatively. The company continuously conducts research to discover more water-efficient techniques and methods of producing pharmaceuticals, consumer goods, and processed agricultural products.



F.I.T Group prioritizes investing in equipment and modern technologies, along with a comprehensive waste treatment system, to minimize the emission of pollutants. The company strives to use energy resources efficiently through the following measures: Enhancing the quality of current energy management; Increasing the utilization of clean and renewable energy sources; Using energy-saving lighting devices as a replacement for outdated and energy-consuming ones.



I ENVIRONMENTAL PROTECTION

GROWING PLANTS FOR ENVIRONMENTAL PROTECTION AND IMPLEMENTING THE CORE VALUE OF "CARING" FOR FACTORY EQUIPMENT AT CUU LONG PHARMACEUTICAL

Accordingly, each management level and married couple at DCL will invest in and plant one tree. Each tree will have a nameplate indicating the name of the employee who planted it. Employees will be responsible for taking care of the newly planted trees to create a green space within the working premises of DCL factories.

Furthermore, at the factories, the leadership has called upon all employees to participate in the My Machine program, applying the core value of "Caring" towards each factory equipment, with the message "Each employee should consider the factory as our home, the machinery and equipment as our assets. Love and take care of them to ensure the efficient operation of the factory. Machinery should always be clean, efficient, safe, and productive."



VIKODA LEADING THE ENVIRONMENTAL PROTECTION TREND

Aware of the environmental pollution and severe impact caused by plastic waste on human life today, the leadership and employees of the company have continuously conducted research to develop product lines that align with the trend. Vikoda branded products in the form of glass bottles and cans have been introduced with the aim of reducing plastic usage and limiting waste into the environment.

Not only leading the way in reducing plastic waste, Vikoda natural alkaline mineral water is also highly regarded for its product quality. With a refreshing and natural alkaline taste, perfect pH level of 9.0, and 100% natural alkaline minerals, Vikoda natural alkaline mineral water sourced from the rare Danh Thanh mineral spring is the secret to care for the health of the whole family.



I ENVIRONMENTAL PROTECTION

CLEAN THE SEA

Danh Thanh - Vikoda sponsors Vikoda Alkaline natural mineral water in cans (environmentally friendly products).

Location

- ▶ In 28 coastal provinces and cities (Including: Quang Ninh, Hai Phong, Thai Binh, Nam Dinh, Ninh Binh, Thanh Hoa, Nghe An, Ha Tinh, Quang Binh, Quang Tri, Thua Thien - Hue, Da Nang, Quang Nam, Quang Ngai, Binh Dinh, Phu Yen, Khanh Hoa, Ninh Thuan, Binh Thuan, Ba Ria - Vung Tau, Ho Chi Minh City, Tien Giang, Ben Tre, Tra Vinh, Soc Trang, Bac Lieu, Ca Mau, Kien Giang).
- ▶ 3260 km of coastline.
- ▶ The large islands of Vietnam with tourists.



04

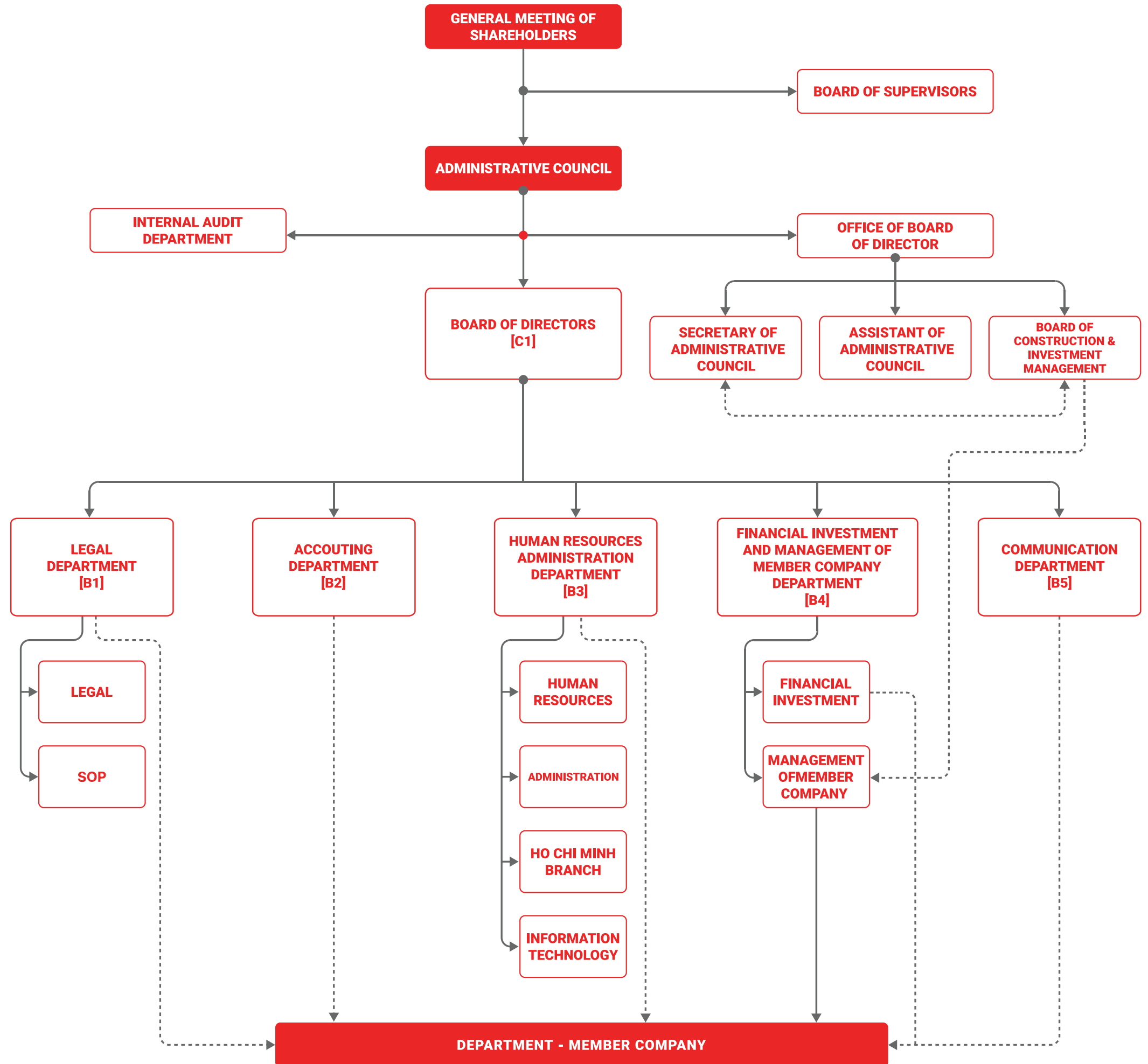
ORGANIZATIONAL CHART

Organizational chart	72
Leadership personnel	74
Awards	76
Member companies	78



ORGANIZATIONAL CHART

F.I.T Group works on the basis of close coordination and agreement from the Board of Directors, functional departments at the Group office, and each member company. The member companies have the ability to independently manage themselves, and take responsibility for their own business and financial planning. The functional departments at the office of the Group are responsible for supervising and supporting the professional fields.



I LEADERSHIP PERSONNEL

BOARD OF DIRECTORS



Mr. **NGUYEN VAN SANG**
CHAIRMAN OF THE BOARD

Mr. Nguyen Van Sang has been a founding member of F.I.T Group since the early days. As Chairman of the Board, Mr. Sang is responsible for operating and all activities of the Board. At the same time, he is also in charge of building, orienting the operation and development strategy of F.I.T Group in the short, medium, and long term.

Mr. Sang graduated from University and obtained a Master degree in Finance from National Economics University, Hanoi. Before entering the establishment of F.I.T Group, Mr. Sang has many years of experience in business, sales, administration, finance... at Procter&Gamble Vietnam (P&G Vietnam), Shell Gas Haiphong Ltd...

LEADERSHIP



Mr. **NGUYEN VAN BAN**
CEO



Ms. **VU THI MINH HOAI**
Deputy General Director



Ms. **NGUYEN THI MINH NGUYET**
Vice Chairwoman of the Board



Ms. **VU THI MINH HOAI**
Member of the Board
Deputy General Director



Mr. **NGUYEN NINH DUNG**
Member of the Board



Ms. **NGUYEN NGOC MAI**
Member of the Board



Mr. **DINH QUOC HUNG**
Independent Member
of the Board



Mr. **VU ANH TRONG**
Independent Member
of the Board

CONTROL BOARD



Ms. **NGUYEN THI THU HUONG**
Head

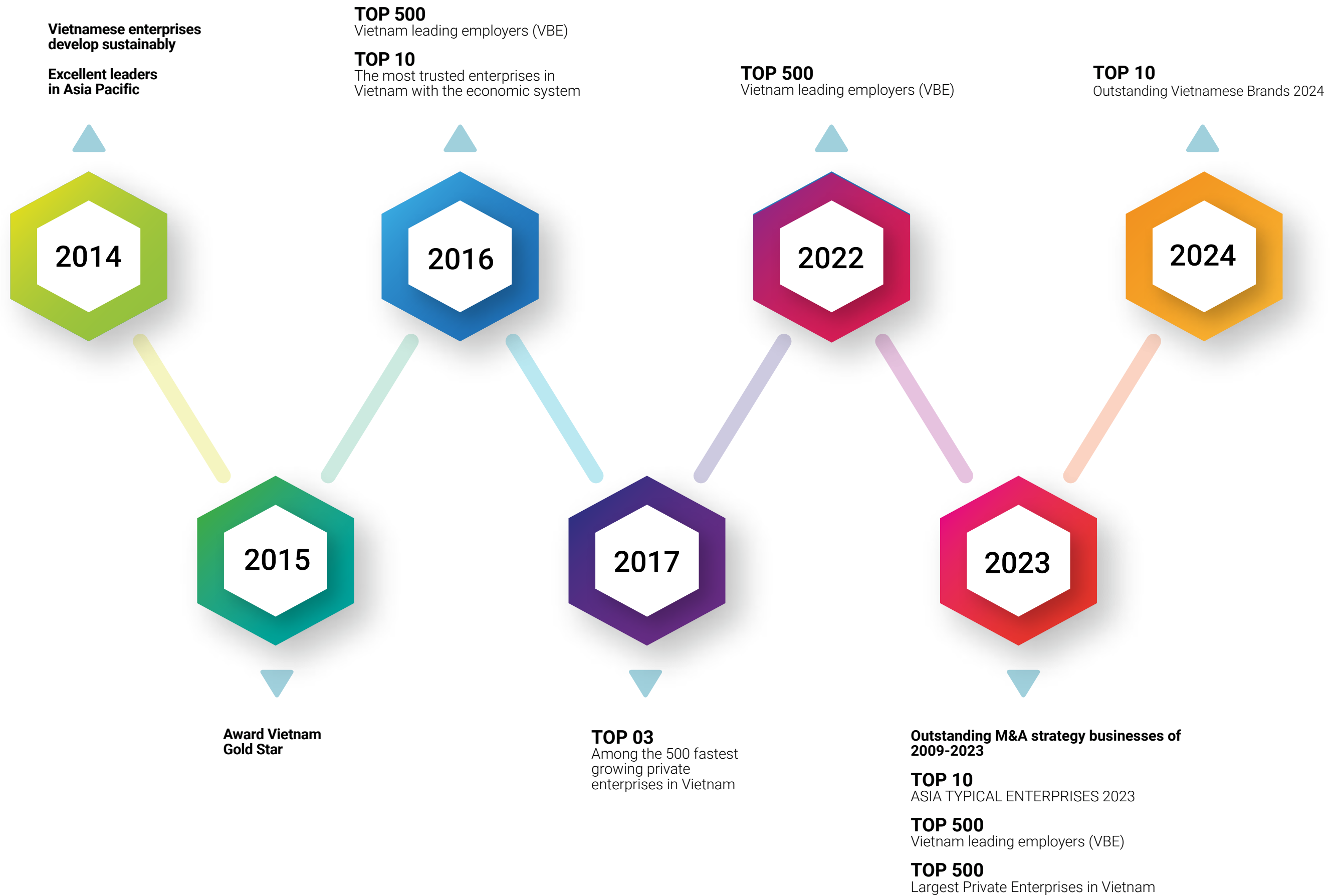


Ms. **NGUYEN THI HONG ANH**
Member


















Mr. **VO DINH BAO**
Member

AWARDS



I MEMBER COMPANIES

01	CAN THO AGRICULTURAL TECHNICAL SUPPLIES JOINT STOCK COMPANY(*)	<p>1D, Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p> Charter capital (VND) 1.968.589.250.000</p> <p> Proportion of ownership 41,07%</p>
02	CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY	<p>150 14th September Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam</p> <p> Charter capital (VND) 730.410.300.000</p> <p> Proportion of ownership 58,05%</p>
03	FIT VIETNAM TRADING AND IMPORT-EXPORT CO.LTD	<p>5th Floor - Times Tower Building, 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam</p> <p> Charter capital (VND) 100.000.000.000</p> <p> Proportion of ownership 100%</p>
04	FIT REAL ESTATE INVESTMENT JOINT STOCK COMPANY	<p>5th Floor - Times Tower Building, 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam</p> <p> Charter capital (VND) 965.904.990.000</p> <p> Proportion of ownership 99,90%</p>
05	CHARLOTTE INVESTMENT AND REAL ESTATE DEVELOPMENT JOINT STOCK COMPANY	<p>5th Floor - Times Tower Building, 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam</p> <p> Charter capital (VND) 233.000.000.000</p> <p> Proportion of ownership 98,61%</p>
06	WESTFOOD EXPORT JOINT STOCK COMPANY (**)	<p>Cai Son Industrial Zone, Hoang Quoc Viet Street, An Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p> Charter capital (VND) 302.467.400.000</p> <p> Proportion of ownership 18,48%</p>
07	TSC SEED JOINT STOCK COMPANY	<p>1D, Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p> Charter capital (VND) 190.000.000.000</p> <p> Proportion of ownership 23,67%</p>
08	FIT CONSUMER JOINT STOCK COMPANY	<p>1D Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p> Charter capital (VND) 1.460.037.500.000</p> <p> Proportion of ownership 50,60%</p>
09	NONG TIN PLANT SEED JOINT STOCK COMPANY	<p>276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam</p> <p> Charter capital (VND) 30.000.000.000</p> <p> Proportion of ownership 31,90%</p>

10	WESTFOOD HAU GIANG JOINT STOCK COMPANY	<p>Song Hau Industrial Park - Phase 1, Dong Phu Commune, Chau Thanh District, Hau Giang Province, Vietnam .</p> <p> Charter capital (VND) 70.000.000.000</p> <p> Proportion of ownership 18,11%</p>
11	KHANH HOA MINERAL WATER JOINT STOCK COMPANY	<p>Cay Sung Village, Dien Tan Commune, Dien Khanh District, Khanh Hoa Province</p> <p> Charter capital (VND) 124.999.880.000</p> <p> Proportion of ownership 48,34%</p>
12	BENOVAS CANCER DRUG JOINT STOCK COMPANY	<p>5th Floor - Times Tower Building, 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam</p> <p> Charter capital (VND) 100.000.000.000</p> <p> Proportion of ownership 48,76%</p>
13	VPC - SAIGON PHARMACEUTICAL CO.LTD	<p>150 14th September Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam</p> <p> Charter capital (VND) 163.000.000.000</p> <p> Proportion of ownership 58,05%</p>
14	BENOVAS PHARMACEUTICAL JOINT STOCK COMPANY	<p>276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City</p> <p> Charter capital (VND) 80.000.000.000</p> <p> Proportion of ownership 58,04%</p>
15	BENOVAS MEDICAL EQUIPMENT JOINT STOCK COMPANY	<p>150 14th September Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam</p> <p> Charter capital (VND) 100.000.000.000</p> <p> Proportion of ownership 58,05%</p>
16	JOINT VENTURE FOR PRODUCTION, BUSINESS, IMPORT-EXPORT OF PHARMACEUTICALS AND MEDICAL EQUIPMENT (A JOINT VENTURE BETWEEN CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY AND LAO MEDICAL SERVICES CO., LTD)	<p>Lao People's Democratic Republic</p> <p> Proportion of ownership 29,61%</p>
17	FIT COSMETICS JOINT STOCK COMPANY	<p>276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City</p> <p> Charter capital (VND) 195.900.000.000</p> <p> Proportion of ownership 24,79%</p>

F.I.T GROUP JOINT STOCK COMPANY

STOCK CODE **FIT**

TOTAL ASSETS **7000+** billion VND

HEAD OFFICE


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BRANCH

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