

# Dptimizing Lescurces

# CREATING BREAKTHROUGHS

**2024 ANNUAL REPORT** 



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# MESSAGE FROM THE CHAIRMAN OF THE BOARD

#### Dear Esteemed Shareholders and Investors,

On behalf of the Board of Directors and the Executive Management of F.I.T Group, I would like to extend our warmest greetings and sincere wishes for good health and success to all our valued shareholders and investors.

#### Ladies and Gentlemen,

The year 2024 continued to present significant volatility and challenges stemming from various global factors, including geopolitical conflicts, climate change, energy crises, and economic instability, all of which have severely impacted the lives of people and socio-economic development in many countries. Amidst a turbulent and complex domestic and international landscape, F.I.T Group and its member companies remained united and resilient, working tirelessly to overcome the challenges. With unwavering determination and agile adaptability, the entire F.I.T Group swiftly adjusted its strategies, innovated work processes, and focused on creative solutions to sustain effective operations.

In the pharmaceutical sector, DCL concentrated on studying and understanding market demand. Simultaneously, the company invested in expanding its production lines and constructing new facilities to meet increasing product needs. Specifically, in the manufacturing and supply of various types of empty capsules, DCL completed and launched Capsule Production Line No. 5, increasing its output to 11.6 billion capsules per year, equivalent to nearly 1 billion capsules per month. In the medical equipment segment, the Benovas factory, covering an area of nearly 11,000 m<sup>2</sup> with a total investment of USD 26 million, is in the final stages of installation and will soon commence operations. For the pharmaceutical segment, DCL is investing in a pharmaceutical manufacturing facility meeting EU-GMP standards, with a total investment of VND 1,396 billion and an annual production capacity of 1.6 billion pharmaceutical products. With these outstanding achievements in 2024, DCL was honored with several prestigious awards, reinforcing its brand reputation and market position in Vietnam and

reinforcing its brand reputation and market position in Vietnam and the Southeast Asia region—such as being named among the "Top 50 ASEAN Strong Brands" and the "Top 10 Sustainable Development Enterprises 2024."

In the beverage business, 2024 marked a successful year as Khanh Hoa Mineral Water Joint Stock Company successfully rebranded its Danh Thanh label; signed a strategic cooperation agreement with Guangzhou Nutrin Food Technology Company to export Vikoda Natural Alkaline Mineral Water (500ml) and Vikoda Soda Alkaline Mineral Water (330ml) to the billion-consumer market; and entered into a partnership for the technology transfer and contract manufacturing of Spa Sky carbonated beverages. The company also boosted brand recognition through participation in national nutrition conferences held in Ho Chi Minh City, Hue, and Hai Phong. Its products are now widely available in major supermarkets nationwide such as CoopMart, Circle K, Big C, GS25, and Bach Hoa Xanh, as well as on e-commerce platforms like Shopee, Tiki, Lazada, and Sendo. Riding this wave of success, Vikoda continues to focus on R&D, product development, and market expansion offering consumers outstanding health solutions rooted in the purest natural ingredients. Looking ahead to 2027, Khanh Hoa Mineral Water JSC has set its sights on becoming the leading provider of natural alkaline mineral water in Vietnam, targeting VND 1,000 billion in revenue and a pre-tax profit margin of 15%.

In the personal and home care sector, products under the Tero Bio line have continued to gain the trust of consumers, contributing to the growing trend of green consumption through the use of safe, enzyme-based bio-cleaning products that protect the health of the entire family. Looking ahead, FIT Cosmetics Joint Stock Company and Today Cosmetics Joint Stock Company will continue to implement their strategy of developing Personal Care and Home Care brands following sustainable, eco-friendly, and

health-conscious trends. In addition, FIT Cosmetics is actively researching and developing cosmetics to meet the increasing market demand and quality standards for this product category.

In the agriculture and food processing sector, leveraging raw material areas in the Mekong Delta and advanced manufacturing technology, Westfood has successfully cultivated many high quality plant varieties. The Fruit Moji brand continues to see steady domestic consumption, while the company expands its exports to Japan and China. Notably, the Westfood Hau Giang factory—with a total investment of VND 666 billion—is scheduled to commence operations in Q1/2025 with a capacity of 30,000 tons/year, reinforcing Westfood's position among the Top 5 leading fruit and vegetable processing and exporting companies in Vietnam.

With the achievements gained and the challenges overcome, we are writing a new chapter in the powerful growth journey of F.I.T Group. Every step we take, every decision we make, is fueled by the fire of our desire to succeed, our resilience in the face of adversity, and our continuous drive for improvement—worthy of the trust placed in us by our shareholders, partners, and customers. The road ahead is full of potential, and F.I.T Group will continue to be a symbol of enduring prosperity. Together, we will conquer every summit, usher in a new era of advancement, and create sustainable value for society—living up to our vision of becoming a prosperous, multi-industry conglomerate with distinctive, world-class products and services that enhance quality of life, and

On behalf of the Board of Directors of the Group, I wish our valued shareholders, customers, and partners good health, happiness, and great success!

a destination for talent recognized by society.

F.I.T GROUP JOINT STOCK COMPANY CHAIRMAN OF THE BOARD

Nguyen Van Sang



- 1. General Information
- 2. Business Lines and Operating Locations
- **3.** Information on Corporate Governance Model, Business Organization, and Management Structure
- 4. Development Orientation
- **5.** Risk Factors

- **6.** Mission, Vision, and Core Values
- 7. Titles and Awards

## **1** • GENERAL **INFORMATION**

Trading name

Name in Foreign Language

Abbreviated name

Enterprise Registration Certificate No.

Charter capital

Owner's equity

F.I.T GROUP JOINT STOCK COMPANY

F.I.T GROUP JOINT STOCK COMPANY

F.I.T GROUP., JSC

0102182140, issued by the Hanoi Department of Planning and Investment on

March 8, 2007 (initial issuance), amended for the 36th time on December 6, 2024.

VND **3,399,330,340,000** 

VND 3,554,707,366,904

Address 5th Floor, Times Tower – HACC 1 Complex Building, No. 35 Le Van Luong

Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

024 73094688

Fax 024 73094686

Website https://fitgroup.com.vn/

Ticker Symbol

Listing

Ho Chi Minh City Stock Exchange (HSX)

Company Logo

Phone

FTGROUP

#### THE JOURNEY OF

#### FOUNDATION AND DEVELOPMENT

- ► Increased charter capital from VND 35 billion to VND 150 billion.
- ▶ Invested in FIT Cosmetics JSC, officially entering the FMCG market.
  - 2012

- ▶ On August 19, 2015, officially listed shares on the Ho Chi Minh Stock Exchange (HSX).
- ► Successfully acquired and took control of Cuu Long Pharmaceutical JSC (Ticker: DCL).
  - 2015
- ► Established Benovas Oncology JSC a subsidiary of Cuu Long Pharmaceutical JSC. ► F.I.T Group officially launched a complete brand identity transformation.



▶ Inaugurated Benovas Medical Equipment Manufacturing Plant – the pioneering medical equipment manufacturing plant in Vinh Long.





► F.I.T Group Joint Stock Company was established (formerly known as F.I.T Investment Joint Stock Company).



- ▶ On March 8, 2013, officially became a public company with a charter capital of VND 150 billion.
- ▶ On July 26, 2013, officially listed shares on the Hanoi Stock Exchange (HNX) under the ticker symbol FIT, with an initial listing of 15 million shares.
- ▶ Acquired controlling interest inTechno-Agricultural Supplying Joint Stock Company (Ticker: TSC), including subsidiaries such as West Food Processing Exports JSC, TSC Seeds JSC, and Nong Tin Seeds Corporation.



▶ Successfully acquired Khanh Hoa Mineral Water JSC (Vikoda), opening opportunities to penetrate the promising bottled water market in Vietnam.



▶ F.I.T Group increased its charter capital from VND 2,627 billion to VND 3,399 billion and simultaneously restructured and revised its corporate strategy toward sustainable development.



► Commenced construction of Westfood Hau Giang Factory – one of the largest food processing plants in the Mekong Delta region.

## 2 BUSINESS LINES & OPERATIONAL LOCATIONS

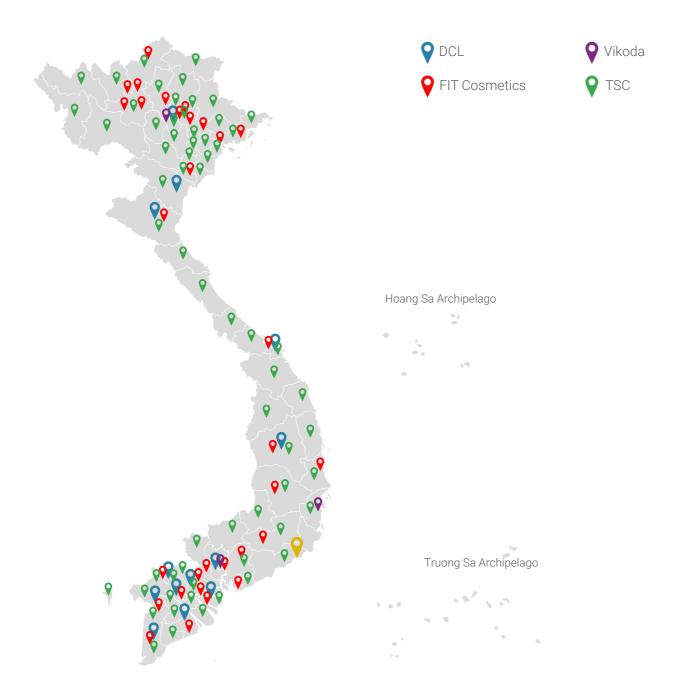
#### 2.1 BUSINESS LINES

The Company's main business activities are as follows:

- Management consultancy activities (core business): Corporate governance consultancy, strategic consulting, market development consulting, human resources development consulting (excluding legal, accounting, and financial consultancy).
- Real estate business, land use rights under ownership, usage rights, or lease rights: Office leasing services; Real estate trading.
- Other financial service activities not elsewhere classified: Investment consultancy, M&A advisory, equitization consulting, corporate governance consultancy, market development consulting (excluding legal and financial consultancy); business management consultancy, and human resource development consultancy (excluding legal and financial consultancy).

#### 2.2 OPERATIONAL LOCATIONS

• Hanoi City, Can Tho City, Ho Chi Minh City, Vinh Long Province, Khanh Hoa Province.

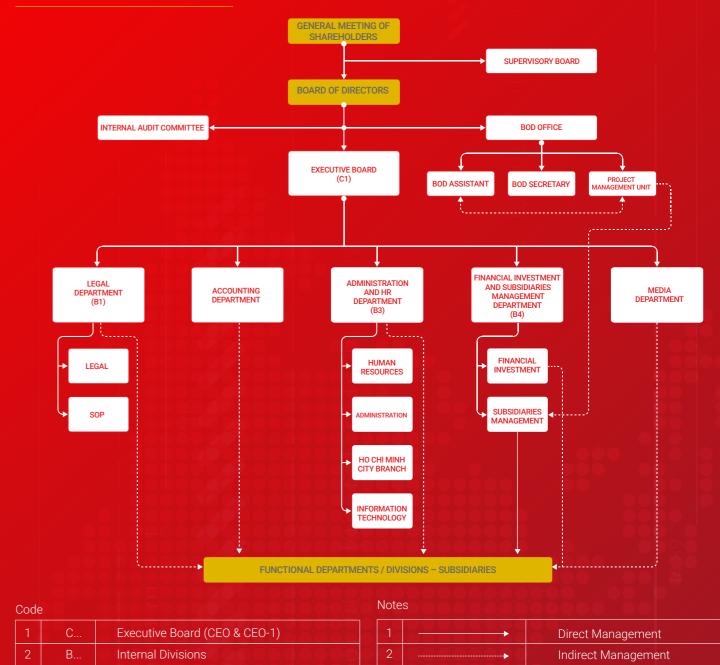


# 3 ► MANAGEMENT MODEL, BUSINESS **ORGANIZATION & MANAGEMENT STRUCTURE**

#### 3.1 MANAGEMENT MODEL

General Meeting of Shareholders, Board of Directors, Supervisory Board, and Chief Executive Officer

#### 3.2 MANAGEMENT STRUCTURE



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Coordination

#### 3.3 SUBSIDIARIES AND ASSOCIATED COMPANIES

SUBSIDIARIES

#### TECHNO-AGRICULTURAL SUPPLYING JOINT STOCK COMPANY (\*)

1D Pham Ngu Lao, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam

Other specialized wholesale not elsewhere classified

Details: Wholesale of fertilizers, plant protection products, and other chemicals used in agriculture

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

1,968,589,250,000

41,07% 41,07%

#### **CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY**

No. 150, 14 Thang 9 Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam

Manufacturing of pharmaceuticals, medicinal chemicals and botanical products (Manufacturing of pharmaceuticals, medicinal herbs, chemicals, excipients, and other processed pharmaceutical products)

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

730,410,300,000

58,05% 58.05%

100,000,000,000

100%

100%

#### F.I.T VIET NAM TRADING AND IMPORT EXPORT COMPANY LIMITED

• 5th Floor – Times Tower, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

Organization of trade promotion and introduction activities (Excluding press-related activities)

General wholesale (excluding pharmaceuticals and goods

Charter Capital (VND)

🔼 As of December 31, 2024 FIT's Ownership Ratio

FIT's Voting Rights Ratio

banned by the State)

#### F.I.T LAND INVESTMENT JOINT STOCK COMPANY

5th Floor – Times Tower, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

Real estate business, land use rights under ownership, usage rights, or lease rights

Details: Real estate trading - including trading of future-formed realestate

Charter Capital (VND)

As of December 31, 2024

FIT's Ownership Ratio FIT's Voting Rights Ratio

99,90% 99,90%

965,904,990,000

#### WEST FOOD PROCESSING EXPORTS JOINT STOCK COMPANY (\*\*)

O Cai Son - Hang Bang Industrial Park, Hoang Quoc Viet Street, Quarter 4, An Binh Ward, Ninh Kieu District, Can Tho City, Vietnam

Processing and preserving vegetables and fruits; purchasing and processing agricultural products and food for export...

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

302,467,400,000

18,48%(1)

45,00%

#### TSC SEEDS JOINT STOCK COMPANY

1D Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam

Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals.

Details: Trading and import-export of all kinds of crop seeds

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio

FIT's Voting Rights Ratio

23,67%(1) 57,63%

190,000,000,000

#### FIT CONSUMER JOINT STOCK COMPANY

1D Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam

Retail sale of food, foodstuffs, beverages, tobacco, and cigars accounting for a major proportion in general-purpose retail stores Charter Capital (VND)

1,460,037,500,000

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

46,35%(1) 100,00%

#### NONG TIN SEEDS CORPORATION

276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam

Seed processing for propagation

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio

30,000,000,000

31,90%(1) FIT's Voting Rights Ratio 77,67%

#### WESTFOOD HAU GIANG JOINT STOCK COMPANY

O Song Hau Industrial Park - Phase 1, Dong Phu Commune, Chau Thanh District, Hau Giang Province, Vietnam

Processing and preserving vegetables and fruits

Details: Processing and canning of vegetables and fruits; processing and preserving other vegetables and fruits

Charter Capital (VND)

As of December 31, 2024

FIT's Ownership Ratio FIT's Voting Rights Ratio 18,38% (2) 99,47%

262,345,000,000

#### KHANH HOA MINERAL WATER JOINT STOCK COMPANY

O Cay Sung Hamlet, Dien Tan Commune, Dien Khanh District, Khanh Hoa Province, Vietnam

Manufacturing of non-alcoholic beverages and mineral water

Details: Manufacturing of non-alcoholic beverages; bottled natural mineral water production

Charter Capital (VND)

124,999,880,000

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

44,27% (3) 95,53%

#### BENOVAS ONCOLOGY JOINT STOCK COMPANY

• 5th Floor – HACC1 Complex Building, Lot 2.6, NO Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

Manufacturing of pharmaceuticals, medicinal chemicals and botanical products

Charter Capital (VND)

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

48,76%(4) 84,00%

100,000,000,000

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#### **VPC - SAI GON PHARMACEUTICAL COMPANY LIMITED**

No. 150, 14 Thang 9 Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam

Charter Capital (VND) 163,000,000,000

Other specialized wholesale not elsewhere classified

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio 100,00%

58.05% (4)

Details: Wholesale of chemicals;

Wholesale of other household products; Wholesale of medical instruments

#### BENOVAS PHARMACEUTICAL JOINT STOCK COMPANY

No. 276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam

Charter Capital (VND) 80,000,000,000

Wholesale of other household products

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

58,04%(4) 99,98%

Details: Wholesale of pharmaceuticals, various types of capsules, pharmaceutical and medical instruments, cosmetics, medicinal herbs, excipients, and other processed pharmaceutical products

#### BENOVAS MEDICAL DEVICES JOINT STOCK COMPANY

No. 68D, Group 05, Thanh My 1 Hamlet, Thanh Duc Commune, Long Ho District, Vinh Long Province, Vietnam

Charter Capital (VND) 12,000,000,000

Manufacturing of medical, dental, orthopedic, and rehabilitation equipment and instruments.

As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio

58,05%(4) 100,00%

Details: Manufacturing of medical instruments and equipment for the pharmaceutical and healthcare industries

JOINT VENTURE COMPANY FOR MANUFACTURING, TRADING, IMPORT AND EXPORT OF PHARMACEUTICALS AND MEDICAL EQUIPMENT (A JOINT VENTURE BETWEEN CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY AND LAO MEDICAL SERVICES CO., LTD)

• Lao People's Democratic Republic

Charter Capital (VND)

1,625,410,779

233,000,000,000

Pharmaceutical promotion

As of December 31, 2024 FIT's Ownership Ratio 29,61%(4) FIT's Voting Rights Ratio 51,00%

#### CHARLOTTE REAL ESTATE INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY

• 5th Floor - Times Tower, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

Charter Capital (VND)

Real estate business, land use rights under ownership, usage,

As of December 31, 2024 FIT's Ownership Ratio 98,61%(5) FIT's Voting Rights Ratio 98,71%

Details: Real estate trading

(\*) F.I.T's voting rights at the General Meeting of Shareholders of Techno-Agricultural Supplying Joint Stock Company are only 41.07%. However, F.I.T is still considered the parent company of Techno-Agricultural Supplying Joint Stock Company as it has the right to cast the majority of votes at meetings of the Board of Directors or an equivalent management level.

(\*\*) F.I.T's voting rights at the General Meeting of Shareholders of West Food Processing Exports Joint Stock Company are only 45%. However, F.I.T is still considered the parent company of West Food Processing Exports Joint Stock Company as it has the right to cast the majority of votes at meetings of the Board of Directors or an equivalent management level.

- (1): Indirect ownership through Techno-Agricultural Supplying Joint Stock Company
- (2): Indirect ownership through West Food Processing Exports Joint Stock Company
- (3): Indirect ownership through FIT Consumer Joint Stock Company
- (4): Indirect ownership through Cuu Long Pharmaceutical Joint Stock Company
- (5): Indirect ownership through F.I.T Land Investment Joint Stock Company

#### ASSOCIATED COMPANIES

Wholesale of pulp

#### FIT COSMETICS JOINT STOCK COMPANY

specialized wholesale not elsewhere classified

O No. 276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam

Distribution of cosmetics and personal care products; Other

As of December 31, 2024 FIT's Ownership Ratio

Charter Capital (VND)

195,900,000,000

FIT's Voting Rights Ratio

22,71%(1) 49,00%

(1): Indirect ownership through FIT CONSUMER JOINT STOCK COMPANY

Details: Trading of chemicals (excluding banned substances); Wholesale of fertilizers and agrochemicals; Wholesale of virgin

plastic resins; Wholesale of rubber; Wholesale of textile fibers;



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# 4 DEVELOPMENT ORIENTATION

Amid global geopolitical instability and unpredictable developments, Vietnam's economic growth is forecast to show signs of recovery thanks to the rebound in trade and effective inflation control. With the rapid advancement of technology, the application of digital transformation not only helps optimize operational processes and reduce costs but also creates new values.

In addition, training human resources to develop digital thinking and technology skills not only enhances competitiveness but also opens up breakthrough opportunities in product, service, and market development.

To meet modern trends, F.I.T Group Joint Stock Company, with the goal of "Readying Resources – Creating Breakthrough Momentum," is committed to comprehensive investment in three core pillars: people, finance, and technology. The Group focuses on building a high-quality workforce in a creative and professional working environment, while accelerating digital transformation to optimize operations and improve productivity.

Furthermore, financial resources will be mobilized and used effectively, focusing on strategic projects to expand markets and enhance competitiveness. With a long-term vision, the company aims for sustainable growth, to build an industry-leading brand, and to deliver outstanding value to customers and the community.

This will be a solid foundation for the company to overcome challenges and achieve remarkable breakthroughs in the future.



#### 4.1 KEY OBJECTIVES OF THE COMPANY

In 2025, F.I.T Group will focus on building a stronger and more sustainable development foundation by continuing digital transformation, optimizing resources, and enhancing governance capacity. The Group will implement strategies to expand operations, strengthen competitive advantages, and create long-term value for society. Specific objectives and strategies include

#### 01

Strengthen corporate governance with a focus on standardizing processes and procedures, continuing to streamline the organizational structure to boost productivity, and increasing the application of advanced technology to drive breakthrough innovations.

#### 02

Enhance the Group's financial capacity by raising capital through member companies to ensure strong and stable financial resources that support sustainable development needs.

#### 03

Develop subsidiary companies into industry leaders in key sectors such as pharmaceuticals, consumer goods, food processing, cosmetics, and real estate. Each company will have a distinct strategy tailored to ensure outstanding market competitiveness.

#### 04

Develop subsidiary companies into industry leaders in key sectors such as pharmaceuticals, consumer goods, food processing, cosmetics, and real estate. Each company will have a distinct strategy tailored to ensure outstanding market competitiveness.

#### 05

Promote transparency by issuing regular reports. At the same time, strengthen internal communications to build trust and maintain shareholder support for the Group's long-term strategic vision.

#### 06

Implement intensive training programs to improve management business, and technical skills. Focus on developing internal talent and attracting high-quality external professionals, thereby forming a capable and experienced team. Simultaneously, foster and promote corporate culture across the Group.

#### 07

In 2025 and the following years, F.I.T will continue to establish development roadmaps for employees and succession planning for future leadership roles.

#### 80

Continue enhancing the internal control and risk management system. F.I.T will closely monitor financial, credit, and operational risks across subsidiaries to ensure stability and sustainability during business expansion

#### 09

All companies and departments within the Group will strive to "maximize efficiency" by increasing revenue and optimizing costs to improve productivity and overall system performance.

#### 10

Accelerate the construction of the Benovas Medical Devices Plant and the EU-GMP standard pharmaceutical plant. At the same time, commercialize cancer treatment products to help improve quality of life.



#### 4.2 MEDIUM AND LONG-TERM DEVELOPMENT STRATEGY

F.I.T's vision is to become a prosperous and diversified conglomerate, leading in all sectors in which it operates by delivering differentiated and premium products and services. Its strategic orientation not only focuses on business growth but also on building F.I.T into a magnet for top talent, a contributor to societal value, and a widely recognized and respected enterprise. On that basis, F.I.T aims to become a billion-dollar company in the future. The key business segments and strategic directions are outlined as follows:



#### 01

F.I.T will continue to explore and engage in the real estate sector—a high-potential field with strong growth and profitability prospects. However, the Group pursues a cautious investment strategy, prioritizing projects with practical value and long-term potential. Rigorous governance and thorough assessment of investment opportunities ensure optimal efficiency of capital allocation.

#### 02

Investing in essential sectors is not only part of F.I.T's business growth strategy but also a reflection of its commitment to meeting the increasing needs of society.

Through partnerships with promising companies and the development of differentiated products, F.I.T expands its business scale, enhances governance effectiveness, and strengthens its nationwide distribution network.





#### 03

Alongside its core strategic sectors, F.I.T maintains a flexible shortterm investment portfolio to capitalize on market opportunities and generate optimal returns. This diversified investment policy ensures financial stability and enables the Group to quickly adapt to market fluctuations.

With a well-defined growth strategy and a commitment to sustainable development, F.I.T is building a solid foundation to move further toward becoming a leading multi-industry conglomerate. With an unwavering commitment to innovation and creativity, F.I.T aims not only to enhance economic value but also to make meaningful contributions to the development of the community and society at large.



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# 4.3 SUSTAINABLE DEVELOPMENT GOALS (ENVIRONMENT, SOCIETY, AND COMMUNITY) AND KEY SHORT- AND MEDIUM TERM PROGRAMS)

F.I.T Group sets its sustainable development goals based on three core pillars: environment, society, and community. These pillars serve as the guiding principle for all business and production activities, aiming toward sustainable growth and generating positive value for the environment

01

#### **Environmental Goals**

- In all production and business operations, F.I.T rigorously monitors and controls the generation of waste and emissions throughout its processes. The Group implements solutions to optimize the use of water, energy, and raw materials while prioritizing recycling and reuse to minimize environmental impact.
- Environmental protection initiatives are carried out comprehensively and systematically, with focused and adequate investment.
- F.I.T prioritizes the use of modern, energy-efficient, and environmentally friendly technologies in its manufacturing and operational activities.





02

#### **Social and Community Goals**

- F.I.T develops products and services that meet essential needs and contribute to improving public health and quality of life, with a particular emphasis on high-quality pharmaceuticals and safe food products.
- The Group invests in employee training and upskilling, creating a professional, equitable, and innovation-driven working environment. It is committed to protecting labor rights and ensuring workplace safety.
- F.I.T actively participates in charitable programs, supports education and healthcare, and contributes to improving infrastructure in underprivileged areas. The Group is dedicated to building a prosperous and inclusive society.
- F.I.T collaborates with organizations, local authorities, and other enterprises to implement projects that deliver tangible benefits to the community, helping to spread sustainable values and promote holistic societal development.



## 5 KEY RISKS

#### 5.1 ECONOMIC RISKS

Despite facing numerous challenges, the global economy maintained its growth momentum in 2024. According to a report by the Organisation for Economic Co-operation and Development (OECD), global GDP growth in 2024 is estimated at 3.2%, slightly higher than the 3.1% achieved in 2023. However, the global economy continues to face significant challenges and risks. Monetary and fiscal policies remain tight in many countries, exerting pressure on borrowing costs and increasing the risk of economic recession. Geopolitical tensions—

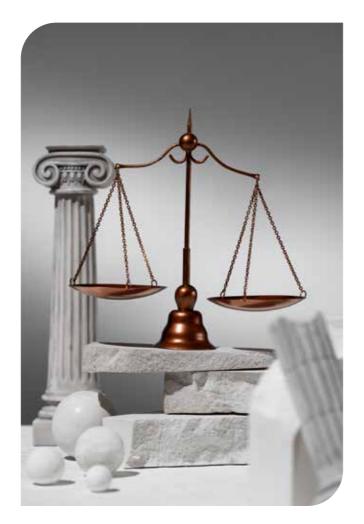
particularly in the Middle East—pose a threat to global energy markets and disrupt supply chains. In addition, the global trend of market and technological fragmentation is becoming more evident, as seen in the expansion of the BRICS bloc and US-led sanctions.

weakening international cooperation and the efficiency of global supply chains. These factors contribute to a highly complex economic outlook, requiring countries to adopt flexible and adaptive strategies to ensure sustainable growth.

In this context, 2024 presents many challenges for Vietnam's socio-economic development. The country must contend with both external shocks and internal weaknesses. Vietnam's economy is under pressure from rising inflation, labor shortages, and increasing regional economic disparity. Changes in global supply chains and fluctuations in international markets are placing additional strain on the economy. Agricultural production faces multiple risks due to climate change, including floods, droughts, and saltwater intrusion, as well as disease outbreaks that reduce crop and livestock vields.

The industrial sector is heavily dependent on global demand, particularly in manufacturing and processing. The slow global economic recovery has left many businesses without sufficient orders, leading to reduced production in industrial sectors, especially given China's economic slowdown. Ongoing and complex geopolitical conflicts continue to affect raw material input prices and disrupt import—export flows of industrial products.

At the same time, high input production costs, intense competition from imported goods, and the emergence of new trade barriers present further challenges. Additionally, rising service costs, freight charges, and logistics expenses are increasing production costs and affecting business operations. In addition to investment and workforce skill challenges, businesses are also exposed to risks related to technology transfer, intellectual property rights, and compliance with environmental standards and commitments...



#### 5.2 LEGAL RISKS

As a publicly listed manufacturing enterprise on the HOSE (Ho Chi Minh Stock Exchange), the Company's operations are governed by a range of regulatory frameworks, including the Law on Enterprises, the Securities Law, the Law on Real Estate Business, and various relevant decrees and circulars.

In 2024, the Government introduced amendments to the Securities Law and its guiding regulations, such as decrees and circulars. These changes represent a step forward in improving the legal framework and meeting the development requirements of the securities market in a more integrated economic environment. However, listed companies in general—and F.I.T in particular—may face difficulties in researching and adapting to the new regulations.

The process of understanding and applying revised legal provisions requires considerable investment in time and resources and can directly impact corporate governance and business operations. Especially in Vietnam, where the legal system is still evolving, regulations may continue to be adjusted to align with actual conditions and economic development. This creates major challenges for enterprises in keeping up with and fully complying with the latest legal requirements.

Such legal changes not only require businesses to continuously stay updated but also to develop appropriate risk management solutions to ensure operational stability and sustainable development amid an evolving legal landscape.

# 5.3 RISKS IN FINANCIAL INVESTMENT

The year 2024 witnessed significant fluctuations in the global economic and geopolitical landscape. Although global economic growth showed signs of improvement, disparities between regions became increasingly evident. While developed economies attracted strong capital inflows, developing economies faced slow recoveries and capital flight.

To mitigate potential risks in financial investments, F.I.T Group adopted a flexible business strategy and systematically diversified its investment portfolio. All investment activities were carried out under a clearly defined planning process. Each investment decision was based on thorough analyses of macroeconomic indicators, monetary market fluctuations, and detailed risk assessments. This approach ensures that investment strategies not only reflect current market conditions but also align with long-term perspectives to optimize returns and minimize risks.

In addition, F.I.T Group maintains a balanced approach between seeking growth opportunities and managing risks. All investment decisions are made after a comprehensive evaluation of opportunities, risks, and financial safety strategies. The Group always ensures capital readiness to seize market opportunities while maintaining flexibility in adapting to economic and monetary market changes. Through this approach, F.I.T not only optimizes its investment portfolio but also builds an effective risk management system that enables the company to operate sustainably in a challenging business environment.



# 5.4 RISKS IN CONSULTING SERVICES

As F.I.T Group is engaged in investment and consulting activities, it faces potential risks due to the lack of accurate information about client businesses and market conditions, which may result in ineffective solutions or strategies misaligned with long-term objectives. This could lead to wasted time and resources, as well as reputational impact. To mitigate these risks, the Group focuses on developing its talent pool, enhancing service quality, and maintaining continuous communication with clients to ensure the delivery of effective solutions tailored to the business environment

# 5.5 PROJECT INVESTMENT RISKS

The Group formulates its business strategies and evaluates potential project investments. Projects must meet specific financial value criteria, based on capital costs, expected profits and losses by sector, or carry significant strategic importance,

Before initiating any project, the Group places strong emphasis on assessing potential risks, including market volatility, legal frameworks, licensing procedures, tax regulations, and operational issues. Risk mitigation measures are proposed and implemented as necessary.

To ensure feasibility and efficiency, the Group regularly consults with reputable financial, legal, and tax advisors. Additionally, each potential merger or acquisition is subject to a thorough and comprehensive due diligence process.

#### 5.6 ENVIRONMENTAL, CLIMATE AND EPIDEMIC RISKS

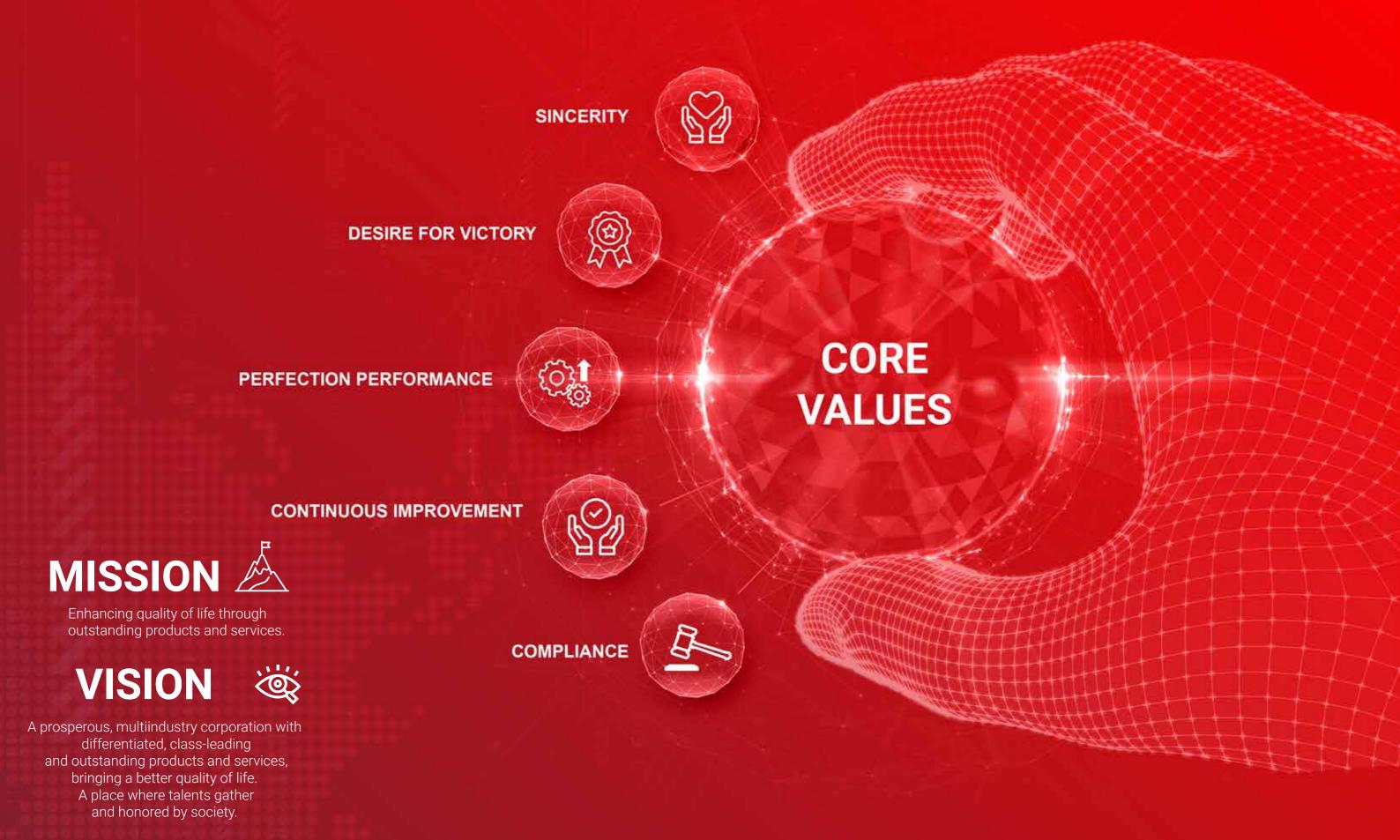
Environmental pollution has become one of the greatest challenges facing Vietnam today. Air pollution levels are increasingly alarming, with Vietnam currently ranked among the top 10 most polluted countries in Asia and 36th out of 177 countries globally in terms of air quality. In addition, issues such as water pollution and soil degradation are becoming more severe due to industrial waste, household waste, and agricultural wastewater.

For this reason, F.I.T Group pays special attention to environmental impacts in all production and business activities, prioritizing the use of low pollution raw materials and

implementing measures to minimize negative effects on the environment. The Group invests in waste treatment systems at its manufacturing facilities, ensuring that waste is properly treated before discharge. It also prioritizes the use of clean energy sources to reduce emissions and enforces stricter environmental protection protocols at offices and production sites.

Moreover, natural disasters and epidemics are considered force majeure risks beyond the Group's control. To address these, F.I.T closely monitors developments, implements timely and appropriate preventive measures, and adopts innovative business initiatives to minimize the impact of such events on the Group's business performance.

# 6 ► MISSION – VISION – CORE VALUES



# 7 TITLES & AWARDS























TOP 10 OUTSTANDING VIETNAMESE BRANDS 2024

Awarded by Business & Commerce Magazinea



# 1 PRODUCTION AND BUSINESS PERFORMANCE DURING THE YEAR

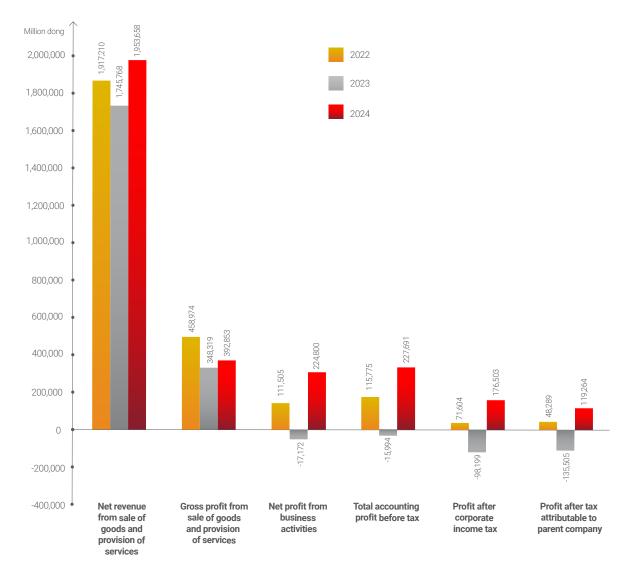
#### 1.1 BUSINESS OPERATIONS

#### • PRODUCTION AND BUSINESS PERFORMANCE IN 2024

In 2024, enterprises in Vietnam in general and F.I.T Group in particular continued to face numerous difficulties and challenges. Among them, market conditions remained the greatest challenge as domestic demand recovered slowly and the growth rate of total retail sales of goods and service revenues (excluding price factors) showed no significant improvement. Although the real estate market witnessed some signs of recovery, it remained sluggish due to lingering legal obstacles and the underutilization of investment resources. Additional challenges included export prospects being at risk due to global uncertainties, particularly the ongoing military conflicts in the Middle East and Ukraine, and policy shifts from major global economies — Vietnam's key trade partners. Furthermore, the global economic recovery remained sluggish, and consumer

demand growth in markets like China, the United States, and the EU slowed down, even raising concerns of possible recession; Protectionist trade barriers and anti-dumping taxes from large economies were on the rise. New regulations on carbon emissions, the use of renewable energy, and forest protection are expected to take effect. Competitive pressure on goods in both domestic and international markets continued to increase, especially from countries with production and export structures similar to Vietnam's.

F.I.T Group was not immune to these overall challenges; however, thanks to well-aligned strategies and business plans, the Group achieved more positive results in 2024. Accordingly, F.I.T Group's consolidated revenue in 2024 reached VND 1,985 billion, an increase of 12% compared to 2023, with after-tax profit reaching VND 176.5 billion.



Source: Audited Consolidated Financial Statements for 2024 and 2023.

#### • PERFORMANCE VS. PLAN

Although the business performance showed signs of improvement in 2024, the Group could not avoid the parallel difficulties and challenges. Multiple internal and external factors affected operations, such as low domestic market

demand, intense competition from domestic products, as well as the high cost of input materials, transportation, warehousing, and various services all remained major obstacles for the Group and its subsidiaries. As a result, the Group did not meet the set targets as planned.

NO.	INDICATOR	PLAN (MILLION DONG)	<b>2024</b> (MILLION DONG)	PERFORMANCE RATE
1	Revenue from sale of goods and provision of services	2,210,385	1,984,757	89.79%
2	Profit after tax	270,397	176,503	65.28%
3	Profit after tax / Revenue from sale of goods and provision of services (%)	12.23%	8.89%	72.71%

#### 1.2 ORGANIZATION & HUMAN RESOURCES

#### EXECUTIVE MANAGEMENT LIST







#### Nguyen Van Ban

Chief Executive Officer

Gender: Male

Date of birth: July 12, 1978

Place of birth: Hung Yen

Nationality: Vietnamese

Ethnicity: Kinh

**Hometown**: Hung Yen **Education:** University

Professional qualification: Accounting - Finance

Number of shares held and authorized for representation: 0 shares, accounting for 0% of charter capital

#### Vu Thi Minh Hoai

Standing Deputy CEO

Gender: Female

Date of birth: September 12, 1988

Place of birth: Hung Thang, Tien Lang, Hai Phong

Nationality: Vietnamese

Ethnicity: Kinh

Hometown: Hai Phong
Education: University

**Professional qualification:** Accounting and Business

Administration

Number of shares held and authorized for representation: 0 shares, accounting for 0% of charter capital

#### Le Viet Cuona

Chief Accountant

Gender: Male

Date of birth: March 26, 1992

Place of birth: Moc Chau, Son La

Nationality: Vietnamese

Ethnicity: Kinh

**Hometown**: Son La **Education:** University

Professional qualification: Bachelor of Economics

Number of shares held and authorized for representation: 0 shares, accounting for 0% of charter capital

Career History:

10/2000 - 09/2006:

Head of Operations Department – HA NOI PROFESSION OF AUDITING & ACCOUNTING COMPANY LIMITED

10/2006 - 05/2007:

Deputy General Director - ASNAF Auditing Joint Stock Company

05/2007 - 03/2008:

Chief Accountant - CFG - CHU LAI FLOAT GLASS JOINT STOCK COMPANY

03/2008 - 08/2015:

Chief Accountant, Director – HOP THANH INVESTMENT AND MINERAL JOINT STOCK COMPANY

09/2015 - 12/2022:

HUYEN ANH GENERAL SERVICE AND TRADING COMPANY LIMITED

03/2023 - 11/2023:

Deputy CEO – F.I.T Group Joint Stock Company

11/2023 - Present:

Chief Executive Officer - F.I.T Group Joint Stock Company

Career History:

2010 - 2011:

Specialist at F.A.C Co., Ltd

2011 - 2013:

Specialist at VIETLANDCITY REAL ESTATE INVESTMENT JOINT STOCK COMPANY

2014 - Present:

Chief Accountant at JJK Holdings Investment Joint Stock Company

2016 - Present:

Chairwoman cum CEO of F.I.T Land Investment Joint Stock Company

2020 - Present:

Member of the Board of Directors – Today Cosmetics Joint Stock Company

Career History:

07/2015 - 06/2020:

AASC Auditing Firm Company Limited

07/2020 - 06/2021:

Vietinbank Insurance – Vinh Phuc Branch

07/2021 - 06/2022:

VSD Investment Joint Stock Company

09/2022 - Present:

Chief Accountant - F.I.T Group Joint Stock Company

2022 - Present

Chairwoman of the Board of Directors – Charlotte Real Estate Investment and Development Joint Stock Company

April 2023 - Present

Member of the Board of Directors – West Food Processing Export Joint Stock Company

April 2023 - Present

Member of the Board of Directors – Westfood Hau Giang Joint Stock Company

June 2023 - Present

Chairman of the Board of Directors – Benovas Medical Devices Joint Stock Company

June 2023 - Present

Chairman of the Board of Directors – TSC Seeds Joint Stock Company

November 2023 - Present

Deputy CEO cum Member of the Board of Directors – JJK Holdings Investment Joint Stock Company

August 2024 - Present

Chief Executive Officer – Cuu Long Pharmaceutical Joint Stock Company

2020 - Present

Director - VPC - Sai Gon Pharmaceutical Company Limited

2020 - Present

Member of the Board of Directors – FIT Cosmetics Joint Stock Company

2022 - Present

Chairwoman – F.I.T Viet Nam Trading and Import Export Company Limited December

2021 - Present

Standing Deputy CEO cum Member of the Board of Directors – F.I.T Group Joint Stock Company

September 2023 - Present

Member of the Board of Directors cum Chief Financial Officer – West Food Processing Export Joint Stock Company

April 2024 - Present

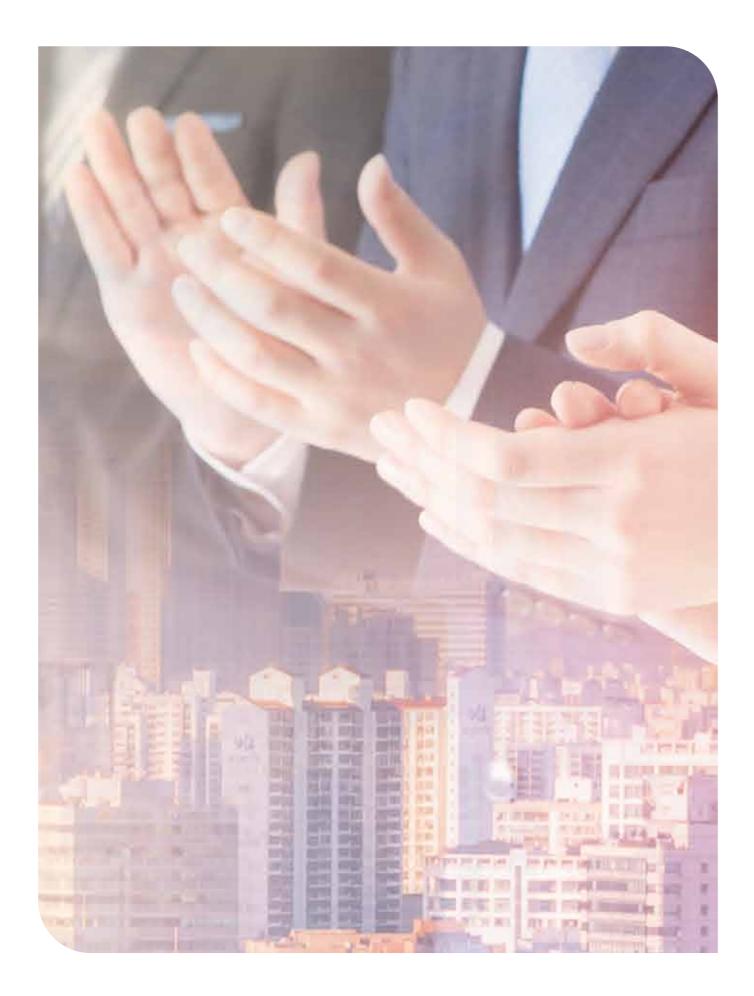
Member of the Board of Directors – Westfood Hau Giang Joint Stock Company

April 2024 - Present

Member of the Board of Directors – Techno-Agricultural Supplying Joint Stock Company

#### • CHANGES IN THE EXECUTIVE BOARD:

No changes



#### NUMBER OF EMPLOYEES. SUMMARY OF POLICIES AND CHANGES IN POLICIES FOR EMPLOYEES

Human resources are a key factor determining the sustainable and long-term development of a business. Acknowledging this, F.I.T Group always sets a goal of building and developing a professional workforce that meets leading standards, serving as the foundation for its future strong development strategy.

#### a. Number of employees

- Total number of employees of the parent company and its subsidiaries as of 31/12/2024: 1,662 people.
- Total number of employees of the parent company as of 31/12/2024: **54** people.

#### By gender

202

34

#### By education level

05

POSTGRADUATE DEGREE

44

BACHELOR'S DEGREE

05

OTHER

### By employment type: Full-time or part-time





#### b. Policies for employees



#### WORKING REGIME

The Company implements a working schedule of 8 hours per day, 5 days per week (including alternating Saturday mornings every other week).

- Salaries and all income-related entitlements are paid on time, with no delays or reductions. In cases of overtime, F.I.T provides appropriate compensation and ensures employee rights in accordance with State regulations.
- All employees are entitled to annual leave according to current State policies and may be considered for salary increases upon reaching eligibility or demonstrating outstanding performance.
- Working conditions: The Company provides all necessary equipment for staff to perform their duties. For operational and frontline employees, the Company supplies full personal protective equipment and strictly adheres to occupational safety regulations.

#### SALARY, BONUS AND WELFARE POLICIES

- All employees are formally employed under labor contracts and are fully covered with social insurance, health insurance, and unemployment insurance in accordance with legal regulations. Holiday bonuses are provided thoroughly and thoughtfully, and Tet bonuses are commensurate with employees' contributions. The Company has a clear performance evaluation mechanism and a competitive salary and bonus system that promptly recognizes contributions and work ethic
- In addition to holiday and Tet bonuses, the Company implements a business performance bonus scheme based on annual results. This aims to attract and retain talent, encourage efforts, foster creativity, and drive outstanding business performance. Each year, the Company also allocates part of its profit to support employees in difficult circumstances and offers housing assistance programs. Employees are regularly motivated through monthly, quarterly, and annual reward policies. Those with strong performance and long-term commitment are honored annually for their service.
- Employee health is always a top priority of the Group's management. Therefore, all staff are provided with an

- additional health insurance package from Bao Viet Insurance, which offers numerous benefits and is accepted at a wide range of clinics and major hospitals.
- In addition, the Group offers personal gifts for important life events such as birthdays, weddings, childbirth, and hospitalizations, as well as gifts for public holidays. The Company also organizes annual festivals and team-building activities on both company and group-wide scales.
- To promote work-life balance and improve employee health, the Company supports funding for sports clubs such as the Gym Club, Yoga Club, etc.
- The Company operates a private canteen that ensures proper nutrition and food safety. It also provides company vehicles, tools, and services to support daily operations.
- Regulations on employee stock issuance: The Company does not have a general policy for employee stock issuance. However, for each issuance, the Board of Directors will approve and publish specific regulations applicable at that time.



#### RECRUITMENT AND TRAINING POLICIES

- Based on the business and production plan and staffing structure, Department Heads identify job titles, qualifications, criteria, and the number of personnel needed to serve as a foundation for the recruitment process.
- Depending on the actual business situation and human resource development needs aligned with the Company's growth plan in each phase, the Administration Human Resources Department develops a training plan that is closely aligned with the Company's Vision, Mission, Core Values, and strategic goals. This plan is then reviewed and approved by the Executive Board.
- The human resources training policy is implemented under the following principles: focusing on training and developing the Company's workforce; ensuring the availability of employees with sufficient knowledge, skills, and integrity; increasing competitiveness and meeting the Company's development requirements. At the same time,

- the Company provides training and orientation for new employees and conducts regular refresher training for all staff regarding company labor regulations and labor laws.
- The training plan of the Administration Human Resources
  Department not only aims to meet the current training needs of
  employees in each department but is also designed with the
  foresight to anticipate future training demands. This ensures
  the development of a quality talent pipeline that supports the
  Company in achieving its objectives and fulfilling its annual
  business plans.
- The Company places particular emphasis on developing and training a successor workforce, with the goal of fostering comprehensive development among employees. This approach not only enhances individual skills and capabilities but also plays a crucial role in retaining outstanding talent, contributing to the Company's long-term and sustainable growth.

#### 1.3 INVESTMENT SITUATION AND PROJECT IMPLEMENTATION

#### • 1.3.1. MAJOR INVESTMENTS AND PROJECT IMPLEMENTATION STATUS

In 2024, the Company continued to implement projects through its subsidiaries. Details are as follows:

01 BENOVAS MEDICAL EQUIPMENT MANUFACTURING PLANT PROJECT UNDER BENOVAS MEDICAL DEVICES JOINT STOCK COMPANY (A SUBSIDIARY OF CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY)

The Benovas Medical Equipment Manufacturing Plant project, with an area of nearly 11,000 square meters, is located in Thanh Duc Commune, Long Ho District, Vinh Long Province, and completed all civil construction works in July 2024. On the morning of March 11, 2025, the Benovas Medical Equipment Manufacturing Plant was officially inaugurated.

The project has a total investment capital of USD 26 million. In phase 1, the plant invested USD 16 million to build a modern production workshop with a designed capacity of 21.5 million products/month, meeting an annual output of 258 million products. Phase 2 will be implemented immediately after the plant goes into operation, with a projected investment of USD 10 million, focusing on manufacturing technology and R&D of high-tech products to supply the domestic and international markets with high-quality products. Phase 2 is expected to be completed in June 2026..



## 02 EU-GMP STANDARD PHARMACEUTICAL MANUFACTURING PLANT PROJECT UNDER CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY

The project includes two factories: an oncology pharmaceutical manufacturing plant and a Non-Betalactam pharmaceutical manufacturing plant, both invested by Cuu Long Pharmaceutical Joint Stock Company ("DCL").

In November 2024, DCL issued a decision to adjust the content of the pharmaceutical plant investment project, including: updating investor information; revising the project's investment objective to include pharmaceutical and cosmetic production; adjusting the project's construction scale; and setting the total investment capital at VND 1,396,240,000,000 (in words: one trillion three hundred ninety-six billion two hundred forty million dong). The project timeline was also adjusted. The updated investment plan is divided into two phases:

Phase 1: Construction of the oncology pharmaceutical plant in compliance with EU-GMP standards and related auxiliary facilities (office building, canteen, supporting structures such as parking lot, wastewater treatment tank, fire protection tank, guardhouse, transformer station, pump room, etc.):

- Completion of legal procedures for the project (investment, land, environment, fire prevention and fighting, construction permit, etc.): from November 2024 to May 2025
- Commencement and construction of facilities: from June 2025 to October 2026
- Completion of auxiliary facility acceptance and installation of machinery and equipment: from October 2026 to October 2027 Trial operation and obtaining the necessary licenses for production: from October 2027 to December 2027
- Official production: from January 2028 onwards



Phase 2: Construction of a high-tech biopharmaceutical manufacturing plant, a high-tech plant-based capsule manufacturing plant, a central warehouse, and a cosmetics manufacturing facility.

Completion of procedures related to the project: from January 2029 to June 2029 - Commencement and construction of facilities: from July 2029 to October 2030 - Completion of facility acceptance and installation of machinery and equipment: from November 2030 to October 2031 - Trial operation and application for required sub-licenses for production: from October 2031 to December 2031 - Official production: from January 2032 onward In Phase 1, the construction of the EU-GMP-compliant Oncology Pharmaceutical Plant, by the end of 2024, DCL had completed topographic and geological surveys and adjusted the investment registration certificate to align with the new scale and objectives. It is expected that by April 2025, DCL will sign contracts with the design consultancy and EU-GMP consultancy firms and complete all legal procedures to commence construction in September 2025.

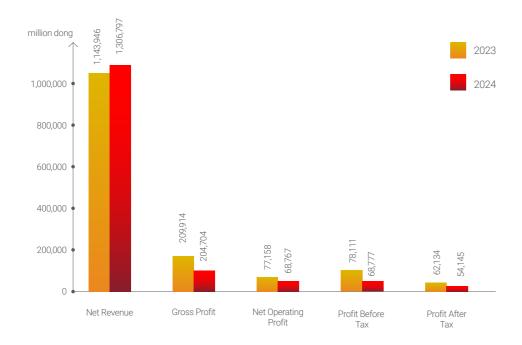
13 INVESTMENT PROJECT FOR THE CONSTRUCTION OF THE HAU GIANG AGRICULTURAL AND FOOD PROCESSING FACTORY UNDER WESTFOOD HAU GIANG JOINT STOCK COMPANY

Westfood Hau Giang Joint Stock Company (Tax Code: 6300265343) is continuing to implement the Investment Project for the Construction of the Hau Giang Agricultural and Food Processing Factory on a 7-hectare land plot located in Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province.

In 2024, the project completed all legal procedures to begin construction in June 2024. It is expected that Westfood Hau Giang Joint Stock Company will complete all Phase 1 construction works by May 2025 and proceed with trial operation and commissioning of Line 1 in June 2025.

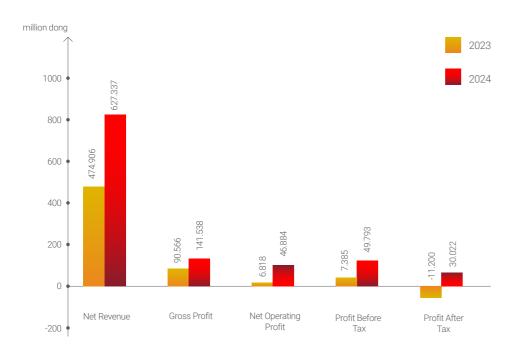


#### SUBSIDIARIES AND ASSOCIATED COMPANIES



#### CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY

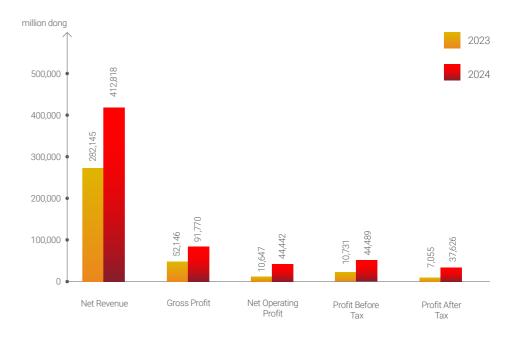
(First-tier subsidiary)
Financial performance of the company in the period 2023–2024



#### TECHNO-AGRICULTURAL SUPPLYING JOINT STOCK COMPANY

(First-tier subsidiary)

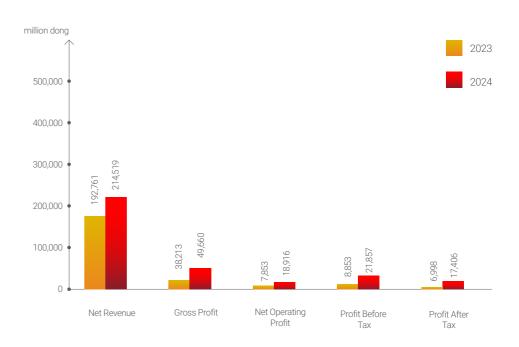
Financial performance of the company in the period 2023–2024



#### WEST FOOD PROCESSING EXPORTS JOINT STOCK COMPANY

(Second - tier subsidiary)

Financial performance of the company in the period 2023–2024



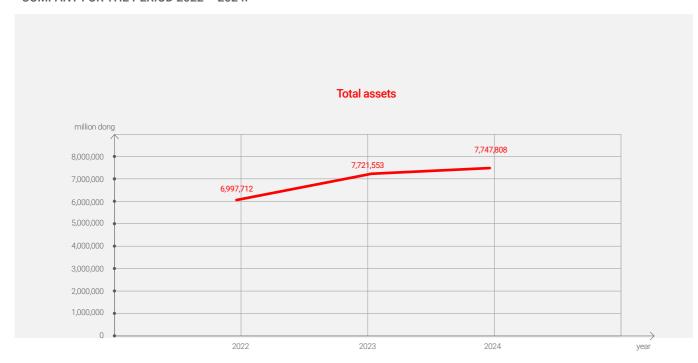
#### KHANH HOA MINERAL WATER JOINT STOCK COMPANY

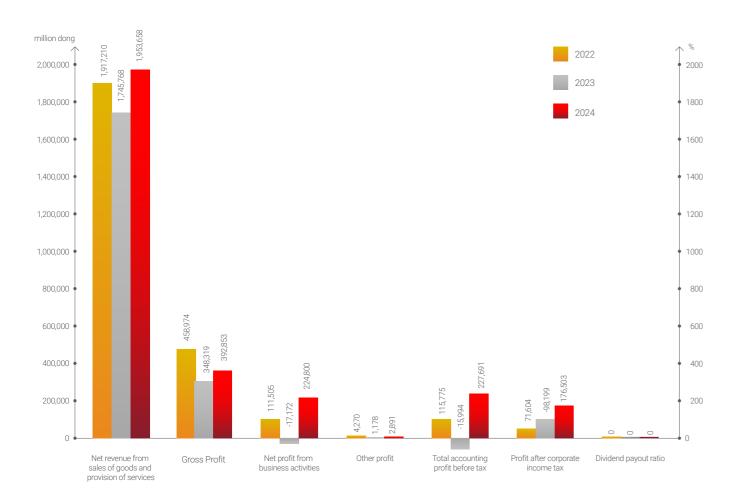
(Second - tier subsidiary)

Financial performance of the company in the period 2023–2024

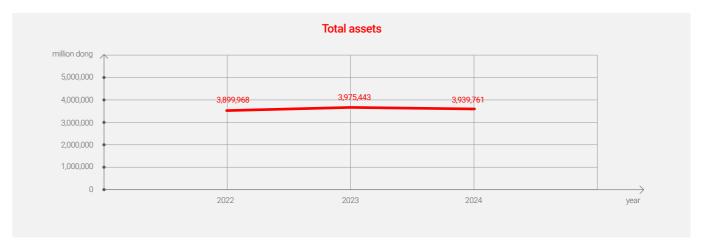
#### 1.4 FINANCIAL POSITION

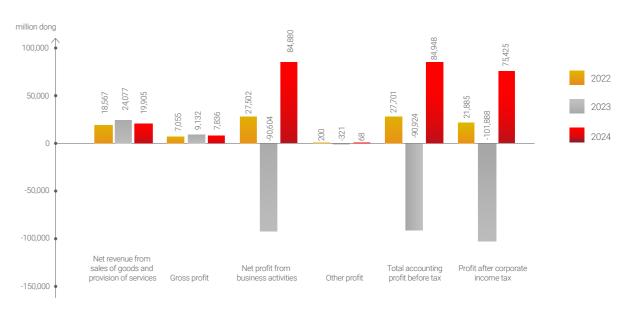
 KEY BUSINESS PERFORMANCE INDICATORS OF THE CONSOLIDATED COMPANY FOR THE PERIOD 2022 – 2024:





• KEY BUSINESS PERFORMANCE INDICATORS OF THE ISSUING ENTITY (PARENT COMPANY) FOR THE PERIOD 2022 – 2024



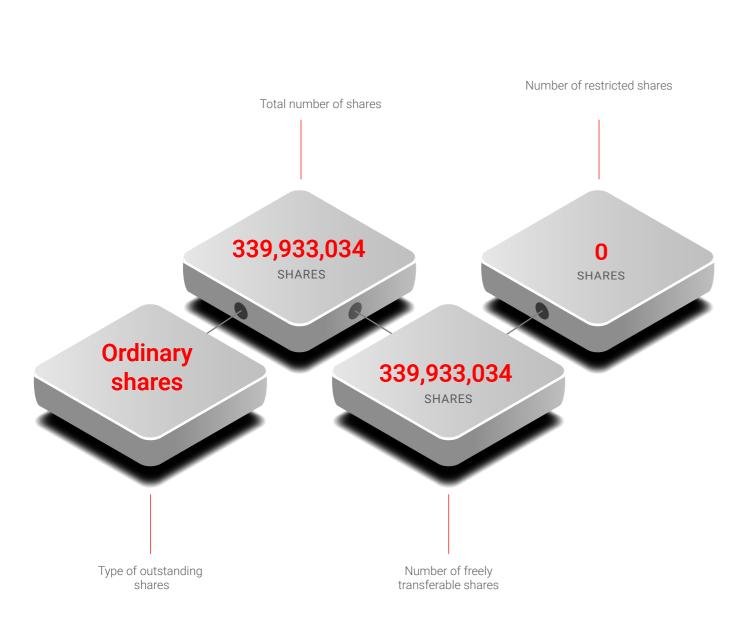


#### KEY FINANCIAL RATIOS OF THE COMPANY

Target	2023	2024	% Increase/ Decrease
1. Liquidity + Current ratio: Current Assets / Current Liabilities + Quick ratio: (Current Assets - Inventory) / Current Liabilities	3.34	3.92	17.34%
	3.09	3.62	17.26%
2. Capital Structure Debt to Total Assets Debt to Equity ratio	0.25	0.23	-7.96%
	0.34	0.30	-10.38%
3. Operating Efficiency Inventory turnover: Cost of Goods Sold / Average Inventory Total asset turnover: Net Revenue / Average Total Assets	3.44	3.73	8.56%
	0.24	0.25	6.48%
4. Profitability Net Profit After Tax / Net Revenue Net Profit After Tax / Equity Net Profit After Tax / Total Assets Operating Profit / Net Revenue	-0.06	0.09	260.61%
	-0.02	0.03	274.42%
	-0.01	0.02	279.13%
	-0.01	0.12	1269.77%

#### 1.5 SHAREHOLDER STRUCTURE AND CHANGES IN OWNER'S INVESTED CAPITAL

SHARES



#### • SHAREHOLDER STRUCTURE AS OF MARCH 11, 2025

Na	Poster	Normalia and also and	O	No. of shareholders	Shareholder	structure
No.	Entity	Number of shares	Ownership ratio(%)	snarenoiders	Organization	Individuals
1	State shareholders	0	0	0	0	0
2	Founding shareholders:	19,000	0.01%	1	0	1
	Domestic	19,000	0.01%	1	0	1
	Foreign	0	0	0	0	0
3	Major shareholders:	103,399,479	30.42%	1	1	0
	Domestic	103,399,479	30.42%	1	1	0
	Foreign	0	0	0	0	0
4	Company's Trade Union:	0	0	0	0	0
	Domestic	0	0	0	0	0
	Foreign	0	0	0	0	0
5	Treasury share	0	0	0	0	0
6	Preferred shareholders (if any)	0	0	0	0	0
7	Orther shareholders:	236,514,555	69.58%	19,948	27	19,921
	Domestic	236,418,003	69.55%	19,916	19	19,897
	Foreign	96,552	0.03%	32	08	24
	Total	339,933,034	100%	19,950	28	19,922
	Of which: Domestic	339.836.482	99.97% 19		918 20	19,898
	Foreign	96,552	0.03%	32	08	24

#### CHANGES IN OWNER'S INVESTMENT CAPITAL

F.I.T Group Joint Stock Company was established as a joint stock company in 2007 with an initial charter capital of VND 35 billion. Since then, the Company has undergone 14 capital increases and no decreases in charter capital. Details are as follows:

No.	Completion Date of Issuance		Charter Capital After Issuance (VND million)	Form of Issuance	Approving Authority
1	22/03/2011	75,000	110,000	Issuance to existing shareholders Number of shareholders: 33 Allocation ratio: 1:1 Offering price: VND 10,000/share Number of shares issued: 3,500,000 shares  Issuance to strategic investors Number of strategic partners: 3 Offering price: VND 10,000/share Number of shares issued: 4,000,000 shares	- Resolution of the Annual General Meeting of Shareholders dated August 28, 2010 - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No.0102182140, 6th amendment dated August 31, 2011
2	10/02/2012	40,000	150,000	Issuance to existing shareholders: Number of shareholders: 39 Allocation ratio: 11:4 Offering price: VND 10,000/share Number of shares issued: 4,000,000 shares	- Resolution of the General Meeting of Shareholders dated November 1, 2011 - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 8th amendment dated Augus 27, 2012
3	20/12/2013	7,500	157,500	Dividend payout for 2012 in the form of shares: Number of shareholders: 238 Allocation ratio: 20:1 Number of shares issued: 750,000 shares	- Resolution of the Annual General Meeting of Shareholders 2013 dated January 19, 2013 - State Securities Commission of Vietnam Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 12th amendment dated January 23, 2014
4	05/05/2014	157,500	346,499.96	Dividend payout for 2013 in the form of shares: Number of shareholders: 849 Allocation ratio: 5:1 Number of shares issued: 3,149,999 shares  Issuance to existing shareholders: Number of shareholders: 763 Allocation ratio: 100:65 Offering price: VND 10,000/share Number of shares issued: 10,237,497 shares  Issuance to strategic investors: Number of strategic partners: 1 Offering price: VND 12,000/share Number of shares issued: 4,725,000 shares  Issuance to employees: Number of employees: 33 Offering price: VND 10,000/share Number of shares issued: 787,500 shares	- Resolution of the Extraordinary General Meeting of Shareholders 2014 dated January 18, 2014 - State Securities Commission of Vietnam - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 14th amendment dated June 18, 2014
5	01/08/2014	121,274.98	467,774.94	Issuance to existing shareholders: Number of shareholders: 1,382 Allocation ratio: 100:35 Offering price: VND 10,000/share Number of shares issued: 12,127,498 shares	- Resolution of the General Meeting of Shareholders dated January 18, 2014 - State Securities Commission of Vietnam - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 16th amendment dated October 2, 2014
6	06/11/2014	32,225	499,999.94	Issuance to strategic investors: Number of strategic partners: 2 Offering price: VND 12,000/share Number of shares issued: 3,225,500 shares	- Resolution of the Annual General Meeting of Shareholders 2014 dated April 26, 2014 - State Securities Commission of Vietnam - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 17th amendment dated December 25, 2014
7	07/2/2015	392,124.94	892,124.88	Advance dividend for 2014 in the form of shares: Number of shareholders: 2,370 Allocation ratio: 100:15 Number of shares issued: 7,499,999 shares  Issuance to existing shareholders: Number of shareholders: 2,130 Allocation ratio: 100:60 Offering price: VND 10,000/share Number of shares issued: 29,999,996 shares	- Resolution of the Annual General Meeting of Shareholders 2014 dated April 26, 2014 - State Securities Commission of Vietnam - Hanoi Department of Planning and Investment - Enterprise Registration Certificate No. 0102182140, 19th amendment dated March 5, 2015

No.	Completion Date of Issuance		Charter Capital After Issuance (VND million)	Form of Issuance	Approving Authority
8	20/05/2015	892,124.88	1,784,249.76	Issuance to existing shareholders: Allocation ratio: 1:1 Offering price: VND 10,000/share Number of shares issued: 89,212,488 shares Advisory organization: Dai Nam Securities Joint Stock Company	- Resolution of the 2015 Annual General Meeting of Shareholders dated February 28, 2015; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140, 21st revision dated June 20, 2015.
9	22/06/2015	7,875.01	1,792,124.77	Issuance to employees (2nd round in 2015): Number of employees: 16 Offering price: VND 10,000/share Number of shares issued: 787,501 shares	- Resolution of the 2014 Annual General Meeting of Shareholders dated April 26, 2014; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140, 22nd revision dated July 20, 2015.
10	05/07/2016	143,364.85	1,935,489.62	Dividend payment in shares for 2015: Number of shareholders: 4,579 Allocation ratio: 100:8 Number of shares issued: 14,336,485 shares	- Resolution of the 2016 Annual General Meeting of Shareholders dated April 22, 2016;  - State Securities Commission of Vietnam;  - Hanoi Department of Planning and Investment;  - Enterprise Registration Certificate No. 0102182140, 24th revision dated August 1, 2016.
11	27/10/2016	300,000	2,235,489.62	Convertible bond conversion:  - Bond maturity date: October 26, 2016  - Conversion date: October 27, 2016  - Bond face value: VND 100,000/bond  - Bond issue price: VND 100,000/bond  - Number of bonds issued: 3,000,000 bonds - Conversion ratio: 1:10 (one bond is converted into ten shares)  - Par value of converted shares: VND 10,000/share  - Number of shares converted: 30,000,000 shares	- Resolution of the Annual General Meeting of Shareholders dated April 26, 2014; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140, 26th revision dated December 20, 2016.
12	09/01/2017	311,812.85	2,547,302.47	Issuance to strategic investors: Number of strategic investors: 3 Offering price: VND 11,500/share Number of shares issued: 31,181,285 shares	- Resolution of the General Meeting of Shareholders dated September 22, 2016; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140, 27th revision dated February 13, 2017.
13	05/10/2021	80,000	2,627,302.47	Issuance to employees: Number of employees: 70 Offering price: VND 10,000/share Number of shares issued: 8,000,000 shares	- Resolution of the 2021 Annual General Meeting of Shareholders dated April 22, 2021; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140, 29th revision dated November 8, 2021.
14	26/04/2022	772,027.87	3,399,330. 34	Dividend payment in shares for 2020: Number of shareholders: 27,018 Allocation ratio: 10:1 Number of shares issued: 26,272,393 shares  Additional share offering to existing shareholders: Number of shareholders: 734 Execution ratio: 100:19.39101 (each share entitles to 1 right, 100 rights can purchase 19.39101 new shares) Offering price: VND 10,000/share Number of shares issued: 50,930,394 shares	- Resolution No. 01/2021/NQ-AGM dated April 22, 2021; - State Securities Commission of Vietnam; - Hanoi Department of Planning and Investment; - Enterprise Registration Certificate No. 0102182140,

- TREASURY STOCK TRANSACTIONS: NONE
- OTHER SECURITIES: NONE

#### 1.6 POLICIES RELATED TO EMPLOYEES

#### • NUMBER OF EMPLOYEES AND AVERAGE SALARY PER EMPLOYEE

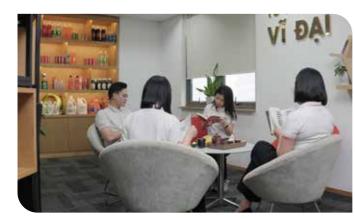
Number of employees: The total number of employees at the parent company as of December 31, 2024 is 54.

Average salary at the parent company:

Indicator	2022	2023	2024
Average Salary (VND/person/month)	21,018,123	27,965,578	23,858,317

#### • LABOR POLICIES TO ENSURE EMPLOYEES' HEALTH, SAFETY, AND WELFARE

- Recognizing achievements: F.I.T Group always respects and values human capital, especially individuals who are a good fit and make outstanding contributions. Acknowledging and honoring achievements is not only a principle but also a guiding value in the company's culture. Along with recognition activities, well-deserved rewards worth thousands of USD are also granted. In addition to professional development, the Group also places great importance on the physical and mental well-being of employees ("staff"), with yoga, dance, and gym classes offered at the office.
- Comprehensive healthcare: Employee health is one of the top priorities of the Group's Leadership. Employees are provided with Bao Viet health insurance, offering attractive benefits accepted at numerous medical facilities nationwide. Additionally, the company canteen ensures nutritious meals and food safety, contributing to employees' overall health and well-being.
- Highly autonomous working environment: F.I.T Group strongly encourages and promotes autonomy at all levels, from senior leaders to each individual employee. This spirit of autonomy not only helps optimize work efficiency but also fosters an open and creative working environment.
- Providing the best physical conditions for employees: The Group is committed to offering the best working conditions and employee benefits. Modern equipment is fully provided; phone allowances are paid with monthly salaries. During business trips, employees receive full support for transportation, accommodation, and per diem expenses. Additionally, the Group offers attractive bonuses based on annual business performance, as well as holiday and Tet bonuses to appropriately acknowledge and encourage the contributions of its staff.









#### EMPLOYEE TRAINING ACTIVITIES

- Average training hours per year, by employee and classification: 8 hours per year.
- Skill development programs and continuous learning to support employees' employability and career advancement: Each year, the Company develops an internal training plan, combined with sending employees to external courses to improve professional qualifications and develop necessary skills. In 2024, the Administration Human Resources Department collaborated with various Departments/Units to build an Individual Development Plan (IDP) for each employee. This included a plan to develop a successor workforce, enabling each employee to identify the competencies they need to enhance in order to grow in line with their career goals at F.I.T.
- Focus on training and retaining talent: A well-developed E-Learning system has been implemented, with regular training programs and a well-curated library featuring a wide range of books to support employees' reading, research, and knowledge enhancement. Talent development and retention are key priorities.
- In 2024, the Group also launched a variety of training activities related to OGSM, ensuring that all employees fully understand the Group's orientation and goals. Notably, the monthly Podcast series featuring insights from senior and mid-level leaders of F.I.T and its subsidiaries has contributed significantly to fostering corporate culture within the Group.



# 1.7 REPORT ON GREEN CAPITAL MARKET ACTIVITIES IN ACCORDANCE WITH GUIDELINES OF THE STATE SECURITIES COMMISSION

During the past year, the Company has not participated in the green capital market.

# 2 REPORT AND ASSESSMENT BY THE BOARD OF MANAGEMENT

#### 2.1 ASSESSMENT OF BUSINESS PERFORMANCE

#### OVERVIEW OF BUSINESS OPERATIONS

As a highly open economy, Vietnam remains vulnerable to external influences such as prolonged high inflation in major economies and policy adjustments in large countries, which may pose risks to financial market stability. The government has continued to implement policies and measures to stimulate economic growth, resulting in several positive developments in Vietnam's economy in 2024. Given the improving economic landscape, F.I.T Group has continued to leverage its core strengths, closely monitored market trends to seize promising investment opportunities, and made full use of available financial resources. Simultaneously, the Group intensified production and sales efforts to maximize production capacity, capture market share, and deliver high-quality products to consumers.

According to the Group's 2024 consolidated financial statements, revenue from sales of goods and services reached VND 1,985 billion, fulfilling 89.79% of the planned target. Profit after tax was VND 176.5 billion. Despite these positive changes in 2024, results still fell short of expectations, indicating the need for greater effort to fully achieve our goals.

Furthermore, increasing competition in the same market segment continues to pose challenges to the Company. Failure to fully capitalize on opportunities and our own strengths may lead to a loss of competitive edge and growth potential in the coming period.

#### • KEY ACHIEVEMENTS OF THE COMPANY

Seizing the moment, F.I.T Group focused on executing the strategic action plans set forth at the beginning of the year. The Group also innovated its product lines, invested in plant and facility construction, and enhanced the production, business, and management capabilities of its personnel. Thanks to these efforts, the Group and its subsidiaries have achieved notable successes that lay the foundation for future stable and sustainable growth:

#### Pharmaceutical Sector:

In 2024, Cuu Long Pharmaceutical Joint Stock Company (DCL) invested in expanding its production lines and constructing new manufacturing facilities. All plants are maintained to meet high standards of safety, quality, and productivity, with an emphasis on cost optimization and strict regulatory compliance.

Notably, the key project - Capsule Plant No. 5, with a total investment of VND 232.5 billion, completed acceptance testing and officially commenced operations in Q4/2024, boosting the company's production capacity to 11.6 billion capsules per year. In the medical equipment segment, the Benovas Medical Equipment Manufacturing Plant, covering an area of 11,000 m<sup>2</sup> and with a total investment of USD 26 million, completed its final installation phase and has now entered operation.

For pharmaceutical production, DCL is investing in a new EUGMP standard pharmaceutical plant with a total capital

investment of VND 1,396 billion, expected to reach a production capacity of 1.6 billion pharmaceutical units per year.

#### Beverage Sector:

In 2024, Khanh Hoa Mineral Water Joint Stock Company ("Vikoda") successfully rebranded its Dai Thanh product line. Additionally, Vikoda became the diamond sponsor of a series of nutrition seminars organized by the Vietnam Nutrition Association, contributing to raising public awareness about the benefits of natural alkaline mineral water.

Furthermore, the strategic cooperation with Spa Sky marked a new milestone in the transfer of carbonated beverage production technology and expansion of the soft drink market in Vietnam. Notably, the partnership with Nutrin Guangzhou Company and participation in the Khanh Hoa - China Business Connection Conference 2024 opened up new opportunities for exporting the company's high-quality products to China and international markets...

#### FMCG Sector:

By the end of 2024, FIT Cosmetics Joint Stock Company reported net revenue of nearly VND 49 billion, with a gross profit from sales and service provision of over VND 15 billion. Total assets exceeded VND 85 billion. During the year, personal care products led in revenue contribution (54%), followed by home care (40%) and oral care (8%).

In the last guarter of the year, brand performance in terms of sales and media reach improved significantly, thanks to e-commerce channels (Shopee, TikTok) and affiliate marketing, especially through self-produced livestreams or collaborations with influential KOLs/KOCs.

#### Agriculture and Food Sector:

In 2024, Techno-Agricultural Supplying Joint Stock Company recorded revenue of VND 628.7 billion. Both profit before tax and profit after tax showed positive growth compared to the previous year. In the food segment, West Food Processing Exports Joint Stock Company launched the FRUIT MOJI brand for fresh and processed fruits and vegetables. The products meet international export standards such as FDA, IFS, and BSCI, ensuring quality and food safety, and are ready to serve demanding global markets.

Currently, the brand offers two main product lines: Canned fruits and vegetables (cucumber, baby corn, corn kernels, mixed fruits, MD2 pineapple, lotus seeds, mango) and Frozen vegetables (sweet corn).

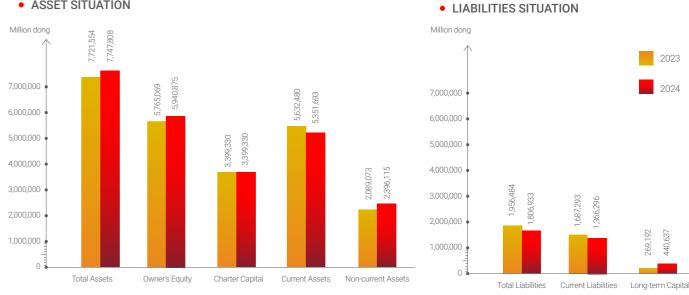
#### 2.2 FINANCIAL SITUATION

F.I.T Group Joint Stock Company consistently uses and manages shareholders' capital contributions and business capital in accordance with the provisions of the law and the purposes stipulated in the Company's Charter of organization and operation.

As of December 31, 2024, the Company's total assets reached VND 7,748 billion, marking a slight increase compared to the end of 2023. Total liabilities amounted to nearly VND 1,807 billion. The increase in charter capital and business capital in recent years has contributed significantly to improving the Company's business performance, particularly through investment in equipment to enhance production and business capacity.

2023

#### ASSET SITUATION



#### 2.3 ORGANIZATIONAL, POLICY, AND MANAGEMENT IMPROVEMENTS

In 2024, based on the actual situation of the Group, the Board of General Directors reviewed and adjusted the organizational structure to align with the new business strategy by reducing unnecessary management levels and enhancing flexibility. Responsibilities and authorities of each department were clearly assessed and defined to ensure everyone understands their respective roles.

In addition, the leadership approved policies encouraging innovation throughout the organization via various programs

and awards. In 2024, digital transformation was a key focus, with the application of information technology and automation helping to optimize workflows and reduce time-consuming procedures

These changes have enhanced the Group's agility, enabling it to better adapt to market fluctuations during the year. Furthermore, these improvements support rapid development, better adaptability to a dynamic business environment, and the creation of value for society and the community

#### 2.4 FUTURE DEVELOPMENT PLAN

With the motto of enhancing quality of life, F.I.T Group has been and will continue to improve the quality of its products and services to meet the increasing demand for smart consumption in the market. Supported by strong capital and a structured management system, growth in financial indicators such as revenue and profit will be an inevitable result. Heading into 2025. F.I.T Group sets the goal of optimizing resources to create breakthroughs in business operations.

In the pharmaceutical sector, DCL targets a record revenue of VND 480 billion in 2025 and aims to expand its market share in the capsule segment by an additional 20%. Key strategies include: protecting its exclusive customer base; investing resources to analyze competitors and understand the market in order to attract new customers; and seeking new clients and export markets.

In the beverage sector, Vikoda continues to focus on researching and perfecting formulas to launch new products,

expand distribution channels and its customer base, offering consumers superior, naturally-derived health solutions. By 2027, Khanh Hoa Mineral Water Joint Stock Company aims to become the No. 1 provider of natural alkaline mineral water in Vietnam with VND 1,000 billion in revenue and pre-tax profit accounting for 15% of revenue.

In the cosmetics and personal care sector, in 2025, FIT Cosmetics JSC and Today Cosmetics JSC will continue their strategy of developing Personal Care and Household Care brands aligned with green, sustainable, environmentally friendly trends that prioritize consumer health.

Additionally, FIT Cosmetics will focus on developing cosmetic products that meet the market's growing demand and stringent quality standards.

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# 3 ▶ BOARD OF DIRECTORS' EVALUATION

## OF THE COMPANY'S PERFORMANCE

# 3.1 BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S ACTIVITIES

In 2024, the Vietnamese economy continued to face numerous challenges. Enterprises encountered persistent difficulties related to market demand, cash flow, administrative procedures, inadequate infrastructure, and rising production costs. However, these obstacles also served as opportunities for organizations undergoing robust transformation like F.I.T to both strengthen their foundations and internal capabilities, while maintaining growth momentum towards sustainable and efficient development. This helped to create a solid footing and resources for the next growth phase, affirming the Group's leading position in the market. The Board of Directors ("BOD") has effectively fulfilled its roles and responsibilities in developing and issuing internal management regulations, thereby establishing a unified and consistent governance mechanism, ensuring effective operational control and supervision of the governance model. This contributes to safeguarding shareholder interests while balancing the

Regarding the implementation of the business plan, the Management Board has executed the 2024 plan in accordance with the strategic directions approved by the General Meeting of Shareholders. The Chairman of the BOD regularly attended periodical briefing meetings to stay updated on business and production activities, providing guidance, strategic direction, and addressing the Company's proposals and requests. Additionally, the BOD required the Executive Board to submit regular reports on operational performance and ad-hoc reports in the event of any issues that could affect the Company's business performance, ensuring timely resolution.

benefits of other stakeholders, including customers,

employees, and shareholders.

In terms of human resources, the Group successfully organized training programs and continuously recruited and developed a succession workforce to ensure suitable human resources for business needs, while nurturing a high-quality talent pool. Internal communication activities were also enhanced to ensure that each employee understands the

company's overall picture, main objectives, and strategic vision.

The Group has fully and promptly complied with the regulations on periodic information disclosure, ad-hoc information disclosure, and disclosure upon request for listed organizations. F.I.T ensures timely communication and provision of corporate information to shareholders in accordance with the Law and the Company's Charter. F.I.T has been effectively implementing corporate governance practices, maintaining an organizational structure and operations in compliance with the Law on Enterprises, the Law on Securities, and other relevant legal provisions.

In terms of brand development, the award "Top 10 Outstanding Vietnamese Brands 2024" once again affirms the trust of customers, partners, and investors in the Group, solidifying F.I.T Group's position and reputation in the Vietnamese market. After 17 years of growth and development, F.I.T is now considered a model of a prosperous, multi-sector Vietnamese economic group with outstanding production and business capacity. The Group is committed to sustainable development goals and actively contributes to community initiatives. Its products and services are distributed and well-received both domestically and internationally.

In addition, F.I.T Group has consistently fulfilled its environmental, social, and community responsibilities, actively engaging in meaningful CSR activities through its subsidiaries. Notable initiatives include participation in job fairs to create attractive opportunities for students and young professionals passionate about the pharmaceutical industry; donation of over 44,000 bottles of Vikoda natural alkaline mineral water, 850 kits of Dr. Kool Kid toothbrushes and toothpaste, more than 2,000 bottles of hand sanitizer, and 24 boxes of essential medicines such as pain relievers, fever reducers, respiratory and antibacterial drugs to support those affected by super typhoon Yagi.



# 3.2 EVALUATION BY THE BOARD OF DIRECTORS ON THE PERFORMANCE OF THE MANAGEMENT BOARD

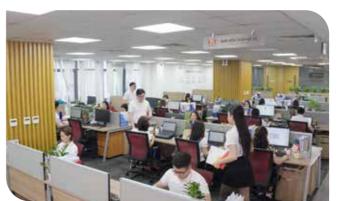
The leadership team of F.I.T Group has consistently demonstrated its readiness to take on demanding tasks that require swift action and alignment with rapid market changes. Amid increasing business challenges, the Executive Board has shown a clear understanding of the Board of Directors' strategy, managing, operating, and coordinating business activities effectively and responsibly, in line with the Resolutions of the General Meeting of Shareholders and the directives of the Board of Directors.

In 2024, the Executive Board maintained strict compliance with current legal regulations and the Company's internal rules, fully fulfilling its obligations to employees and competent state authorities. It ensured stable employment, safeguarded the health and safety of employees, and upheld a high level of



accountability to all stakeholders. The Board of Directors highly values the close coordination between the Group's leadership and the executive teams of its subsidiaries in implementing and promoting business strategies. These efforts have been concentrated on key sectors such as pharmaceuticals, beverages, agricultural exports, fast-moving consumer goods, and real estate.

The Board of Directors has overseen the planning process for the 2024 business operations and monitored the implementation of the targets approved by the General Meeting of Shareholders. It has also participated in regular meetings of the Executive Board on production and business operations to provide timely support and ensure the effectiveness of management activities.





#### 3.3 PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS

In 2025, global economic growth is expected to show a slight improvement compared to 2024. This requires agility in seizing opportunities, intelligence, determination, unity in strategic decisionmaking, and a shared ambition for success from each member of the leadership and all employees.

In the coming period, there will be numerous opportunities—particularly the potential to acquire more branded, high-value product lines—and consideration will be given to expanding into new sectors beyond Pharmaceuticals, FMCG, Bottled Water, Agriculture, and Real Estate.

Furthermore, the Company must proactively prepare all necessaryresources: financial, human, technological, and

equipment. The focus should remain on key investment areas—avoiding fragmentation— with an emphasis not on volume or scale but on quality and longterm stability.

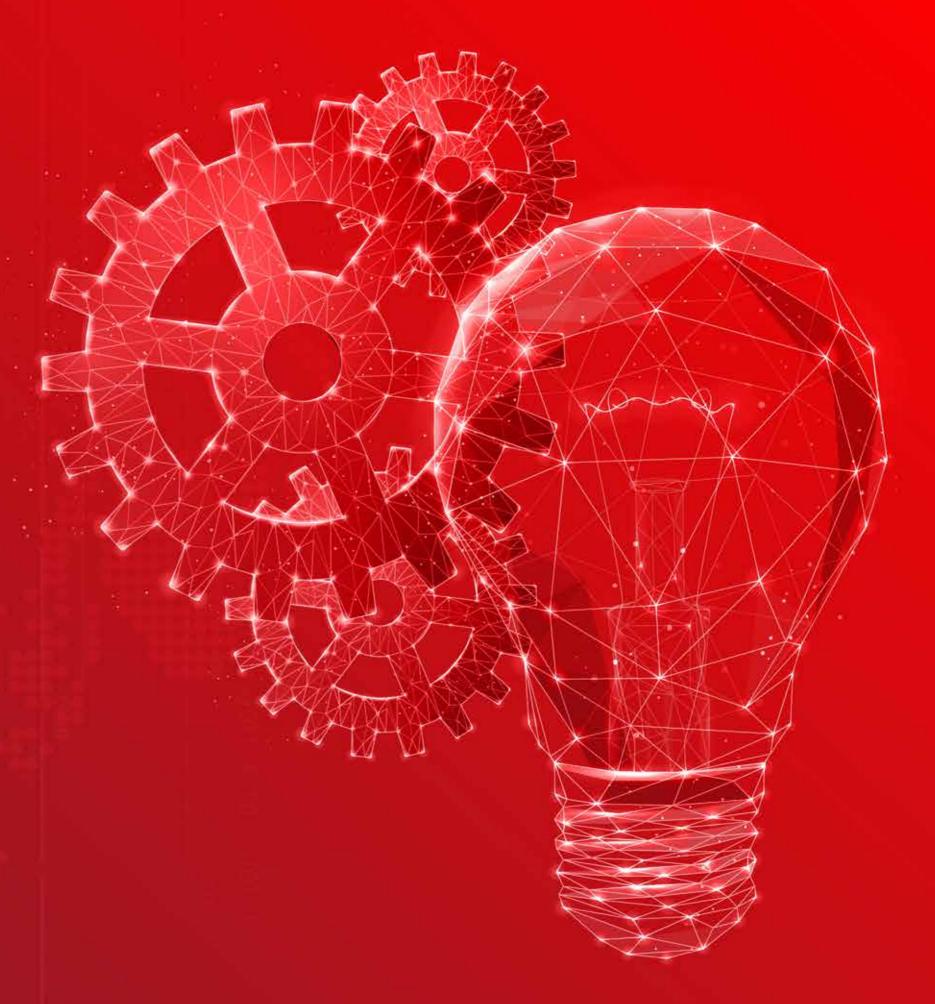
At the same time, the Group continues to recruit and train highquality human resources to support sustainable development, accompanied by appropriate investments. With the joint efforts and unity of the Group and its subsidiaries, 2025 will be a year in which F.I.T Group rides the waves and soars, laying the foundation for sustainable growth and realizing its vision of becoming a prosperous, multi-sector corporation offering premium, distinctive, and leading products and services that enhance quality of life.

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# CORPORATE GOVERNANCE

- 1. Board of Directors
- 2. Supervisory Board
- **3**. Transactions, Remuneration, and Benefits of the Board of Directors, Executive Board, and Supervisory Board



## 1 ▶ BOARD OF **DIRECTORS**

#### 1.1 BOARD OF DIRECTORS

#### • MEMBERS AND STRUCTURE OF THE BOARD OF DIRECTORS



Chairman of the Board

#### Mr. NGUYEN VAN SANG

Chairman of the Board - Shareholding ratio: 0 Positions held as BOD member in other organizations:

#### Chairman of the Board:

Cuu Long Pharmaceutical Joint Stock Company Khanh Hoa Mineral Water Joint Stock Company JJK Holdings Investment Joint Stock Company Benovas Pharmaceutical Joint Stock Company Chairman:

#### President:

VPC - Sai Gon Pharmaceutical Company Limited



Ms. **Nguyen Thi Minh Nguyet** Vice Chairwoman of the Board

#### Mrs. NGUYEN THI MINH NGUYET

Vice Chairwoman of the Board - Shareholding ratio: 0.01%

Positions held as BOD member in other organizations:

#### Chairman of the Board:

West Food Processing Export Joint Stock Company Westfood Hau Giang Joint Stock Company

#### Board Member:

Techno-Agricultural Supplying Joint Stock Company



#### Mrs. VU THI MINH HOAI

Board Member - Shareholding ratio: 0 Positions held as BOD member in other organizations:

#### **Board Member:**

FIT Cosmetics Joint Stock Company Today Cosmetics Joint Stock Company

#### Chairwoman cum General Director:

F.I.T Land Investment Joint Stock Company

#### Chairwoman:

F.I.T Viet Nam Trading and Import Export Company Limited

#### Director:

VPC - Sai Gon Pharmaceutical Company Limited

#### Chief Accountant:

JJK Holdings Investment Joint Stock Company



#### Mr NGUYEN NINH DUNG

Board Member - Shareholding ratio: 0

Positions held as BOD member in other organizations:

#### **Board Member:**

Cuu Long Pharmaceutical Joint Stock Company Khanh Hoa Mineral Water Joint Stock Company JJK Holdings Investment Joint Stock Company



#### Mr. DINH QUOC HUNG

Board Member - Shareholding ratio: 0

Positions held as BOD member in other organizations:

#### **Board Member:**

HHM Vietnam Joint Stock Company



#### Mr. VU ANH TRONG

Board Member - Shareholding ratio: 0

Positions held as BOD member in other organizations:0



#### Mrs. NGUYEN NGOC MAI

Board Member - Shareholding ratio: 0

Positions held as BOD member in other organizations:

#### **Board Member:**

Cuu Long Pharmaceutical Joint Stock Company Khanh Hoa Mineral Water Joint Stock Company

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#### 1.2 SUB-COMMITTEES UNDER THE BOARD OF DIRECTORS

In line with the actual situation and the organizational structure of the Company's operations, functions, and responsibilities of the Departments/Divisions, the 2024 Annual General Meeting of Shareholders approved the termination of operations of the Investment Sub- Committee under the Board of Directors, effective from April 26, 2024

#### 1.3 ACTIVITIES OF THE BOARD OF DIRECTORS

#### BOARD MEETINGS

No.	Board Member	Number of Meeting Attened	Attendance Rate	Reason for Non-Attendance
1	Mr. Nguyen Van Sang	20/20	100%	
2	Ms. Nguyen Thi Minh Nguyet	20/20	100%	
3	Mr. Pham Tuan Son	6/20	30%	Dismissed pursuant to Resolution No. 01/2024/ NQ-AGM dated 26/04/2024
4	Mrs. Vu Thi Minh Hoai	20/20	100%	
5	Mr. Nguyen Ninh Dung	20/20	100%	
6	Mr. Vu Anh Trong	20/20	100%	
7	Mr. Dinh Quoc Hung	20/20	100%	
8	Ms. Nguyen Ngoc Mai	14/20	70%	Appointed pursuant to Resolution No. 01/2024/ NQ-AGM dated 26/04/2024



#### • 1.3.2. RESOLUTIONS/ DECISIONS OF THE BOARD OF DIRECTORS (2024 REPORT)

No.	Resolution/ Decision No. (*)	Date	Content	Meeting Resuits
1	01/2024/NQ-HĐQT	11/1/2024	Approval of the Legal Representative authorized to manage the Company's accounts opened at Vietnam Technological and Commercial Joint Stock Bank (Techcombank)	
2	02/2024/NQ-HĐQT	20/2/2024	Approval of organizing the 2024 Annual General Meeting of Shareholders	
3	03/2024/NQ-HĐQT	7/3/2024	Approval of the individual authorized to operate and hold the title of account holder for the Company's accounts opened at Southeast Asia Commercial Joint Stock Bank (SeABank)	
4	04/2024/NQ-HĐQT	19/3/2024	Approval of changes to the Head of the Company's Branch Office	
5	05/2024/NQ-HĐQT	9/4/2024	Authorization to the General Director to decide on transactions involving the purchase and sale of corporate bonds	
6	06/2024/NQ-HĐQT	19/4/2024	Approval of borrowing and using assets as collateral at Bank for Investment and Development of Vietnam (BIDV) – Thanh Xuan Branch	
7	07/2024/NQ-HĐQT	15/5/2024	Approval of revenue- and cost-generating transactions and contracts between the Company and related parties	
8	08.1/2024/NQ-HĐQT	19/6/2024	Approval of entering into time deposit contracts with the bank	
9	08.2/2024/NQ-HĐQT	19/6/2024	Approval of entering into time deposit contracts with the bank	
10	08.3/2024/NQ-HĐQT	19/6/2024	Approval of entering into time deposit contracts with the bank	All agenda items were
11	09/2024/NQ-HĐQT	19/6/2024	Approval of borrowing from Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	approved with 100%
12	10/2024/NQ-HĐQT	21/6/2024	Approval of the selection of the auditing firm for the 2024 financial statements	unanimous approval.
13	11/2024/NQ-HĐQT	9/7/2024	Approval of changes to the organizational structure of the Company	
14	12/2024/NQ-HĐQT	7/8/2024	Approval of investment cooperation transactions with other organizations/individuals	
15	13/2024/NQ-HĐQT	21/8/2024	Approval of transactions between the Company and Techno-Agricultural Supplying Joint Stock Company	
16	14/2024/NQ-HĐQT	26/9/2024	Approval of corporate bond purchases and sales	
17	15/2024/NQ-HĐQT	27/9/2024	Approval of corporate bond purchases and sales	
18	16/2024/NQ-HĐQT	25/10/2024	Approval of investment cooperation transactions with other organizations/individuals	
19	17/2024/NQ-HĐQT	6/11/2024	Approval of investment cooperation transactions with other organizations/individuals	
20	18/2024/NQ-HĐQT	8/11/2024	Approval of corporate bond purchases and sales	
21	19.1/2024/NQ-HĐQT	17/12/2024	Approval of entering into time deposit contracts with the bank	
22	19.2/2024/NQ-HĐQT	17/12/2024	Approval of entering into time deposit contracts with the bank	
23	19.3/2024/NQ-HĐQT	17/12/2024	Approval of entering into time deposit contracts with the bank	
24	20/2024/NQ-HĐQT	18/12/2024	Approval of borrowing from Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	

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#### ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS

The independent members of the Board of Directors effectively fulfilled their supervisory roles, ensuring that the company's governance and management activities complied with the provisions of the law and the company's charter. They regularly monitored the Executive Board's operations to ensure efficient business performance in line with the strategic orientation, and provided valuable input to help ensure that corporate governance decisions maximized shareholder value. The independent member's evaluation of the performance of the Board of Directors in 2024 is summarized as follow:

01

**Compliance with corporate governance regulations:** The Board of Directors operated in full compliance with the principles of corporate governance under the Enterprise Law, the Company Charter, the Internal Governance Regulations, the Board of Directors' Operational Regulations, and other relevant legal provisions

02

Ensuring conditions for independent role execution:

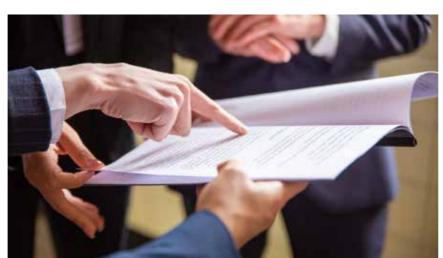
The Board of Directors strictly adhered to the regulations for listed companies' corporate governance, creating favorable conditions for independent members to fully exercise their rights and duties.



03

**Supervision of business operations:** The Board effectively performed its supervisory and oversight role over the Executive Board's activities. Supervision was conducted regularly and stringently to ensure that the Company complied with current regulations.







**Strategic Goal Review and Adjustment:** The Board of Directors regularly reviewed and adjusted strategic objectives to ensure alignment with the Company's long-term development strategy, thereby contributing to sustainable growth.



05

**Effective Coordination Among Leadership Bodies:** The Board of Directors, Executive Board, and Supervisory Board (SB) closely coordinated in handling tasks, making timely and sound decisions to ensure the Company's business operations run smoothly and achieve optimal efficiency.



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## 2 SUPERVISORY BOARD

#### 2.1 MEMBERS AND STRUCTURE OF THE SUPERVISORY BOARD



Mrs. Nguyen Thi Thu Huong Head of the Supervisory Board

**Start/end date of membership:** Start date as member: 26/04/2024

**Professional qualification:** Bachelor of Accounting

**Ms. Ngo Thu Trang**Former Head of the Supervisory Board

**Start/end date of membership:** End date as member: 26/04/2024

**Professional qualification:**Bachelor of Accounting





Ms. Nguyen Thi Hong Anh Member of the Supervisory Board

**Start/end date of membership:** Start date as member: 24/05/2023

**Professional qualification:** Bachelor of Finance

Mr. VO DINH BAO Member of the Supervisory Board

**Start/end date of membership:** Start date as member: 17/06/2022

**Professional qualification:** Bachelor of Accounting



#### 2.2 ACTIVITIES OF THE SUPERVISORY BOARD

#### BOARD MEETINGS

No.	Member of the Supervisory Board	Number of meetings attended	Attendance rate	Voting rate	Reason for not attending
1	Ms. Ngo Thu Trang	1/3	33%	100%	Dismissed under Resolution No. 01/2024/NQGMS dated 26/04/2024
2	Mr. Vo Dinh Bao	3/3	100%	100%	
3	Ms. Nguyen Thi Hong Anh	3/3	100%	100%	
4	Ms. Nguyen Thi Thu Huong	2/3	67%	100%	Appointed under Resolution No. 01/2024/NQ-GM S dated 26/04/2024

#### SUPERVISORY BOARD ACTIVITIES

The Supervisory Board carried out its duties within the authority and responsibilities defined in the Charter of the Group to supervise the compliance with laws, the implementation of the Group's Charter, and the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors. The main tasks performed include:

- Monitoring compliance with the State's legal policies, the Company's Charter, and internal management regulations;
- Supervising the implementation of the 2024 Annual General Meeting of Shareholders' resolutions;
- Supervising the direction and implementation of activities by the Board of Directors. Proactively exchanging and coordinating with the BOD on supervision and inspection plans, and contributing feedback to the BOD and Executive Board on business operations and strategic objectives;
- Reviewing the appropriateness of BOD decisions, appraising the Executive Board's performance reports; inspecting the accuracy, truthfulness, and legality of periodic financial statements;
- Monitoring the implementation of the 2024 business and capital investment plans;
- Supervising related party transactions and the disclosure of

information in accordance with the Securities Law:

- Overseeing the management of shareholder documents and ensuring the legitimate rights of shareholders, especially their rights to contribute opinions, raise questions, and request information as regulated;
- Coordinating and directing the Internal Control Department to conduct regular and ad hoc inspections of business activities at the Group;
- Ensuring coordination between the Supervisory Board, the Board of Directors, the General Director, and shareholders in compliance with legal regulations, internal policies, and in the best interests of the Group. In 2024, coordination between the Supervisory Board, the Board of Directors, and the General Director was maintained in an independent and consistent manner, particularly in the following aspects: the Supervisory Board was provided with information and documents related to business management and operations in accordance with regulations; regular discussions were held with BOD members and Executive Board members on governance and operational issues.
- Through its supervisory role, the Supervisory Board promptly captured key information and offered recommendations and solutions to the BOD and Executive Board to minimize business risks.

# 3 TRANSACTIONS, REMUNERATION & BENEFITS OF THE BOARD OF DIRECTORS, EXECUTIVE BOARD, AND SUPERVISORY BOARD

#### 3.1 SALARY, BONUS, REMUNERATION, AND OTHER BENEFITS

No.	Full name	Position	Annual income
1	BOARD OF DIRECTORS		
1	Nguyen Van Sang	Chairman of the Board	60,000,000
2	Nguyen Thi Minh Nguyet	Vice Chairwoman of the Board	48,000,000
3	Nguyen Ninh Dung	Member of the Board	48,000,000
4	Vu Thi Minh Hoai	Member of the Board	48,000,000
5	Vu Anh Trong	Independent Member of the Board	48,000,000
6	Dinh Quoc Hung	Independent Member of the Board	48,000,000
7	Pham Tuan Son	Member of the Board	15,333,333
8	Nguyen Ngoc Mai	Member of the Board	32,666,667
II	SUPERVISORY BOARD		
1	Ngo Thu Trang	Head of the Supervisory Board	11,500,000
2	Nguyen Thi Thu Huong	Head of the Supervisory Board	24,500,000
3	Vo Dinh Bao	Member of the Supervisory Board	18,000,000
4	Nguyen Thi Hong Anh	Member of the Supervisory Board	18,000,000
III	EXECUTIVE BOARD		
1	Nguyen Van Ban	CEO	1,580,954,380
2	Vu Thi Minh Hoai	Standing Deputy CEO	266,086,080

#### 3.2 TRADING OF SHARES BY INSIDERS

There were no share transactions by insiders during the year.

#### 3.3 CONTRACTS OR TRANSACTIONS WITH INSIDERS

Details are provided in Appendix 01 attached to this Annual Report

#### 3.4 ASSESSMENT OF COMPLIANCE WITH CORPORATE GOVERNANCE REGULATIONS

In 2024, the Board of Directors, the Supervisory Board, and the management units of the Company implemented corporate governance in accordance with applicable legal regulations.





66 People have always been the Key to success at F.I.T Group





At F.I.T Group, people are always the core factor determining success. To understand the Group's human resources development strategy, it is essential to first grasp the OGSM management method - a tool for setting objectives, implementing, and monitoring strategy - which has been applied at F.I.T Group since 2010 and its subsidiaries since 2016.

OGSM stands for Objectives, Goals, Strategies, and Measurements. This method helps connect short-term goals with medium- and long-term objectives, enabling the business to achieve breakthrough developments.

One of the most important elements of OGSM is defining the "playing field" - the key areas where the business will focus its efforts to achieve its goals. At the Group and its subsidiaries, the four main strategic playing fields are: Product, Production, Go to Market, and People

Among these, the Group places special emphasis on the People field. This refers to the human resources strategy aimed at developing people (talent and skills), building a desirable working environment (an environment of commitment and motivation), and ensuring the achievement of set objectives. With passion, creativity, and unity, people are the key to overcoming challenges, driving development, and conquering new heights.

Directors cum Standing Deputy CEO of F.I.T Group – will further clarify why People is placed at the center, the key to success at the Group, and the strategy being applied to win in this crucial playing field.

#### At F.I.T Group, People are regarded as the most important factor. Could you share why People has become the highest-weighted strategic playing field in the Group?

At F.I.T Group, we consider People to be the core driver of prosperity and sustainability. While the member companies focus on product, production, and market, the Group-as a multi-industry investor-emphasizes collective intelligence as a key engine for strategic direction, capital operation optimization, business ecosystem management, and exploration of new investment opportunities.

In parallel, F.I.T Group constantly enhances human capital through training programs and the development of corporate culture. This ensures that all directions from the leadership are effectively communicated to every staff member, fostering unity in executing common goals and driving breakthrough growth.

People are not only the executors but also the foundation of all business operations—an essential factor in ensuring sustainable development. With a strong and well-aligned workforce, F.I.T Group is fully capable of conquering new heights across all

#### So what specific strategies does the Group have for People in 2025?

In 2025, F.I.T Group sets a goal to optimize its resources to create breakthroughs in production and business—where People is a core strategy. We aim to enhance the core competencies of our management team by developing corporate culture, laying a solid foundation for sustainable growth.

Specifically, the Group will develop a Code of Conduct based on its core values and launch a widespread internal communication campaign. Individuals who excel in promoting and embodying corporate culture will be honored as the Group's Culture Ambassadors. These are vital steps in building a professional, cohesive, and purpose-driven working environment.

Moreover, training and human development are key activities in which F.I.T is heavily investing. Training programs will help managers improve personal competencies and gain comprehensive knowledge of corporate governance.

This year, we also commit that 100% of our management team will achieve over 90% of the required core competencies, becoming a pool of future leadership talent for the Group. With a scientific governance system, a solid cultural foundation, and a systematic human resource development strategy, I believe our objectives in the People domain will not only be achieved but exceeded.

#### In your People strategy, F.I.T Group places strong emphasis on building and developing corporate culture. Could you explain why this is so important?

First, we must understand what corporate culture truly means. Itis not just a theoretical concept, but a system of values, beliefs, norms, behaviors, and operational practices unique to a company—shaped and maintained over time. Corporate culture forms the distinctive identity of an organization, guiding how work is done, how people interact, and how decisions are made.

Corporate culture includes many critical components such as: the company's vision, mission, and core values; internal codes of conduct, rules, and standards; typical events, rituals, and

traditions; leadership style and management approaches; and the work environment and team interactions.

A strong corporate culture not only fosters team cohesion but also drives performance, attracts and retains talent, and enhances brand value in the market. This is why not only F.I.T Group but also many large corporations and SMEs across Vietnam recognize corporate culture as a cornerstone of their People strategy—a solid foundation for long-term sustainable

#### Could you share what the biggest challenge is when implementing the People strategy?

The biggest challenge in executing the People strategy lies in ensuring that the entire workforce shares a unified understanding and aligns toward the Group's common goals. With over 3,000 employees across various provinces, each individual has a different personality, skill set, awareness level, and attitude-making it a complex task to build a shared

However, F.I.T Group benefits from a scientific and synchronized governance system from the Group to its subsidiaries, thanks to digitalized management, strong core values, and the shared language of OGSM. In addition, we have an outstanding management team and comprehensive, unified training and communication programs. These elements create tight cohesion and ensure the effective execution of our People

We continuously refine our HR plans and strategies to elevate the People playing field, aiming to turn F.I.T Group into "a convergence of talent, recognized by society"-a workplace where everyone has the opportunity to grow and contribute.

#### In your opinion, what are the key qualities of an employee at F.I.T Group?

At F.I.T Group, every employee is not only a part of the organization but also a contributor to building and enriching the Group's unique culture. This is embodied through our five core values: Sincerity – Desire For Victory – Perfection Performance - Continuous Improvement - Compliance. These are not just working principles but guiding beacons that empower each individual to maximize their potential and contribute to the Group's collective achievements.

Furthermore, OGSM-the consistent management language of F.I.T Group—has been implemented since 2010 and continually adapted to align with each development stage. Embracing OGSM is a key requirement that enables the entire system to operate seamlessly and align toward common objectives.

To support this, F.I.T Group continuously invests in training and communication. Monthly and even weekly training sessions are organized, alongside detailed documentation, internal contests, and events to spread our core values and OGSM across all employees. When these principles are internalized naturally, employees no longer see them as obligations, but as sources of pride, integrating them effortlessly not only into their work but also into their daily lives.

#### So what kind of working environment has the Group created to attract and retain talent?

At F.I.T Group, we strive to offer our staff a professional, safe, and specialized working environment tailored to each business field. We provide modern infrastructure with fully equipped

This interview with Ms. Vu Thi Minh Hoai - Member of the Board of

67 ▶ 2024 ANNUAL REPORT 2024 ANNUAL REPORT ◀ 68 meeting rooms and state-of-the-art audio-visual systems. But we also care deeply about the mental well-being of our team. That's why we've invested in amenities like a spacious cafeteria that serves over 100 people and a gym with modern equipment—giving everyone a place to unwind after work.

In addition, F.I.T Group focuses on attracting and retaining talent through competitive benefits. Our team enjoys supplemental health insurance, 24/7 accident coverage, and meaningful internal activities that strengthen team bonds. We regularly organize appreciation and recognition programs for long-serving or highachieving employees, while also facilitating training courses to enhance their expertise and support sustainable career development.

Most importantly, the spirit and core values of F.I.T Group are consistently upheld and nurtured. These include sincerity, a strong sense of responsibility, and the desire to conquer new challenges. With unity and constant innovation, we believe that every individual at F.I.T Group contributes to our collective success and plays an important role in driving societal progress.

Aside from employees, the concept of "People" in an enterprise also extends to valued shareholders, partners, and customers— key contributors to the Group's overall success. How does the Group foster and strengthen these relationships?

F.I.T Group is committed to generating sustainable value and maximizing benefits for shareholders and partners. We uphold transparency in management, strictly comply with financial reporting regulations, and consistently maintain stable business performance to ensure sustainable profit growth.

In partnerships, we build on a foundation of respect, fairness, and mutual development. We continuously expand our network and work closely with strategic partners to create long-term value together. At the same time, the Group adheres to ethical business standards and sustainable development

principles, driving effective cooperation and mutual benefit for all parties involved.

We also focus on researching and developing superior-quality products and services to meet the increasingly demanding and diverse needs of the market. These principles—faithfully upheld over the years—are the very reason why shareholders, partners, and customers continue to trust and accompany F.I.T Group across projects and actively support the products and services provided by our member companies.

In your opinion, how has digital governance supported employees in achieving their KPIs? And what are your thoughts on the rise of technology and artificial intelligence (AI)—will it replace human jobs?

The implementation of digital tools such as Base, FIT Business (work reporting software), and VnResource HRM (human resource management software), along with the establishment of a digital transformation task force, has marked a significant milestone for the Group. These tools have streamlined management processes, reduced turnaround time, and ensured seamless top-down communication.

In particular, leadership and department heads can access consolidated reports to assess and measure performance down to the smallest percentages—by department and individual. This datadriven insight allows us to refine strategies and action plans aligned with real-time business conditions, helping to optimize goal achievement.

Moreover, digital governance is a powerful support tool for every employee. It enables clear, attainable KPIs to be set and achieved within defined timelines. Technology has indeed instilled in us a habit of managing tasks and personnel scientifically and conveniently, making the path to execution more transparent and efficient. When applied in production, technology also reduces costs, increases productivity, and streamlines processes for greater precision and effectiveness.



However, there are still concerns that technology is gradually replacing human jobs. But at the Group, with people at the center, we continue to develop both people and technology in parallel. Digital governance is only a tool—a method to achieve goals quickly and systematically, delivering results according to plan and even beyond expectations. Yet, it is people who ultimately make the decisions and direct technology to achieve these accomplishments.

At the same time, with accumulated knowledge and deep understanding of their work, people are also the ones who best comprehend the enterprise's issues, allowing them to adjust and develop technological systems in the most suitable and optimized way for their organization.

Therefore, at F.I.T Group, technology cannot replace humans. Every employee is required to master the Group's digital governance software through regular training and daily application, turning technology into a powerful tool at work. We control technology to conquer great goals—not to let it control or replace us.

Not only is "People" a key focus at the Group, but it is also heavily emphasized at member companies. Could you share how the people strategy is being implemented at these subsidiaries?

Just like at the Group level, member companies (subsidiaries) always identify people as the core of all operations. People are the deciding factor—shaping strategy and ensuring all objectives are implemented in the right direction and with the highest results.

However, depending on their specific business characteristics and current situation, each subsidiary makes flexible adjustments to its human resource development strategy.

I am particularly impressed with the people strategy at Vikoda, which applies the model from the book "From Good to Great"— one of Chairman Nguyen Van Sang's favorite works. This strategy revolves around three core elements: Disciplined People – Disciplined Thought – Disciplined Action. It creates a solid foundation for corporate culture and a professional work environment. By emphasizing discipline, Vikoda ensures that the entire workforce not only complies with but also excellently executes the leadership's directives.

From the recruitment process, the company carefully selects candidates with the right capabilities and alignment with the company's vision, mission, and core values. Once on board, employees receive thorough training, absorbing the company's philosophy, business-production goals, and cultural identity. This shapes a professional work attitude and appropriate behavior, contributing to overall operational effectiveness.

At Cuu Long Pharmaceutical, the human resource development strategy focuses on establishing a disciplined working environment through a detailed KPI system for each department and individual. The company constantly refines regulations and policies regarding labor to ensure both rights and responsibilities, while also promoting professional capacity training. Especially noteworthy is the robust development of the data analyst system, which aims to optimize reporting processes and deliver accurate information for management and strategic decision-making.

Meanwhile, FIT Cosmetics and Today Cosmetics also focus on improving work efficiency by standardizing the KPI system, thereby setting clear and specific goals for each department and individual. Thanks to this strategy, every team member clearly understands their role, takes initiative in performing

their tasks with a strong sense of responsibility, and contributes to the realization of the organization's ambitious objectives.

It is evident that although each subsidiary has its own characteristics and approach, they all adhere to one core principle: putting People at the center, building an elite team, enhancing discipline and efficiency, thereby creating a solid foundation for the sustainable development of the entire system.

As previously mentioned, F.I.T Group is a prosperous multiindustry group with a workforce of over 3,000 employees across provinces and cities nationwide. Specifically, what has the Group done to ensure that personnel at each subsidiary, while maintaining their unique identity, can still align with the overall People system of the Group?

To ensure that the workforce at each subsidiary retains its unique identity while also aligning with the Group's overall People system, F.I.T Group has built a well-structured, flexible human resources strategy with clear orientation.

First of all, we define corporate culture as the foundation that connects and shapes the People system across the Group. Each subsidiary has different business characteristics, so their corporate cultures must be tailored to suit their respective work environments and industries. However, all of them are built upon F.I.T Group's shared core values, ensuring unity in mindset, governance, and operations.

In addition, F.I.T Group's human resources management system is uniformly established while remaining flexible. We apply general principles in recruitment, training, performance evaluation, and benefits policies to ensure the quality of personnel throughout the system. At the same time, each subsidiary has the right to adjust these policies to suit its specific operational needs, allowing their teams to leverage individual strengths while aligning with the Group's overall direction.

Notably, we encourage connection and integration among subsidiaries through various joint activities such as internal training programs, employee exchange initiatives, strategic workshops, and corporate culture events. These initiatives help employees at each company not only understand their immediate organization but also gain a broader view of F.I.T Group as a whole.

In short, the secret to F.I.T Group's success lies in the seamless combination of unity and flexibility, creating a human resource system that reflects each subsidiary's uniqueness while remaining united in pursuit of shared goals—contributing to the development of a sustainable, multi-sector Group.

Thank you for participating this interview!



- 1. Sustainable Vision
- 2. Report on the Company's Environmental and Social Impacts
- 3. Notable Activities and Sustainability Awards
- 4. Report and Assessment by the Executive Board on the Company's Environmental and Social Responsibilities
- 5. Assessment by the Board of Directors Regarding Environmental and Social Responsibilities
- 6. Sustainable Development Strategy



### 1 > SUSTAINABLE VISION

#### 1.1 SUSTAINABLE VISION

F.I.T Group is committed to sustainable development based on a harmonious foundation between the interests of the business, society, employees, shareholders, partners, and the environment. The Group constantly strives to create long-term value for the community and society, laying the groundwork for the country's development.

#### FOR SOCIETY

F.I.T Group aims to provide high-quality, user-friendly products of life through investment in public health programs, green interests of Vietnamese consumers.



As a corporation engaged in the fields of pharmaceuticals, In addition, the Group places great emphasis on demonstrating fastmoving consumer goods, food, agriculture, and real estate, corporate social responsibility (CSR), aiming to improve quality and services that align with modern trends and best serve the consumption initiatives, and sustainable development projects- especially in areas affected by natural disasters and



#### FOR EMPLOYEES

For F.I.T Group, "People" is the core element of every success. The Group provides a professional and safe working environment tailored to the characteristics of each field of operation. Beyond ensuring optimal working conditions with modern facilities and fully equipped meeting rooms with the latest projection and sound systems, the Group also pays special attention to the mental wellbeing of every employee. This is demonstrated by investments in functional spaces such as a cafeteria that can serve over 100 people and a gym equipped with advanced machines.

Focusing on training and retaining talents, F.I.T Group offers attractive employee welfare policies, including additional health

insurance packages and 24/24 accident insurance, meaningful internal bonding activities, as well as appreciation and recognition programs for long-serving and outstanding staff. Moreover, employees regularly participate in professional skill training programs, contributing to building a solid career development roadmap.

Every employee at F.I.T Group embraces the Group's Core Values, upholds sincerity, compliance, and a spirit of perfect execution, along with a desire to win and continuously improve, to successfully achieve all set goals and contribute to the economic and social development of the country.



#### • FOR SHAREHOLDERS AND PARTNERS

F.I.T Group is committed to delivering optimal benefits and longterm value to shareholders and partners. The Group ensures transparency in management and financial reporting, maintains stable business performance, and consistently grows sustainable profits

#### FOR THE ENVIRONMENT

F.I.T Group considers environmental protection a core component of its long-term development strategy. The Group prioritizes investments in eco-friendly production technologies, reduces emissions, utilizes recycled materials, and optimizes the efficient use of natural resources.

F.I.T Group builds its partnerships based on principles of respect, fairness, and mutual development. The Group continuously expands its cooperation network, closely aligning with strategic partners to create shared value while upholding business ethics and sustainable development standards.

F.I.T Group's environmental initiatives extend beyond manufacturing to include community programs such as tree planting, water source protection, and raising public awareness about ecosystem conservation. The Group aims to become a model for balancing economic growth with environmental preservation, moving toward a sustainable future for the next





#### • TECHNOLOGICAL INNOVATION AND CREATIVE INNOVATION

F.I.T Group considers technology and innovation to be key drivers in its sustainable development strategy. The Group continuously invests in research and the application of advanced technological solutions to optimize production processes, improve product and service quality, and minimize negative environmental impacts.

The development of intelligent management systems and the integration of digital technologies not only enhanc F.I.T Group's

operational efficiency but also deliver outstanding experiences to customers and partners.

The Group also fosters a culture of innovation internally, encouraging employees to participate in initiative and research programs aimed at continuous improvement and delivering new value. With a long-term vision, F.I.T Group is committed to leading in the application of technology and innovation to meet market trends and help shape a sustainable future for the industry and the wider community.



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## 2 • REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACTS

#### 2.1 ENVIRONMENTAL IMPAC

Total direct and indirect greenhouse gas (GHG) emissions: Indirect emissions: approximately 6,978 tCO<sub>2</sub>e/year

#### 2.2 INITIATIVES AND MEASURES TO REDUCE GREENHOUSE GAS EMISSIONS IMPLEMENTED AT THE GROUP'S MANUFACTURING FACILITIES

- Tree planting for forest creation on company premises:
- In 2024: 3,500 trees planted (900 Thien Ngan trees, 2,600 Acacia auriculiformis trees) across 5.6 hectares in the northern area of the plant in Khanh Hoa
- In 2025–2026: Landscape tree planting in the southern mineral area of the plant, covering 22 hectares in Khanh Hoa



Total volume of raw materials used in the production and packaging of the organization's main products and services in the year: 545,130,939 kg





#### 2.4 ENERGY CONSUMPTION

Total direct and indirect energy consumption: 28,192,155 kWh

#### 2.5 WATER CONSUMPTION

- Water sources: Public water supply, natural mineral water
- Total volume of water used: 515,875 m<sup>3</sup>

## 2.6 COMPLIANCE WITH ENVIRONMENTAL PROTECTION LAWS

- Number of violations and penalties for non-compliance with environmental laws and regulations: None
- Total fines paid for environmental non-compliance: None

## 3 HIGHLIGHTED ACTIVITIES AND SUSTAINABLE AWARDS

## 3.1 REPORT ON THE COMPANY'S RESPONSIBILITY TO LOCAL COMMUNITIES, HIGHLIGHTED ACTIVITIES, AND SUSTAINABLE AWARDS

#### • DCL JOINS HANDS TO PROTECT THE ENVIRONMENT

On the afternoon of September 21, 2024, the Youth Union of Cuu Long Pharmaceutical collaborated with the police force and the People's Committee of Ward 5, Vinh Long City to organize the annual event "Green Sunday 2024" in response to the environmental protection movement and urban landscape preservation campaign. This meaningful activity, initiated by the local authorities, contributes to raising individual awareness and responsibility in maintaining a green, clean, and beautiful living environment.

As part of the program, the Youth Union of Cuu Long Pharmaceutical, along with other departments and mass organizations, carried out the removal of illegal advertising boards and cleaned up improperly placed garbage collection points that affected urban aesthetics. These actions not only helped restore tidiness and cleanliness in public areas but also contributed to communication efforts to raise community awareness of the importance of complying with environmental protection regulations.

The program concluded successfully with enthusiastic participation from youth union members and local authorities, showcasing the power of unity and collective effort toward common goals, making practical contributions to the sustainable and prosperous development of Vinh Long province.



#### DCL JOINS HANDS TO SUPPORT PEOPLE AFFECTED BY STORM YAGI

In response to the severe human and property losses caused by Storm No. 3 (Yagi) and prolonged flooding in several northern provinces, Cuu Long Pharma, with the spirit of mutual support and solidarity, quickly coordinated with the Department of Health of Vinh Long Province to launch a relief initiative.

The Company donated 24 boxes of essential medicines, including pain relievers, fever reducers, medications for respiratory illnesses, and antibiotics.

These medicines were promptly delivered and distributed to nearly 1,000 residents in Ngu Chi Son and Ta Van communes of Sa Pa Town, and Muong Hum and Den Sang communes of Bat Xat District, Lao Cai Province.

The program not only helped people quickly recover their health but also contributed to stabilizing their lives after the natural disaster.

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#### FIT COSMETICS JOINS HANDS TO SUPPORT PEOPLE IN RECOVERING FROM THE AFTERMATH OF SUPER TYPHOON YAGI

After a natural disaster, personal hygiene products become essential for flood-affected residents to protect their health, boost immunity, and help rebuild their lives. Understanding this need, FIT Cosmetics donated over 850 Dr. Kool Kid toothbrush and toothpaste combos, along with more than 2,000 bottles of hand sanitizer to those severely impacted by the super typhoon.

FIT Cosmetics' products are made from well-researched, clearly sourced ingredients that are environmentally friendly and safe for users.

Their use helps maintain public health and improves the quality of life in the community-even during disasters and difficult times. Notably, the Dr. Kool Kid toothbrush and toothpaste combo, as well as the Dr. Clean hand sanitizer, are designed to be safe, easy to use, and convenient to carry—suitable for all situations.

These products provide comprehensive healthcare for both children and families, effectively preventing dangerous infectious diseases that may break out after natural disasters.





#### • DCL JOINS HANDS FOR WORKERS' HEALTH

From November 29 to December 2, 2024, Cuu Long Pharmaceutical successfully organized its annual health check-up program for over 800 employees. This initiative aims to protect workers' health and detect occupational diseases early for timely intervention.

A highlight of this year's program was the enhanced occupational health screening, which provided detailed assessments of working conditions and health status related to the unique characteristics of the pharmaceutical industry. The occupational health screening included: Respiratory health checks for chemical exposure, Musculoskeletal evaluations due to long-term work conditions, Vision and hearing tests, particularly for employees in pharmaceutical synthesis areas





In addition, to increase awareness of women's health in the workplace, this year's program also introduced specialized examinations such as: Early screening for breast and cervical cancer, Reproductive health checks and women's health consultations

These screenings not only support early detection of health issues but also empower female employees to understand the factors affecting their health and take preventive actions effectively.



#### • DCL CONTINUES TO SUPPORT THE 2024 ANNUAL SCIENTIFIC CONFERENCE

On December 19, 2024, Cuu Long Pharmaceutical Joint Stock Company (DCL) continued its sponsorship and co-organization of the 2024 Annual Scientific Conference held at Vinh Long General Hospital. This marked a significant milestone in the company's journey of fulfilling its commitment to community-based initiatives.

With a mission to connect and improve community life through optimal health solutions, DCL remains focused on supporting scientific research and applied technology in public healthcare.

Over the years, DCL has consistently improved product quality, introducing various health-supporting products to the market that meet the strict demands of consumers and partners.

Through continuous efforts, DCL is committed to delivering effective health solutions that contribute to enhancing the quality of life for the community.





#### VIKODA CONTRIBUTES TO PROMOTING TOURISM AND CUISINE IN NINH THUAN PROVINCE

From December 26 to December 31, 2023, the natural alkaline mineral water brand Vikoda, owned by Khanh Hoa Mineral Water Joint Stock Company, joined hands with the People's Committee of Ninh Thuan Province to successfully organize the "Ninh Thuan Culinary Festival – Welcoming New Year 2024."

This festival was a particularly important event for Ninh Thuan Province, aimed at creating a joyful and festive atmosphere for both locals and tourists to enjoy food and entertainment during the transition from the old year to the new.



The contribution of Vikoda's natural alkaline mineral water brand significantly helped amplify the event's impact, promoting Ninh Thuan's tourism and cuisine, and building a unique culinary brand rich in cultural identity.

In the coming time, Vikoda natural alkaline mineral water will continue to contribute sustainable value to the community, helping drive the socio-economic and cultural development of the country, in line with its mission of inspiring a life of wellness through premium health care products and services.



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#### • 44,000 BOTTLES OF VIKODA NATURAL ALKALINE MINERAL WATER SUPPORT FLOOD-AFFECTED COMMUNITIES

As a company deeply concerned with social issues, Vikoda actively engages in charity and relief efforts for underprivileged areas and individuals affected by natural disasters and pandemics. The company's contributions have had a positive impact, improving the lives of many individuals and families, laying the foundation for protecting and enhancing the quality of community life. In response to the severe aftermath of super typhoon Yagi in northern Vietnam, Vikoda demonstrated its social responsibility and spirit of solidarity by providing both material and moral support to people suffering from hardship and loss.

By collaborating with reputable and influential organizations, Vikoda donated a total of 1,780 cartons of mineral water—equivalent to nearly 44,000 bottles of Vikoda natural alkaline mineral water—valued at more than VND 250 million, directly to relief centers in flood-hit provinces and cities, promptly addressing the urgent need for clean drinking water.

Vikoda remains committed to supporting those in need after natural disasters and will continue to actively participate in reputable relief programs across localities, contributing to the swift recovery and stabilization of life in northern regions after the floods.





#### • VIKODA LAUNCHES TREE PLANTING CAMPAIGN TO PROTECT PRECIOUS WATER SOURCES

The campaign "VIKODA 35 YEARS – GREEN LAND, CLEAN WATER, SUSTAINABLE FUTURE" has sparked a spirit of love for nature and spread the message of environmental protection to all employees, partners, and the community. Activities such as tree planting ceremonies, educational programs on water source conservation, and tree planting at the Dinh Thanh water extraction site have been systematically implemented.

As a result, hundreds of trees have been planted by the Vikoda team, creating a diverse green coverage that not only helps preserve the environment but also beautifies the landscape.



Vikoda hopes this movement will ignite a strong wave of action—not only within the company but also throughout the broader community—contributing to the construction of a sustainable future for generations to come.

Through this effort, the Vikoda mineral water brand continues to affirm its leading position, aligned with the mission of safeguarding consumers' health and promoting sustainable environmental development.



#### VIKODA AFFIRMS ITS ROLE AS DIAMOND SPONSOR AT THE NATIONAL NUTRITION SCIENCE CONFERENCE 2024

Khanh Hoa Mineral Water Joint Stock Company, with its natural alkaline mineral water brand Vikoda, has reaffirmed its position as a diamond sponsor and strategic partner of the National Nutrition Science Conference – a prestigious event in the field of health and nutrition. With a strong commitment to promoting healthy nutritional awareness, Vikoda made a significant mark at conferences held from the North to the South of Vietnam.

The Nutrition Science Conferences gathered hundreds of delegates from medical institutions, health-focused universities, research institutes, and leading hospitals, creating a high-quality scientific forum.

Vikoda's participation in this reputable series of nutrition science conferences helped spread the message about the benefits of natural alkaline mineral water in supporting health, earning strong recognition and trust from the medical community.

With endorsements from experts, celebrities, and a wide range of consumers, Vikoda will continue to actively contribute to the nationwide Nutrition Science Conference series planned for 2024–2025, bringing valuable and accurate knowledge about alkaline mineral water and promoting healthy drinking habits within the community.



#### WESTFOOD DONATES UNION HOUSING TO A WORKER IN DIFFICULT CIRCUMSTANCES

Operating mainly in the field of canned fruit exports, Westfood employs a large number of workers, many of whom are low-income and lack stable housing. The leadership of Westfood is constantly striving to improve the lives of its workers, particularly by providing them with secure and peaceful homes.

Continuing the "Union Shelter" program – launched in 2017 to support workers facing hardship and severely degraded housing – this year, Westfood, in coordination with the Ninh Kieu District Labor Federation, the People Mobilization Board of the Ninh Kieu District Party Committee, has completed the

handover of a union shelter to Mr. Vo Tan Luc. Mr. Luc, a union member facing housing difficulties, has a wife and brother who have both worked at Westfood since 2011 and made many contributions to the company.

This program continues to inspire hope and help fulfill the dreams of stable living for union members and struggling employees. It also spreads warmth and trust among Westfood workers, fostering a spirit of unity and strong faith within the company.





#### 3.2 REPORT ON SUSTAINABILITY AWARDS

#### F.I.T GROUP HONORED WITH "TOP 10 OUTSTANDING VIETNAMESE BRANDS 2024" AWARD

On December 22, 2024, F.I.T Group Joint Stock Company was honored to receive the "Top 10 Outstanding Vietnamese" Brands 2024" award. This program is the largest annual event of Business & Trade Magazine and has been launched and maintained consistently for over a decade.

The program aims to recognize sustainable brands for their positive contributions to the economy and society, effectiveness in improving product quality, and helping reinforce consumer trust while affirming the value of Vietnamese brands across the country.

It also highlights the readiness of Vietnamese brands to integrate into the international market.

Proud to be one of Vietnam's leading multi-industry economic groups, F.I.T Group excelled in surpassing thousands of nominations and passed a transparent review and evaluation process by the organizing committee to earn its place on the "Top 10 Leading Vietnamese Brands 2024" leader board.



#### • DCL RECEIVES "TOP 50 STRONG ASEAN BRANDS 2024" AWARD

On April 20, 2024, at Marina Bay Sands, Singapore, Cuu Long Pharmaceutical was honored to receive the "Top 50 Strong ASEAN Brands 2024" award. This is a significant milestone that recognizes the outstanding progress of DCL over the past year.

The ASEAN Strong Brands 2024 announcement ceremony was held in Singapore to acknowledge and honor the contributions of enterprises, encouraging the business community to pursue creativity, continuous innovation, and sustainable brand development.

It also aims to promote economic relations between Vietnam, Singapore, and the ASEAN region, thereby strengthening the trust of partners and customers in the region. Surpassing rigorous evaluation criteria, DCL was excellently recognized in the Top 50 Strong ASEAN Brands.

This award acknowledges a major leap in enhancing competitive capacity and gradually participating in deeper international market integration, affirming the trust in DCL's high-quality products and services delivered to customers and partners.



#### DCL HONORED IN "TOP 10 SUSTAINABLY DEVELOPING ENTERPRISES 2024"

Long Pharmaceutical was honored to receive the title of "Top 10 Sustainably Developing Enterprises 2024."

recognize and honor enterprises with sustainable development Vietnam. and major contributions to the country's economic progress.

On April 14, 2024, at the Vietnam Song and Dance Theater, Cuu After undergoing impartial evaluation and selection by the appraisal board, DCL was excellently awarded the title of Top 10 Sustainably Developing Enterprises 2024.

The program was organized by the Institute of Economics and This is an extremely proud milestone as DCL, on its first participa-Culture in coordination with the Consumer Protection Center to tion, won the most prestigious category for businesses in



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# 4 • REPORT AND ASSESSMENT BY THE BOARD OF GENERAL DIRECTORS ON THE COMPANY'S ENVIRONMENTAL & SOCIAL RESPONSIBILITIES

#### 4.1 ASSESSMENT ON ENVIRONMENTAL INDICATORS

#### ENVIRONMENTAL IMPACT

During its operation, F.I.T Group has always placed a high priority on raising awareness among employees about the importance of environmental protection and climate change response. Internal training programs and communication campaigns have been implemented to help staff better understand both individual and organizational responsibilities in minimizing negative environmental impacts.

At the same time, the Group has developed and implemented strict procedures to control the waste treatment systems at its

factories and production facilities, contributing positively to the society's overall effort to protect the environment.

In the past year, the Group did not record any cases of administrative fines from state management agencies related to violations of environmental protection regulations.

This not only reflects strict compliance with legal regulations but also affirms the Group's strong commitment to sustainable and environmentally friendly development.



#### RAW MATERIAL MANAGEMENT

Over the years, F.I.T Group has continuously invested in upgrading and constructing new production facilities, applying the most advanced and modern technologies. Optimizing the production line is always a top priority to conserve resources, reduce energy consumption, and minimize environmental impact. In parallel, continuous improvements in the production process are carried out to enhance efficiency, improve product quality, and reduce raw material waste, promoting sustainable production.

To improve the efficiency of raw material usage, the Group prioritizes the installation of highly automated lines, optimizing the production process to minimize waste and unnecessary

intermediate stages that may generate waste.

Recycling solutions for materials are thoroughly applied, along with limiting the use of disposable packaging at factories, contributing to reducing plastic waste and protecting the environment.

In addition, the Group always focuses on training and raising awareness among employees about the importance of managing and efficiently using raw materials.

Through training programs, F.I.T has built a positive corporate culture where every employee is conscious of and committed to actions that help preserve natural resources.

#### ENERGY CONSUMPTION

Energy consumption is identified as the main cause of greenhouse gas emissions—one of the major factors leading to global warming and its severe consequences. Therefore, controlling energy consumption is always prioritized in all activities of the Group.

At office locations, employees are informed of and strictly follow energy-saving regulations, especially for high-consumption equipment such as air conditioners, projectors, photocopiers, etc. I

n addition to maximizing the use of natural light, lighting systems are converted to LED bulbs, which have longer lifespans and save electricity. Business trips are also planned efficiently to reduce energy use from transportation.



## 4.2 ASSESSMENT ON LABOR-RELATED ISSUES

fairly, in line with their capabilities and competitive with average wages in the same industry in Vietnam.

In addition, the Group provides bonus, reward, and benefit policies for employees. These include performance-based bonuses, holiday bonuses, and periodic salary increases. Support policies for tuition and certification sponsorship are offered, creating learning opportunities to improve employee skills and expertise. With over 3,000 employees nationwide, the Group significantly contributes to the development of a high-quality human resources pool for the country.

Working conditions: The Group also places great emphasis on the working environment, with a commitment to fairness, training opportunities, and income equality for all employees. It opposes issues such as illegal labor, gender inequality, and discrimination, and ensures workplace safety in production.

Regular checks are carried out on workplace safety measures, including fire safety training, provision of protective equipment, and equipment maintenance.

A modern and well-equipped working space is provided, featuring both technology for work and facilities for exercise and relaxation after working hours. A

s a result, employees maintain a positive mindset, have trust in the company's development, and feel secure and motivated to contribute.



#### WATER CONSUMPTION

Efficient water consumption not only helps reduce costs but is also a positive approach to environmental protection.

At the Group's offices, regular inspections are conducted to detect and repair water leaks from showerheads, pipes, and other equipment. Water usage during non-working hours is minimized to ensure no leakage occurs.

Training sessions are organized to educate employees on effective water use and the environmental impact of water conservation. Reminder signs or labels are placed in water-use areas such as restrooms and pantries.



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## 4.3 ASSESSMENT OF CORPORATE RESPONSIBILITY TOWARD THE LOCAL COMMUNITY

F.I.T Group considers its mission to elevate the quality of life through outstanding products and services as the guiding principle in its business operations. All products are continuously improved to be more environmentally friendly and to meet consumer demands. Throughout its operations, the Group maintains regular dialogue with local communities, neighboring factories, and the Industrial Park Management Board to share information and coordinate solutions on issues such as water sources, environment, waste, and public security.

Accordingly, in 2024, there were no reported incidents related to the above-mentioned issues, ensuring a harmonious balance between business interests and community well-being. Together with its member companies, the Group has implemented many meaningful programs, such as:

 Khanh Hoa Mineral Water Joint Stock Company (Vikoda) launched the campaign "VIKODA 35 YEARS – GREEN LAND, CLEAN WATER, SUSTAINABLE FUTURE." This initiative not only marked the company's 35th anniversary but also reinforced Vikoda's strong commitment to environmental protection and sustainable development.

- Cuu Long Pharmaceutical Joint Stock Company continued to sponsor and co-organize the 2024 Annual Scientific Conference at Vinh Long General Hospital, marking a significant milestone in its journey of fulfilling commitments to community-focused activities.
- The Youth Union of Cuu Long Pharmaceutical, in coordination with the local police force and the People's Committee of Ward 5, Vinh Long City, organized the annual event "Green Sunday 2024," in response to the environmental protection movement and to preserve urban landscapes.

# 5 ASSESSMENT BY THE BOARD OF DIRECTORS REGARDING ENVIRONMENTAL & SOCIAL RESPONSIBILITY





In 2024, F.I.T Group actively implemented strategies to promote sustainable production aligned with environmental protection, as reflected in many concrete actions.

The Group not only strictly complied with legal regulations on environmental protection and resource exploitation but also proactively introduced many innovative solutions. These solutions included investments in advanced technologies to minimize environmental impact, improvements to production processes to optimize input material usage, and the development of specialized training programs for its workforce.

These efforts have not only contributed to the efficient use of resources but also affirmed the Group's strong commitment to sustainable development and social responsibility.



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## 6 ► SUSTAINABLE DEVELOPMENT STRATEGY

"Ready Resources – Create Breakthroughs", F.I.T is committed to building a solid foundation for continuous growth while fulfilling its responsibilities to employees, customers, partners, and the community.

#### 6.1 SOCIAL RESPONSIBILITY

#### PRODUCT DEVELOPMENT FOR THE COMMUNITY

F.I.T Group is committed to developing a product strategy focused on community well-being, emphasizing the creation of safe, highquality, and environmentally friendly products. Through research and the application of advanced technologies, the Group not only meets the increasingly diverse needs of consumers but also contributes to improving quality of life.

At the same time, F.I.T proactively integrates sustainability factors into the entire product value chain, from sourcing raw materials to production and distribution, in order to minimize environmental impact and increase social value. Community-oriented initiatives are deeply embedded in the Group's development strategy, demonstrating a spirit of responsibility and a strong desire to contribute positively to the sustainable development of society.





#### TDEMONSTRATING RESPONSIBILITY TO PARTNERS AND SHAREHOLDERS

Always placing responsibility to partners and shareholders as a top priority, F.I.T Group considers this a critical foundation for sustainable development. F.I.T is committed to transparent governance, ensuring financial and operational information is fully, accurately, and promptly disclosed.

With partners, F.I.T builds cooperative relationships based on trust and mutual development by fulfilling business commitments and sharing benefits fairly.

For shareholders, the Group continuously strives to optimize operational efficiency, increase investment value, and ensure the implementation of long-term strategies to deliver sustainable and stable returns.

#### **6.2 SUSTAINABLE HUMAN RESOURCE DEVELOPMENT**

#### • INVESTING IN PEOPLE

Focus on building a high-quality workforce through intensive training programs, skills development, and enhancement of innovative thinking. The E-Learning system is professionally upgraded to meet the training needs, improve both professional and soft skills of employees; direct training sessions are also increasingly organized.

Successor staff are equipped with management knowledge, strategic thinking, and adaptability to ensure continuity and stability in company operations.

Clear development paths are outlined for each individual, helping employees identify specific career goals and advancement opportunities within the organization.

#### FOSTERING A CULTURE OF INNOVATION AND ENGAGEMENT

Build a flexible and innovative corporate culture that promotes collaboration and creativity across departments. Create a transparent and fair working environment that encourages long-term employee commitment. Internal communication activities are maintained to build a connected environment, encouraging staff to maximize their abilities, strengthen team unity, and develop and uphold corporate culture.



#### **6.3 ENVIRONMENTAL PROTECTION**

- Waste management and reductioni: Reduce the use of non-degradable materials, reuse old items, and recycle waste.
   Reuse resources during production and limit the generation of waste. Utilize modern methods to treat wastewater and ensure that discharge from production activities is safe and does not negatively impact the environment.
- Energy saving: Apply energy-efficient technologies, adopt green building designs, and use energy-saving equipment. Reduce water waste, reuse water in production, and minimize water pollution
- Promoting education and awareness: Organize awareness and educational programs on environmental protection.
   Encourage environmentally friendly behaviors in daily life.



#### APPLYING TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT

Implement digital platforms to enhance the efficiency of HR management, from recruitment and training to performance evaluation.

Technology helps optimize processes, reduce resource waste, and increase transparency in HR policies.





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(For the fiscal year end 31 December 2024)

- 1. Statement of the Board of Management
- 2. Independent Auditor's Report
- 3. Consolidated Balance Sheet as at 31 December 2024
- **4.** Consolidated Income Statement

for the fiscal year ended 31 December 2024

5. Consolidated Cash Flow Statement

for the fiscal year ended 31 December 2024

**6.** Notes to the Consolidated Financial Statements

for the fiscal year ended 31 December 2024



## 1 > STATEMENT OF THE BOARD OF MANAGEMENT

The Board of Management of F.I.T Group Joint Stock Company (hereinafter referred to as "the Company") presents this statement together with the Consolidated Financial Statements for the fiscal year ended 31 December 2024 including the Financial Statements of the Company and its subsidiaries (hereinafter collectively referred to as "the Group").

#### I. BUSINESS HIGHLIGHTS

F.I.T Group Joint Stock Company is a joint stock company operating in accordance with the 1st Business Registration Certificate No. 0103016102 dated 8 March 2007 granted by Hanoi Authority for Planning and Investment. During the course of operation, the Company has been 36 times additionally granted with the amended Business Registration Certificates regarding the changes in business activities, charter capital, legal representative and others. In which, the 36th amended Business Registration Certificate No. 0102182140 dated 6 December 2024 regarded the update of the personal information of the Company's legal representative.

#### II. HEAD OFFICE

5th Floor, Times Tower, No. 35 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City

024.7309 4688 - 024.7309 4686

#### Principal business activities of the Company are:

- Trading real estate:
- Leasing offices;
- Services of: Investment consultancy, M&A consultancy, equitization consultancy, corporate governance consultancy, market development consultancy (not including leagal and financial consultancy); Investment consultancy, business financial management consultancy, human resource development consultancy (not including legal and financial consultancy); Real estate brokerage; Parking areas and public facilities.

#### III. BOARD OF DIRECTORS AND EXECUTIVE OFFICERS

The members of the Board of Directors, the Board of Supervisors, the Board of Management and the Chief Accountant of the Company during the year and as of the date of this statement include:

Full name	Position	Appointing date/Re-appointing date/ Resigning date				
	BOAR	D OF DIRECTORS				
Mr. Nguyen Van Sang	Chairman	Re-appointed on 26 April 2024				
Ms. Nguyen Thi Minh Nguyet	Vice Chairwoman	Re-appointed on 26 April 2024				
Mr. Nguyen Ninh Dung	Member	Re-appointed on 26 April 2024				
Ms. Vu Thi Minh Hoai	Member	Re-appointed on 26 April 2024				
Mr. Vu Anh Trong	Independent member	Re-appointed on 26 April 2024				
Mr. Pham Tuan Son	Member	Resigned on 26 April 2024				
Mr. Dinh Quoc Hung	Independent member	Appointed on 24 May 2023				
Ms. Nguyen Ngoc Mai	Member	Appointed on 26 April 2024				
	BOARD OF	SUPERVISORS ("BOS")				
Ms. Nguyen Thi Thu Huong	Head of BOS	Appointed on 26 April 2024				
Ms. Ngo Thu Trang	Head of BOS	Resigned on 26 April 2024				
Mr. Vo Dinh Bao	Member	Re-appointed on 26 April 2024				
Ms. Nguyen Thi Hong Anh	Member	Appointed on 24 May 2023				

Full name	Position	Appointing date					
	BOARD OF MANAGEMENT AND CHIEF ACCOUNTANT						
Mr. Nguyen Van Ban	General Director	21 November 2023					
Ms. Vu Thi Minh Hoai	Standing Deputy General Director	24 December 2021					
Mr. Le Viet Cuong	Chief Accountant	5 September 2022					
	LEGAL REPRESENTATIVE						
The le	The legal representatives of the Company during the year and as of the date of this statement are  Mr. Nguyen Van Sang – Chairman and Mr. Nguyen Van Ban – General Director.						

#### **IV. AUDITOR**

A&C Auditing and Consulting Co., Ltd. has been appointed to perform the audit on the Consolidated Financial Statements for the fiscal year ended 31 December 2024 of the Group.

#### V. RESPONSIBILITIES OF THE BOARD OF MANAGEMENT

The Board of Management is responsible for the preparation of the Consolidated Financial Statements to give a true and fair view on the consolidated financial position, the consolidated financial performance and the consolidated cash flows of the Group during the year. In order to prepare these Consolidated Financial Statements, the Board of Management must:

- · Select appropriate accounting policies and apply them consis-
- Make judgments and estimates reasonably and prudently;
- State clearly whether the accounting standards applied to the Group are followed or not, and all the material differences from these standards are disclosed and explained in the Consolidated Financial Statements;
- Prepare the Consolidated Financial Statements of the Group on the going-concern basis, except for the cases that the going-concern assumption is considered inappropriate; and
- Design and implement effectively the internal control system to minimize the risks of material misstatements due to frauds or errors in the preparation and presentation of the Consolidated Financial Statements.

The Board of Management hereby ensures that all the proper accounting books of the Group have been fully recorded and can fairly reflect the consolidated financial position of the Group at any time, and that all the accounting books have been prepared in compliance with the applicable Accounting System. The Board of Management is also responsible for managing the Group's assets and consequently has taken appropriate measures to prevent and detect frauds and other irregularities.

The Board of Management hereby commits to the compliance with the aforementioned requirements in preparation of the Consolidated Financial Statements

#### IV. APPROVAL ON THE FINANCIAL STATEMENTS

The Board of Management hereby approves the accompanying Consolidated Financial Statements, which give a true and fair view of the consolidated financial position as at 31 December 2024, the consolidated financial performance and the consolidated cash flows for the fiscal year then ended of the Group in conformity with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant statutory requirements on the preparation and presentation of Consolidated Financial Statements.



Nguyen Van Ban

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## 2 INDEPENDENT AUDITOR'S REPORT

#### No. 2.0276/25/TC-AC

#### THE SHAREHOLDERS, THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT F.I.T GROUP JOINT STOCK COMPANY

We have audited the accompanying Consolidated Financial Statements of F.I.T Group Joint Stock Group (hereinafter referred to as "the Company") and its subsidiaries (hereinafter collectively referred to as "the Group"), which were prepared on 28 March 2025, from page 5 to page 54, including the Consolidated Balance Sheet as at 31 December 2024, the Consolidated Income Statement, the Consolidated Cash Flow Statement for the fiscal year then ended and the Notes to the Consolidated Financial Statements.

#### I. RESPONSIBILITY OF THE BOARD OF MANAGEMENT

The Company's Board of Management is responsible for the preparation, true and fair presentation of the Group's Consolidated Financial Statements in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant statutory requirements on the preparation and presentation of Consolidated Financial Statements; and responsible for the internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Consolidated Financial Statements to be free from material misstatement due to fraud or error.

#### **II. RESPONSIBILITY OF AUDITORS**

Our responsibility is to express an opinion on the Consolidated Financial Statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical standards and requirements and plan and perform the audit to obtain reasonable assurance about whether the Group's Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Group's preparation and true and fair presentation of the Consolidated Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### **III. OPINION OF AUDITORS**

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the consolidated financial position as at 31 December 2024 of the Group, its consolidated financial performance and its consolidated cash flows for the fiscal year then ended in conformity with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant statutory requirements on the preparation and presentation of Consolidated Financial Statements.

#### **IV. OTHER MATTER**

The Auditor's Report on the Group's Consolidated Financial Statements for the fiscal year ended 31 December 2024 is prepared in Vietnamese and English. Should there be any conflict between the Vietnamese and English versions, the Vietnamese version shall take precedence.

A&C Auditing and Consulting Co., Ltd. Hanoi Branch

Vu Minh Khoi - Partner Audit Practice Registration Certificate No. 2897-2005-008-1 Authorized Signatory Hanoi, 25 March 2025 Nf

**Vu Tuan Nghia - Auditor** Audit Practice Registration Certificate: No. 4028-2022-008-1



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## 3 CONSOLIDATED BALANCE SHEET

CONSOLIDATED BALANCE SHEET As at 31 December 2024

Unit: VND

ASSETS	Code	Note	Ending balance	Beginning balance
A - Current assets	100		5,351,692,520,963	5,632,480,189,826
I. Cash and cash equivalents	110	V.1	101,436,456,286	43,305,574,290
1. Cash	111		98,436,456,286	43,305,574,290
2. Cash equivalents	112		3,000,000,000	
II. Short-term financial investments	120		887,299,541,667	1,501,601,291,666
1. Trading securities	121	V.2a	193,020,000,000	183,020,000,000
2. Provisions for diminution in value of trading securities	122	V.2a	(5,020,458,333)	(5,347,708,334)
3. Held-to-maturity investments	123	V.2b	699,300,000,000	1,323,929,000,000
III. Short-term receivables	130		3,861,942,225,341	3,599,188,814,645
1. Short-term trade receivables	131	V.3	428,564,441,476	369,134,649,119
2. Short-term prepayments to suppliers	132	V.4	122,138,612,325	97,704,005,925
3. Short-term inter-company receivables	133		-	-
4. Receivables based on the progress of construction contracts	134		-	-
5. Receivables for short-term loans	135	V.5	80,524,595,050	49,336,798,592
6. Other short-term receivables	136	V.6a	3,298,809,973,909	3,151,952,140,140
7. Allowance for short-term doubtful debts	137	V.7	(68,095,397,419)	(68,938,779,131)
8. Deficit assets for treatment	139		-	-
IV. Inventories	140	V.8	409,152,086,811	427,044,678,929
1. Inventories	141		420,372,965,652	437,703,536,426
2. Allowance for devaluation of inventories	149		(11,220,878,841)	(10,658,857,497)
V. Other current assets	150		91,862,210,858	61,339,830,296
1.Short-term prepaid expenses	151	V.9a	5,518,412,693	4,147,369,634
2. Deductible VAT	152		85,095,067,945	56,787,551,911
3. Taxes and other receivables from the State	153	V.19a	1,248,730,220	404,908,751
4. Trading Government bonds	154		-	-
5. Other current assets	155		-	-
B - Non-current Assets	200		2,396,115,491,927	2,089,073,339,476
I. Long-term receivables	210		4,796,500,000	4,525,200,000
1. Long-term trade receivables	211		-	-
2. Long-term prepayments to suppliers	212		-	-
3. Working capital in affiliates	213		-	-
4. Long-term inter-company receivables	214		-	-
5. Receivables for long-term loans	215			-
6. Other long-term receivables	216	V.6b	4,796,500,000	4,525,200,000
7. Allowance for long-term doubtful debts	219		-	-

#### Consolidated Balance Sheet (continued)

ASSETS	Code	Note	Ending balance	Beginning balance
II. Fixed assets	220		663,653,481,221	621,439,971,578
1. Tangible fixed assets	221	V.10	549,974,790,254	501,852,694,508
Historical costs	222		1,364,795,811,647	1,273,110,972,113
Accumulated depreciation	223		(814,821,021,393)	(771,258,277,605)
2. Financial leased assets	224	V.11	13,513,539,364	18,082,442,189
Historical costs	225		22,876,854,258	22,876,854,258
Accumulated depreciation	226		(9,363,314,894)	(4,794,412,069)
3. Intangible fixed assets	227	V.12	100,165,151,603	101,504,834,881
Historical costs	228		118,268,616,087	116,841,653,647
Accumulated depreciation	229		(18,103,464,484)	(15,336,818,766)
III. Investment properties	230	V.13	106,788,696,185	107,862,169,205
1. Historical costs	231		122,172,433,422	122,172,433,422
2. Accumulated depreciation	232		(15,383,737,237)	(14,310,264,217)
IV. Long-term assets in progress	240		794,862,764,019	438,277,035,121
1. Long-term work in progress	241	V.14	4,627,105,857	9,803,484,484
2. Construction-in-progress	242	V.15	790,235,658,162	428,473,550,637
V. Long-term financial investments	250		359,934,009,742	367,784,269,248
1. Investments in subsidiaries	251		-	-
2. Investments in joint ventures and associates	252		290,401,798,492	299,452,057,998
3. Investments in other entities	253	V.2c	69,532,211,250	68,332,211,250
4. Provisions for diminution in value of long-term financial investments	254	V.2d	-	-
5. Held-to-maturity investments	255		-	-
VI. Other non-current assets	260		466,080,040,760	549,184,694,324
1. Long-term prepaid expenses	261	V.9b	50,457,361,563	52,228,889,995
2. Deferred income tax assets	262	V.24a	5,213,703,667	5,145,010,093
3. Long-term components and spare parts	263		-	-
4. Other non-current assets	268		-	-
5. Goodwill	269	V.16	410,408,975,530	491,810,794,236
TOTAL ASSETS			7,747,808,012,890	7,721,553,529,302

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#### Consolidated Balance Sheet (continued)

RESOURCES	Code	Note	Ending balance	Beginning balance
C - Liabilities	300		1,806,932,964,486	1,956,484,819,495
I. Current liabilities	310		1,366,296,163,491	1,687,293,011,175
1. Short-term trade payables	311	V.17	108,239,994,256	88,644,880,168
2. Short-term advances from customers	312	V.18	23,793,973,340	6,774,197,491
3. Taxes and other obligations to the State Budget	313	V.19b	79,683,392,947	51,870,415,758
4. Payables to employees	314		37,438,812,333	30,472,437,942
5. Short-term accrued expenses	315	V.20	35,324,155,679	28,154,616,385
6. Short-term inter-company payables	316		-	-
7. Payables based on the progress of construction contracts	317		-	-
8. Short-term unearned revenue	318		116,562,537	105,965,942
9. Other short-term payables	319	V.21a	79,643,680,908	78,664,818,031
10. Short-term borrowings and financial leases	320	V.22a	990,095,796,598	1,388,515,152,095
11. Short-term provisions	321		-	-
12. Bonus and welfare funds	322	V.23	11,959,794,893	14,090,527,363
13. Price stabilization fund	323		_	-
14. Trading Government bonds	324		-	-
II. Non-current liabilities	330		440,636,800,995	269,191,808,320
1. Long-term trade payables	331		-	-
2. Long-term advances from customers	332		-	-
3. Long-term accrued expenses	333		-	-
4. Inter-company payables for working capital	334		-	-
5. Long-term inter-company payables	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337	V.21b	8,906,974,601	10,405,310,430
8. Long-term borrowings and financial leases	338	V.22b	403,148,637,153	220,819,293,280
9. Convertible bonds	339		-	-
10. Preferred shares	340		-	-
11. Deferred income tax liabilities	341	V.24b	28,581,189,241	37,967,204,610
12. Long-term provisions	342		-	-
13. Science and technology development fund	343		-	-

RESOURCES	Code	Note	Ending balance	Beginning balance
D - Owner's Equity	400		5,940,875,048,404	5,765,068,709,807
I. Owner's equity	410	V.25	5,940,875,048,404	5,765,068,709,807
1. Owner's contribution capital	411		3,399,330,340,000	3,399,330,340,000
Ordinary shares carrying voting right	411a		3,399,330,340,000	3,399,330,340,000
Preferred shares	411b		-	-
2. Share premiums	412		74,895,139,513	74,895,160,642
3. Bond conversion options	413		-	-
4. Other sources of capital	414		80,481,887,391	80,481,887,391
5. Treasury shares	415		-	-
6. Differences on asset revaluation	416		-	-
7. Foreign exchange differences	417		-	-
8. Investment and development fund	418		1,160,957,903	646,388,781
9. Business arrangement supporting fund	419		-	-
10. Other funds	420		-	-
11. Retained earnings	421		278,532,985,676	154,861,723,057
- Retained earnings of the current period to the end of the previous period	421a		159,269,404,327	290,366,440,414
- Retained earnings of the current period	421b		119,263,581,349	(135,504,717,357)
12. Construction investment fund	422		-	-
13. Non-controlling interests	429		2,106,473,737,921	2,054,853,209,936
II. Other sources and funds	430		-	-
Sources of expenditure	431		-	-
Fund to form fixed assets	432		-	-
TOTAL RESOURCES	440		7,747,808,012,890	7,721,553,529,302

Prepared on 25 March 2025

Prepared by

**General Director** 

Le Thi Thuong

Le Viet Cuong

**Chief Accountant** 

Nguyen Van Ban

## 4 ► CONSOLIDATED INCOME STATEMENT

For the fiscal year ended 31 December 2024

Unit: VND

ITEMS	Code	Note	Currrent year	Previous year
1. Revenue from sales of merchandise and rendering of services	01	VI.1	1,984,757,327,393	1,774,922,351,603
2. Revenue deductions	02	VI.2	31,099,252,252	29,154,717,054
3. Net revenue from sales of merchandise and rendering of services	10		1,953,658,075,141	1,745,767,634,549
4. Costs of sales	11	VI.3	1,560,804,580,933	1,397,449,110,731
5. Gross profit/ (loss) from sales of merchandise and rendering of services	20		392,853,494,208	348,318,523,818
6. Financial income	21	VI.4	249,647,745,886	224,570,492,615
7. Financial expenses	22	VI.5	55,098,285,958	256,828,269,033
In which: Interest expenses	23		50,280,915,507	68,807,184,388
8. Profit/ (loss) in joint ventures, associates	24		(9,050,259,506)	(12,267,114,557)
9. Selling expenses	25	VI.6	144,779,686,091	128,329,960,235
10. General and administration expenses	26	VI.7	208,773,148,649	192,636,130,792
11. Net operating profit/ (loss)	30		224,799,859,890	(17,172,458,184)
12. Other income	31		4,084,038,973	3,909,778,546
13. Other expenses	32		1,192,775,811	2,731,660,239
14. Other profit/ (loss)	40		2,891,263,162	1,178,118,307
15. Total accounting profit/ (loss) before tax	50		227,691,123,052	(15,994,339,877)
16. Current income tax	51		60,642,529,043	51,056,288,267
17. Profit/ (loss) after tax	52		(9,454,708,944)	31,148,741,960
18. Profit/ (loss) after tax	60		176,503,302,953	(98,199,370,104)
19. Profit/ (loss) after tax of the Holding Company	61		119,263,581,349	(135,504,717,357)
20. Profit/ (loss) after tax of non-controlling shareholders	62		57,239,721,604	37,305,347,253
21. Basic earnings per share	70	VI.8	351	(399)
22. Diluted earnings per share	71	VI.8	351	(399)

Prepared on 25 March 2025

Prepared by

Le Thi Thuong

**Chief Accountant** 

Le Viet Cuong

**General Director** 



Nguyen Van Ban

## **5** CONSOLIDATED CASH FLOW

## STATEMENT

(Indirect method)
For the fiscal year ended 31 December 2024

Unit: VND

ITEMS	Code	Note	Current year	Previous year
I. Cash flows from operating activities				
1. Profit/ (loss) before tax	01		227,691,123,052	(15,994,339,877)
2. Adjustments				
Depreciation and amortization of fixed assets and investment properties	02		141,768,253,706	146,583,463,163
Provisions and allowances	03		(608,610,369)	(10,516,626,339)
Exchange (gain)/ loss due to revaluation of			-	
monetary items in foreign currencies	04		195,322,557	142,309,703
(Gain)/ loss from investing activities	05		(40,330,295,581)	125,011,896,293
Interest expenses	06		50,280,915,507	68,807,184,388
Others	07		-	-
3. Operating profit/ (loss) before changes of working capital	08		378,996,708,872	314,033,887,331
(Increase)/ decrease of receivables	09		(253,586,676,826)	(164,657,303,944)
(Increase)/ decrease of inventories	10		22,590,849,151	(44,294,096,585)
Increase/ (decrease) of payables	11		87,229,380,437	31,601,315,078
(Increase)/ decrease of prepaid expenses	12		(12,648,077,492)	(1,549,710,029)
(Increase)/ decrease of trading securities	13		(10,000,000,000)	-
Interests paid	14		(50,683,522,971)	(68,377,762,047)
Corporate income tax paid	15	V.19	(32,830,336,716)	(26,103,670,913)
Other cash inflows from operating activities	16		-	-
Other cash outflows from operating activities	17		(4,483,467,477)	(2,272,824,110)
Net cash flows from operating activities	20		124,584,856,978	38,379,834,781

Unit: VND

#### Consolidated Statement of Cash Flows (continued)

ITEMS	Code	Note	Current year	Previous year
II. Cash flows from investing activities				
Purchases and construction of fixed assets and other non-current assets	21		(467,154,030,629)	(271,109,551,273)
2. Proceeds from disposals of fixed assets and other non-current assets	22		603,272,728	1,082,454,547
3.Cash outflows for lending, buying debt instruments of other entities	23		(714,250,000,000)	(1,707,796,603,225)
4. Cash recovered from lending, selling debt instruments of other entities	24		1,313,529,000,000	797,984,893,145
5. Investments into other entities	25	V.2c	(55,200,000,000)	(207,000,000,000)
6. Withdrawals of investments in other entities	26		-	352,000,000,000
7. Interests earned, dividends and profits received	27		72,075,148,856	166,489,989,643
Net cash flows from investing activities	30		149,603,390,955	(868,348,817,163)
III. Cash flows from financing activities				
1. Proceeds from issuing stocks and capital contributions from owners	31		-	3,000,000,000
2. Repayment for capital contributions and of stocks already issued	32		-	-
3. Proceeds from borrowings	33	V.22	2,361,490,599,291	3,262,348,691,685
4. Repayment for loan principal	34	V.22	(2,554,217,213,650)	(2,508,817,240,174)
5. Payments for financial leased assets	35	V.22	(23,363,397,265)	(12,320,695,760)
6. Dividends and profits paid to the owners	36		-	-
Net cash flows from financing activitites	40		(216,090,011,624)	744,210,755,751
Net cash flows during the year	50		58,098,236,309	(85,758,226,631)
Beginning cash and cash equivalents	60	V.1	43,305,574,290	129,067,828,987
Effects of fluctuations in foreign exchange rates	61		32,645,687	(4,028,066)
Ending cash and cash equivalents	70	V.1	101,436,456,286	43,305,574,290

Prepared on 25 March 2025

Prepared by **Chief Accountant** 

**General Director** 



Nguyen Van Ban

Le Thi Thuong Le Viet Cuong

## 6 ► NOTES TO THE CONSOLIDATED **FINANCIAL STATEMENTS**

#### I. GENERAL INFORMATION

#### 1. OWNERSHIP FORM

F.I.T Group Joint Stock Company (hereinafter referred to as "the Company" or "the Holding Company") is a joint stock company.

#### 2. OPERATING FIELDS

The Holding Company operates in the fields of financial investment, financial consultancy and services of leasing real estate.

#### 3. PRINCIPAL BUSINESS ACTIVITIES

The principal business activities of the Holding Company are:

- Trading real estate;
- Leasing offices;
- Services of: Investment consultancy, M&A consultancy, equitization consultancy, business administration consultancy, market development consultancy (not

including legal and financial consultancy); Investment consultancy, business financial management consultancy, human resource development consultancy (not including legal and financial consultancy); Real estate brokerage; Parking areas and public facilities.

#### 4. NORMAL OPERATING CYCLE

The normal operating cycle of the Group is within 12 months.

#### 5. STRUCTURE OF THE GROUP

The Group includes the Holding Company and 16 subsidiaries under the control of the Holding Company. All subsidiaries are consolidated in the Consolidated Financial Statements.

#### 5a. Information on the subsidiary's restructuring

On 23 August 2024, the Holding Company transferred 6,000,000 shares of FIT Consumer Joint Stock Company ("FC") - Subsidiary level 2, to Techno - Agricultural Supplying Joint Stock Company ("TSC") - Subsidiary level 1. Accordingly, the Group's benefit rate in FC decreased from 48.77% to 46.35%. The book value of FC's net assets (excluding goodwill) as of the acquisition date was VND 1,384,801,064,614. The difference between the purchase price and the book value of the acquired ownership was recorded in the item "Retained earnings" in the Consolidated Balance Sheet (Note V.25).

#### 5b. List of consolidated subsidiaries

#### Subsidiaries level 1

	Address of	Duin aim al a ativit	Ending	g balance	Beginnir	ng balance
Name	head office	Principal activity	Benefit rate	Voting rate	Benefit rate	Voting rate
Techno - Agricultural Supplying Joint Stock Company (i) ("TSC")	No. 1D Pham Ngu Lao, Thoi Binh Ward, Ninh Kieu District, Can Tho City	Trading agricultural products	41.07%	41.07%	41.07%	41.07%
Cuu Long Pharmaceutical Joint Stock Company ("DCL")	No. 150, Road 14/9, Ward 5, Vinh Long City, Vinh Long Province	Trading pharmaceuti- cals and medical equipment	58.05%	58.05%	58.05%	58.05%
F.I.T Viet Nam Trading and Import Export Co., Ltd ("FXK")	5th Floor, Times Tower, No. 35 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City	Importing and exporting agricultural products	100%	100%	100%	100%
F.I.T. Land Investment Joint Stock Company ("FLD")	5th Floor, Times Tower, No. 35 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City	Trading real estate	99.90%	99.90%	99.90%	99.90%

(i) Although the Company's ownership rate and voting rate at TSC's General Meeting of Shareholders are only 41.07%, the Company is still TSC's Holding Company due to having the right to cash a majority of votes at meetings of the BOD or the equivalent management level.

#### Subsidiaries level 2

	Address of Duing in all a chilling		Ending	g balance	Beginning balance	
Name	head office	Principal activity	Benefit rate	Voting rate	Benefit rate	Voting rate
Subsidiaries of Techno - A	Agricultural Supplying Joint	Stock Company				
Westfood Exporting and Processing Joint Stock Company ("WFC") (*)	Cai Son Hang Bang Industrial Zone, Hoang Quoc Viet Road, Zone 4, An Binh Ward, Ninh Kieu District, Can Tho City	Processing, importing and exporting agricul- tural products	18.48%	45.00%	18.48%	45.00%
TSC Seeds Joint Stock Company ("TSC Seeds")	No. 1D Pham Ngu Lao, Thoi Binh Ward, Ninh Kieu District, Can Tho City	Trading seeds	23.67%	57.63%	23.67%	57.63%
FIT Consumer Joint Stock Company ("FC") (**)	No. 1D Pham Ngu Lao, Thoi Binh Ward, Ninh Kieu District, Can Tho City	Trading consumer goods	46.35%	100.00%	48.77%	100.00%
Nong Tin Seeds Corporation ("Nong Tin")	No. 276 Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City	Producing, trading plant varieties	31.90%	77.67%	31.90%	77.67%
Subsidiaries of Cuu Long	Pharmaceutical Joint Stock	c Company				
Pharmaceutical and Medical Equipment Production Trading and Import-Export Joint	No. 11, Lanexang Road, Hatsady Village, Chanthabory District, Laos	Introducing medicine	29.61%	51.00%	29.61%	51.00%
VPC - Saigon Pharmaceuti- cal Co., Ltd. ("VPC - Saigon") (**)	No. 150, Road 14/9, Ward 5, Vinh Long City, Vinh Long Province	Trading pharmaceuti- cals and medical equipment	58.05%	100,.00%	58.05%	100.00%

Benovas Pharmaceutical Joint Stock Company	No. 276 Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City	Trading pharmaceuti- cals, capsules of all kinds	58.04%	99.98%	58.04%	99.98%
Benovas Medical Devices Joint Stock Company ("Benovas MD") (**)	No. 68D, Group 05, Thanh My 1 Hamlet, Thanh Duc Commune, Long Ho District, Vinh Long Province	Producing and trading medical devices and equipment	58.05%	100.00%	58.05%	100.00%
Benovas Oncology Joint Stock Company	5th Floor, HACC1 Complex Building at Lot 2.6, Le Van Luong Road, Nhan Chinh Ward, Thanh Xuan District, Hanoi City	Producing medicine, pharmaceutical chemicals and medici- nal herbs	48.76%	84.00%	48.76%	84.00%
Subsidiary of F.I.T. Land I	nvestment Joint Stock Com	pany				
Charlotte Real Estate Investment and Development JSC. ("Charlotte")	5th Floor, HACC1 Complex Building at Lot 2.6, Le Van Luong Road, Nhan Chinh Ward, Thanh Xuan District, Hanoi City	Trading real estate, land use right held by owner, user or lessee	98.61%	98.71%	98.61%	98.71%

(\*) Although TSC's ownership rate and voting rate at WFC's General Meeting of Shareholders are only 45.00%, TSC is still WFC's Parent Company due to having the right to cash a majority of votes at meetings of the BOD or the equivalent management level.

(\*\*) FC, Benovas MD, VPC - Saigon: All shareholders of these companies are entities that belong to the Group. Therefore, the Group holds 100% of the voting rights in these companies.

#### Subsidiaries level 3

			Ending	balance	Beginning	balance
Name	Address of head office	Principal activity	Benefit rate	Voting rate	Benefit rate	Voting rate
Subsidiary of Westfood Exporting and Processing Joint Stock Company						
Westfood Hau Giang Joint Stock Company	Song Hau Industrial Zone – Phase 1, Dong Phu Commune, Chau Thanh District, Hau GiangProvince	Processing agricultural products	18.38%	99.47%	18.11%	98.00%
Subsidiary of FIT Consumer Joint Stock Company						
Khanh Hoa Mineral Water Joint Stock Company ("Vikoda")	Dien Tan Commune, Dien Khanh District, Khanh Hoa Province	Producing mineral water and products from mineral water, providing services	44.27%	95.53%	46.59%	95.53%

#### Operation of the subsidiaries during the year

- Pharmaceutical and Medical Equipment Production Trading and Import-Export Joint Venture Company has temporarily stopped its operation since 2013.
- The principal activity of the subsidiaries, including VPC Saigon, Benovas Oncology, TSC, FXK, Charlotte, TSC Seeds, FC, and Nong Tin, during the year was financial investment, including investments in shares of unlisted companies, capital contributions and investment cooperation contracts.
- Benovas MD is currently in the construction phase of its production facility and has not yet come into operation.
- Other subsidiaries are in their normal business operation and have not experienced any significant change as compared to that of the previous year.

### 5c. List of associates accounted for in the Consolidated Financial Statements by using the equity method

The Group has only one associate, which is the associate of FIT Consumer Joint Stock Company (subsidiary level 2).

	Address of	of		nip rate	Votin	g rate
Name	head office	Principal activity	Ending balance	Beginning balance	Ending balance	Beginning balance
FIT Cosmetics Joint Stock Company	No. 276 Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City	Distributing cosmetics	22.71%	23.9%	49.00%	49.00%

#### 6. Statement on information comparability in the Consolidated Financial Statements

The corresponding figures of the previous year are comparable to those of the current year...

#### 7. Employees

As of the balance sheet date, there were 1,662 employees working for the companies in the Group (at the beginning of the year: 1,695 employees).

#### II. FISCAL YEAR AND ACCOUNTING CURRENCY

#### 1. FISCAL YEAR

The fiscal year of the Group is from 1 January to 31 December annually.

#### 2. ACCOUNTING CURRENCY UNIT

The accounting currency unit is VND because payments and receipts of the Group are primarily made in VND.

#### III. ACCOUNTING STANDARDS AND SYSTEM

#### 1. ACCOUNTING SYSTEM

The Group applies the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, which were issued together with the Circular No. 200/2014/TT-BTC dated 22 December 2014, the Circular No. 53/2016/TT-BTC dated 21 March 2016 on guideline for accounting policies for enterprises, the Circular No. 202/2014/TT-BTC dated 22 December 2014 giving guidance on the preparation and presentation of Consolidated Financial Statements as well as other Circulars guiding the implementation of the Vietnamese Accounting Standards of the Ministry of Finance in the preparation and presentation of Consolidated Financial Statements.

#### 2. STATEMENT ON THE COMPLIANCE WITH THE ACCOUNTING STANDARDS AND SYSTEM

The Board of Management ensures the compliance with all the requirements of the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, which were issued together with the Circular No. 200/2014/TT-BTC dated 22 December 2014, the Circular No. 53/2016/TT-BTC dated 21 March 2016, the Circular No. 202/2014/TT-BTC dated 22 December 2014, as well as other Circulars guiding the implementation of the Vietnamese Accounting Standards of the Ministry of Finance in the preparation and presentation of Consolidated Financial Statements.

#### **IV. ACCOUNTING POLICIES**

#### 1. BASIS OF PREPARATION OF THE CONSOLIDATED FINANCIAL STATEMENTS

All the Consolidated Financial Statements are prepared on the accrual basis (except for the information related to cash flows). The Consolidated Financial Statements are prepared in Vietnamese and English, in which the Consolidated Financial Statements in Vietnamese are the official statutory financial statements of the Group. The Consolidated Financial Statements in English have been translated from the Vietnamese version. Should there be any conflict between the Vietnamese and English versions, the Vietnamese version shall take precedence.

#### 2. BASIS OF CONSOLIDATION

The Consolidated Financial Statements include the Financial Statements of the Holding Company and the Financial Statements of its subsidiaries. A subsidiary is a business that is controlled by the Holding Company. The control exists when the Holding Company has the power to directly or indirectly govern the financial and operating policies of the subsidiary to obtain economic benefits from its activities. In determining the control power, the potential voting right arising from share call options, debt or equity instruments that are convertible into ordinary shares as of the end of the fiscal year shall be taken into consideration.

The business performance results of the subsidiaries that are acquired or disposed of during the year are included in the Consolidated Income Statement from the date of acquisition or until the date of disposal of those subsidiaries.

The Financial Statements of the Holding Company and its subsidiaries used for consolidation are prepared for the same accounting period and apply consistent accounting policies for similar transactions and events in similar circumstances. In case the subsidiaries' accounting policies are different from those that are applied consistently within the Group, the appropriate adjustments should be made to the subsidiaries' Financial Statements before they are used to prepare the Consolidated Financial Statements.

Intra-group balances in the balance sheet and intra-group transactions and unrealized intra-group gains or losses resulting from these transactions are eliminated when preparing the Consolidated Financial Statements. Unrealized losses resulting from intra-group transactions are also eliminated unless costs that cause those losses cannot be recovered.

Non-controlling interests ("NCI") include the gains or losses of the subsidiary's business performance results and net assets that are not held by the Group and are presented in a specific item in the Consolidated Income Statement and the Consolidated Balance Sheet (as a part of the owner's equity). NCI include the value of NCI at the date of initial business combination and those in the changes of owner's equity commencing from that date. Losses arising in subsidiaries are allocated to NCI based on the non-controlling shareholders' ownership rate in the subsidiaries, even if those losses excess the non-controlling shareholders' ownership in the net assets of the subsidiaries.

#### 3. CASH AND CASH EOUIVALENTS

Cash includes cash on hand and demand deposits in banks. Cash equivalents are short-term investments of which the due dates do not exceed 3 months from the dates of the investments that are readily convertible into known amounts of cash and that are subject to an insignificant risk of change in value as of the balance sheet date.

#### **4.FINANCIAL INVESTMENTS**

#### Trading securities

Investments classified as trading securities are those held by the Group for the trading purpose with the aim of making profit.

Trading securities are recognized at original costs which include fair value of the payments made at the time of the transaction plus other attributable transaction costs.

The time of recognizing trading securities is when the Group acquires the ownership, as follows:

- For listed securities: recognized at the time of order-matching (T+0).
- · For unlisted securities: recognized at the time of acquiring official ownership as stipulated by law.

Interest, dividends, and profit of the periods prior to the acquisition of trading securities are deducted from the cost of such securities. Interest, dividends and profit of the periods after the acquisition of such securities are recorded in the Group's financial income. Particularly, stock dividends received are not recorded as an increase in value, but the increasing quantity of shares is followed up.

Provisions for diminution in value of trading securities are made for each particular type of securities on the market of which the fair value is lower than its original costs. Fair value of trading securities is determined as follows:

- For shares traded on unlisted public Group market (UPCOM), their fair value is the average reference price in the last 30 consecutive transaction days prior to the balance sheet date, as disclosed by the Stock Exchange.
- For unlisted shares, provisions are made based on the losses suffered by investees, with the provision amount determined by the difference between owners' actual contributed capital and total owners' equity as of the balance sheet date multiplied (x) by the Group's rate of charter capital owning in these investees.

Increases/ (decreases) in the provisions for diminution in value of trading securities to be recognized as of the balance sheet date are recorded into "Financial expenses".

Gain or loss on transfer of trading securities is recognized into financial income or financial expenses. Cost of trading securities

transferred is determined by using the mobile weighted average method.

#### Held-to-maturity investments

Investments are classified as held-to-maturity investments that the Group intends and is able to hold to maturity. Held-to-maturity investments of the Group only include term deposits in banks. Interest income from these held-to-maturity investments after acquisition date is recognized in the Consolidated Income Statement on the accrual basis.

#### Loans

Loans are determined at original costs less allowance for doubtful debts. Allowance for doubtful debts of loans is made on the basis of estimated losses.

#### Investments in associates

An associate is an entity which the Group has significant influence but does not have the right to control its financial and operating policies. Significant influence is the right to participate in making resolution on the associate's financial and operating policies but not control those policies.

Investments in associates are recognized using the equity method. Accordingly, the investments in associates are presented in the Consolidated Financial Statements at their initial costs and adjusted for changes in the associates' net assets after the investment date. If the Group's share of losses in an associate exceeds or equals the carrying amount of the investment, the carrying value of the investment presented in the Consolidated Financial Statements will be reduced to zero, unless the Group has an obligation to make payments on behalf of the associate.

The Financial Statements of associates are prepared for the same accounting period of the Group. In case the accounting policies of an associate are different from those that are applied consistently within the Group, the Financial Statements of that associate will be suitably adjusted before being used to prepare the Consolidated Financial Statements.

Unrealized gains and losses arising from transactions with associates are eliminated by the proportion belong to the Group when preparing the Consolidated Financial Statements.

#### Investments in equity instruments of other entities

Investments in equity instruments of other entities include such investments in equity instruments that do not enable the Group to have the control, joint control or significant influence on these entities.

Investments in equity instruments of other entities are initially recognized at costs, including cost of purchase or capital contributions plus other directly attributable transaction costs. Dividend and profit of the periods prior to the acquisition of investments are deducted from the cost of such investments. Dividend and profit of the periods after the acquisition of such investments are recorded in the Group's financial income. Particularly, stock dividends received are not recorded as an increase in value, but the increasing quantity of shares is followed up.

Provisions for impairment of investments in equity instruments of other entities are made as follows:

- For investments in listed shares or fair value of investments which is reliably measured, provisions are made based on the market value of shares.
- For investments of which the fair value cannot be measured at the time of reporting, provisions are made based on the losses suffered by investees, with the provision amount determined by the difference between owners' actual contributed capital and total owners' equity as of the balance sheet date multiplied (x) by the Group's rate of charter capital owning in these investees..

Increases/ (decreases) in the provisions for impairment of investments in equity instruments of other entities to be recognized as of the balance sheet date are recorded into "Financial expenses".

#### 5. RECEIVABLES

Receivables are recognized at the carrying amounts less allowances for doubtful debts.

The classification of receivables as trade receivables and other receivables is made according to the following principles:

- Trade receivables reflect receivables concerning the commercial nature arising from purchase and sale transactions between the Group and customers who are independent to the Group.
- Other receivables reflect receivables not concerning the commercial nature and irrelevant to purchase and sale transactions.

Allowance is made for each doubtful debt after being offset against liabilities (if any). The allowance rate is based on the debts' duration of overdue or the estimated loss as follows:

- As for overdue debts:
- -30% of the value of debts with the duration of overdue from 6 months to under 1 year.
- 50% of the value of debts with the duration of overdue from 1 year to under 2 years.
- -70% of the value of debts with the duration of overdue from 2 years to under 3 years.
- -100% of the value of debts with the duration of overdue from or over 3 years.
- As for the debts that are not overdue, but considered as doubtful debts: Allowance is made on the basis of the estimated loss

Increases/ (decreases) in the allowance for doubtful debts to be recognized as of the balance sheet date are recorded into "General and administration expenses".

#### 6. INVENTORIES

Inventories are recognized at the lower of cost and net realizable value.

Costs of inventories are determined as follows:

- For materials and merchandise: Costs comprise costs of purchases and other directly attributable costs incurred in bringing the inventories to their present location and conditions.
- For work in progress: Costs comprise main materials, labor and other directly attributable costs.
- For finished goods: Costs comprise costs of materials, direct labor and directly attributable general manufacturing expenses allocated on the basis of normal operation.

For inventories serving pharmaceutical production and trading activities at Cuu Long Pharmaceutical Joint Stock Company, the cost of inventories is determined using the first-in first-out (FIFO) method. For other inventories, the cost of inventories is determined using the weighted average method and recorded in accordance with the perpetual inventory system.

Net realizable value is the estimated selling prices of inventories in an ordinary course of business less the estimated expenses on product completion and other necessary expenses to make the sale.

Allowance for inventories is recognized for each type of inventories when their costs are higher than their net realizable value. Increases/ (decreases) in the allowance for inventories to be recognized as of the balance sheet date are recorded into "Costs of sales".

#### 7. PREPAID EXPENSES

Prepaid expenses comprise actual expenses arising and relevant to financial performance in several fiscal years. These prepaid expenses are allocated over the prepayment period or the period in which corresponding economic benefits are generated from these expenses.

Prepaid expenses of the Group's mainly include:

#### Tools

Expenses for tools in use are allocated to expenses in accordance with the straight-line method for the maximum period of 36 months.

#### Expenses for acquiring water exploitation right

- Expenses for acquiring exploitation right of Danh Thanh mineral water mine for a period of 20 years are paid in 10 installments starting from the date of licensing. Prepaid expenses in each payment are allocated in accordance with the straight-line method in 24 months over the exploitation term.
- Expenses for acquiring exploitation right of Suoi Dau mineral water mine have not been allocated, as the exploitation has not yet started.

#### 8. TANGIBLE FIXED ASSETS

Tangible fixed assets are determined by their historical costs less accumulated depreciation. Historical costs of tangible fixed assets include all the expenses paid by the Group to bring the asset to its working condition for its intended use. Other expenses arising subsequent to initial recognition are included into historical costs of fixed assets only if it can be clearly demonstrated that the expenditure has resulted in future economic benefits expected to be obtained from the use of these assets. Those which do not meet the above conditions will be recorded into operating costs during the year.

When a tangible fixed asset is sold or disposed, its historical cost and accumulated depreciation are written off, then any gain or loss arising from such disposal is included in the income or the expenses during the year.

Tangible fixed assets are depreciated in accordance with the straight-line method over their estimated useful lives. The depreciation years applied are as follows:

Class of fixed assets	Years
Buildings and structures	05 - 50
Vehicles	05 – 20
Machinery and equipment	03 - 25
Office equipment	02 - 10
Other fixed assets	10 - 20

#### 9. FINANCIAL LEASED ASSETS

A lease is classified as a finance lease if substantially all the risks and rewards associated with the ownership of the asset are transferred to the lessee. Financial leased assets are determined by their historical costs less accumulated depreciation. Historical cost is the lower cost of the fair value of the leased asset at commencement of the lease term and the present value of the minimum lease payments. Discount rate used to calculate the present value of the minimum lease payments is the interest rate implicit in the lease or else mentioned in the lease. If the interest rate implicit in the lease cannot be determined, the incremental borrowing rate at commencement of the lease term will be applied.

Financial leased assets are depreciated using the straight-line method over their estimated useful lives. If there is no reasonable certainty that the Group will obtain ownership at the end of the lease, the fixed asset shall be depreciated over the shorter of the lease term and the estimated useful life of the asset. The depreciation years of the financial leased machinery and equipment are 5 years.

#### 10. INTANGIBLE FIXED ASSETS

Intangible fixed assets are determined by their historical costs less accumulated amortization.

Historical costs of intangible fixed assets include all the costs paid by the Group to bring the asset to its working condition for its intended use. Other costs relevant to intangible fixed assets arising subsequent to initial recognition are included into operating costs during the period, otherwise, these costs are included into historical costs of fixed assets only if they are associated with a specific intangible fixed asset and result in future economic benefits expected to be obtained from the use of the asset. When an intangible fixed asset is sold or disposed, its historical costs and accumulated amortization are written off, then any gain or loss arising from such disposal is included in the income or the expenses during the year.

Intangible fixed assets of the Group include:

#### Land use right

Land use right includes all the actual expenses paid by the Group directly attributable to the land being used such as expenses to obtain the land use right, expenses for site clearance compensation and ground leveling, registration fees, etc. Land use right is amortized in accordance with the straight-line method over the land grant term (from 36 to 38 years). If the land use right is indefinite, it is not amortized.

#### Computer software

Costs to obtain computer software, which is not a part associated with the relevant hardware, will be capitalized. Costs of computer software include all the expenses paid by the Group until the date the software is put into use. Computer software is amortized in accordance with the straight-line method in 3 years.



#### 11. INVESTMENT PROPERTIES

Investment property is property which is land use right, a building or part of a building held by the Group as the owner to earn rentals. Investment property for lease is measured at its historical costs less accumulated depreciation. Historical costs include all the expenses paid by the Group or the fair value of other considerations given to acquire the asset up to the date of its acquisition or construction.

Subsequent expenditure on an investment property is added to the investment property's carrying amount when it is probable that future economic benefits will flow to the entity. All other subsequent expenditure is expensed in the period in which it is incurred. When the investment property is sold or disposed, its historical cost and accumulated depreciation are written off, then any gain or loss arising from such disposals is included in the income or the expenses.

The transfer from owner-occupied property or inventories into investment property shall be made when, and only when, there is a change in use evidenced by the end of owner-occupation and the commencement of an operating lease to another party or the end of construction. The transfer from investment property to owner-occupied property or inventories shall be made when, and only when, there is a change in use evidenced by the commencement of owner-occupation or the commencement of development with a view to sale. The transfer from investment property to owner-occupied property or inventories does not change the historical cost or net book value of investment property at the date of transfer.

Investment property held to earn rentals is depreciated using the straight-line method based on its estimated useful life. Investment properties, which are buildings and structures, are amortized in the period from 25 to 47 years.

Indefinite land use right and investment properties held for capital appreciation are not amortized or depreciated.

#### 12. CONSTRUCTION-IN-PROGRESS

Construction-in-progress reflects the expenses (including relevant borrowing interest expenses following the accounting policies of the Group) directly attributable to the construction of plants and the installation of machinery and equipment to serve for production, leasing, and management as well as the repair of fixed assets, which have not been completed yet. Assets in the progress of construction and installation are recorded at historical costs and not depreciated.

#### 13. BUSINESS COMBINATION AND GOODWILL

The business combination is accounted for using the purchase method. Costs of business combination include the fair value at the date of exchange, of assets given, liabilities incurred or assumed, and equity instruments issued by the Group in exchange for control of the acquiree plus any costs directly attributable to the business combination. The assets acquired, identifiable liabilities and contingent liabilities in a business combination are recognized at fair value as of the date of obtaining control.

For a business combination achieved in stages, the costs of the business combination include the consideration transferred at the date of obtaining control of the subsidiary and the previous consideration transferred which have been revaluated at fair value on the above-mentioned date. The difference between the investment's revaluated cost and its historical cost is recognized as the profit or loss if before the date of obtaining control, the Group does not have a significant influence on the investee, and the investment is accounted for using the cost method. If before the date of obtaining control, the Group has a significant influence on the investee, and the investment is accounted for using the equity method, the difference between the investment's revaluated cost and its value under the equity method is recognized into the profit or loss, and the difference between its value under the equity method and its historical cost is recognized directly into "Retained earnings" in the Consolidated Balance Sheet.

The excess of the business combination cost over the Group's interest in the net fair value of the identifiable assets, liabilities, and contingent liabilities at the date of obtaining control of the subsidiary is recorded as goodwill. If the Group's interest in the net fair value of the identifiable assets, liabilities, and contingent liabilities at the date of obtaining control of the subsidiary exceeds the cost of the business combination, the difference is recorded in the Consolidated Income Statement.

Goodwill is amortized over 10 years using the straight-line method. If there are indicators that the goodwill is impaired with the impairment loss exceeds the annually allocated amount, the higher amount will be recorded in the Consolidated Income Statement.

Non-controlling interests at the date of initial business combination are determined on the basis of the non-controlling shareholders' ownership in the net fair value of assets, liabilities and contingent liabilities recognized.

#### 14. PAYABLES AND ACCRUED EXPENSES

Payables and accrued expenses are recorded based on the amounts payable for merchandise and services already used. Accrued expenses are recorded based on reasonable estimates for the amounts payable.

The classification of payables as trade payables, accrued expenses, and other payables is made on the basis of following principles:

- Trade payables reflect payables of commercial nature arising from the purchase of merchandise, services, or assets and the seller is an independent entity with the Group.
- Accrued expenses reflect expenses for merchandise, services received from suppliers or supplied to customers but have not been
  paid, invoiced or lack of accounting records and supporting documents; pay on leave payable to employees; and accrual of operating
  expenses.
- Other payables reflect payables of non-commercial nature and irrelevant to purchase, sales of merchandise or rendering of services.

Payables and accrued expenses are classified into short-term and long-term ones in the Consolidated Balance Sheet based on the remaining terms as of the balance sheet date.

#### 15.0WNER'S EQUITY

#### Owner's contribution capital

Owner's contribution capital is recorded according to the actual amounts contributed by the Company's shareholders.

#### Share premiums

The differences between the issuance price and face value upon the IPO, additional issue or the difference between the re-issuance price and carrying value of treasury shares and the equity component of convertible bonds upon maturity date are recognized into share premiums. Expenses directly attributable to the additional issue of shares and the re-issuance of treasury shares are recorded as a decrease in share premiums.

#### 16. PROFIT DISTRIBUTION

Profit after tax is distributed to the shareholders after appropriation for funds under the Charter of the Group as well as legal regulations and approved by the General Meeting of Shareholders.

The distribution of profits to the shareholders is made in consideration of non-cash items in retained earnings that may affect cash flows and the ability to pay dividends such as gains from revaluation of assets invested in other entities, gains from revaluation of monetary items, financial instruments and other non-cash items.

Dividends are recorded as payables upon approval of the General Meeting of Shareholders.

#### 17. RECOGNITION OF REVENUE AND INCOME

#### Revenue from sales of merchandise, finished goods

Revenue from sales of merchandise, finished goods shall be recognized when all of the following conditions are satisfied:

The Group has transferred most of risks and benefits incident to the ownership of merchandise or products to the customer.

The Group retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the merchandise, products sold.

The amount of revenue can be measured reliably. When the contract stipulates that the buyer has right to return merchandise, products purchased under specific conditions, revenue is recognized only when those specific conditions no longer exist and the buyer retains no right to return merchandise, products (except for the case that the customer has the right to return the merchandise or products in exchange for other merchandise or services).

It is probable that the economic benefits associated with sale transactions will flow to the Group.

The cost incurred or to be incurred in respect of the sale transaction can be measured reliably.

#### Revenue from rendering of services

Revenue from rendering of services shall be recognized when all of the following conditions are satisfied:

- The amount of revenue can be measured reliably. When the contract stipulates that the buyer is entitled to return the services rendered under specific conditions, revenue is recognized only when those specific conditions no longer exist and the buyer is not entitled to return the services rendered.
- The Group received or shall probably receive the economic benefits associated with the rendering of services.
- The stage of completion of the transaction at the end of reporting period can be measured reliably.
- The costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

  In the case that the services are rendered in several accounting periods, revenue is recognized on the basis of the stage of completion as of the balance sheet date.

#### Revenue from operating leases

Revenue from operating leases is recognized using the straight-line method during the lease term. Rentals received in advance for several periods are allocated to revenue in consistence with the lease term.

#### Interes

Interest is recorded, based on the term and the actual interest rate applied in each particular period.

#### Dividend income

Income from dividends is recognized when the Group has the right to receive dividends from the investees. Particularly, stock dividends received are not recorded as an increase in value, but the increasing quantity of shares is followed up.

#### 18. REVENUE DEDUCTIONS

Revenue deductions include trade discounts, sales allowances, sales returns incurred in the same period of providing products, merchandise which are recorded as a deduction of revenue in such period.

In case of products, merchandise, services provided in the previous year but trade discounts, sales allowances, sales returns incurred in the current year, revenue deductions shall be recorded as follows:

- If trade discounts, sales allowances, sales returns incur prior to the release of the Consolidated Financial Statements, such revenue deductions are recognized in the Consolidated Financial Statements of the current year.
- If trade discounts, sales allowances, sales returns incur after the release of the Consolidated Financial Statements, such revenue deductions are recognized in the Consolidated Financial Statements of the following year.

#### 19. BORROWING COSTS

Borrowing costs are interest expenses and other costs that the Group directly incurs in connection with the borrowings. Borrowing costs are recorded as expenses when incurred.

#### 20. EXPENSES

Expenses are those that result in outflows of the Group's economic benefits and are recorded at the time of transactions or when incurrence of the transaction is reliable regardless of whether payment for expenses is made or not.

Expenses and their corresponding revenues are simultaneously recognized in accordance with matching principle. In the event that matching principle conflicts with prudence principle, expenses are recognized based on the nature and regulations of accounting standards in order to guarantee that transactions can be fairly and truly reflected,

#### 21. CORPORATE INCOME TAX

Corporate income tax includes current income tax and deferred income tax.

#### Current income tax

Current income tax is the tax amount computed based on the taxable income. Taxable income is different from accounting profit due to the adjustments of temporary differences between tax and accounting figures, non-deductible expenses as well as those of non-taxable income and losses brought forward.

#### Deferred income tax

Deferred income tax is the amount of corporate income tax payable or refundable due to temporary differences between book value of assets and liabilities serving the preparation of the Financial Statements and the value for tax purposes. Deferred income tax liabilities are recognized for all the temporary taxable differences. Deferred income tax assets are recorded only when there is an assurance on the availability of taxable income in the future against which the temporarily deductible differences can be used.

Carrying value of deferred corporate income tax assets is considered as of the balance sheet date and will be reduced to the rate that ensures enough taxable income against which the benefits from part of or all of the deferred income tax can be used. Deferred corporate income tax assets, which have not been recorded before, are considered as of the balance sheet date and are recorded when there is certainly enough taxable income to use these unrecognized deferred corporate income tax assets.

Deferred income tax assets and deferred income tax liabilities are determined at the estimated rate to be applied in the year when the assets are recovered or the liabilities are settled based on the effective tax rates as of the balance sheet date. Deferred income tax is recognized in the Income Statement. In the case that deferred income tax is related to the items of the owner's equity, corporate income tax will be included in the owner's equity.

- The Group shall offset deferred tax assets and deferred tax liabilities when:
- The Group has the legal right to offset current income tax assets against current income tax liabilities; and Deferred income tax assets and deferred income tax liabilities are relevant to corporate income tax which is under the management of one tax authority either:
- Of the same subject to corporate income tax; or
- -The Group has intention to pay current income tax liabilities and current income tax assets on a net basis or recover tax assets and settle tax liabilities simultaneously in each future period to the extent that the majority of deferred income tax liabilities or deferred income tax assets are paid or recovered.

#### 22. RELATED PARTIES

Parties are considered to be related parties in case that one party is able to control the other party or has significant influence on the financial and operating decisions of the other party. Parties are also considered to be related parties in case that they are under the common control or under the common significant influence.

In considering each possible related party relationship, attention is directed to the substance of the relationship and not merely the legal form.

#### 23. SEGMENT REPORTING

A business segment is a distinguishable component of the Group that is engaged in manufacturing or providing products or services and that is subject to risks and returns that are different from those of other business segments.

A geographical segment is a distinguishable component of the Group that is engaged in manufacturing or providing products or services within a particular economic environment and that is subject to risks and returns that are different from those of components operating in other economic environments.

The segment information is prepared and presented in conformity with the accounting policy applied for the preparation and presentation of the Group's Consolidated Financial Statements.



## V. ADDITIONAL INFORMATION ON THE ITEMS OF THE CONSOLIDATED BALANCE SHEET

#### 1. CASH AND CASH EQUIVALENTS

	Ending balance	Beginning balance
Cash on hand	374,389,306	491,312,304
Demand deposits in banks	98,062,066,980	42,814,261,986
Cash equivalents - Bank term deposits of which the principal maturity is from or under 3 months	3,000,000,000	-
Total	101,436,456,286	43,305,574,290

#### 2. FINANCIAL INVESTMENTS FINANCIAL INVESTMENTS

#### 2a. Trading securities

	Ending balance		Beginning balance		
	Original cost	Provision	Original cost	Provision	
UPCOM shares	6,125,000,000	(5,020,458,333)	6,125,000,000	(5,347,708,334)	
Unlisted shares	186,895,000,000	-	176,895,000,000	-	
Total	193,020,000,000	(5,020,458,333)	183,020,000,000	(5,347,708,334)	

The fair value of UPCOM shares as at 31 December 2024 was VND 1,104,541,667 (beginning balance: VND 777,291,666). The Group has not determined fair value of the unlisted shares because there have not been any specific instructions on determination of fair value of these shares.

Fluctuations in provisions for diminution in value of trading securities are as follows:

	Current year	Previous year
Beginning balance	5,347,708,334	5,418,875,000
Reversal of provision	(327,250,001)	(71,166,666)
Ending balance	5,020,458,333	5,347,708,334

#### 2b. Held-to-maturity investments (short-term)

	Ending balance	Previous year
Term deposits (i)	699,300,000,000	1,323,929,000,000

These are the term deposits in commercial banks; with the term under 12 months, the carrying value equal to their original costs, the interest rate as of the balance sheet date ranging from 2.9% to 5.5% per year (at the beginning of the year: from 4.3% to 9% per year). Among these, total value of the term deposits which have been pledged as collateral for the bank loans of the Holding Company and the subsidiaries is VND 699.1 billion.

#### 2c. Investments in associates (FIT Cosmetics Joint Stock Company ("FIT Cosmetics")

	Ending balance	Previous year
Original costs	383,137,080,000	383,137,080,000
Loss after investment date	(92,735,281,508)	(83,685,022,002)
Total	290,401,798,492	299,452,057,998

The value of the Group's ownership in the associate is as follows:

	Current year
Beginning balance	299,452,057,998
Loss during the year	(9,050,259,506)
Ending balance	290,401,798,492

#### Operation of the associate

The principal activity of FIT Cosmetics during the year is the exclusive distribution of merchandise and cosmetics of Today Cosmetic JSC. FIT Cosmetics suffered losses during the year and had accumulated losses.

#### Transactions with the associate

Note VIII.1

#### 2d. Investments in other entities

	Ending	Ending balance		Beginning balance	
	Original cost	Provision	Original cost	Provision	
Tri Viet Investment JSC.	67,260,031,250	-	66,060,031,250	-	
Vietnam Corn Products Investment & Development JSC.	2,272,180,000	-	2,272,180,000	-	
Total	69,532,211,250	-	68,332,211,250	-	

These are the investments of TSC and its subsidiaries ("TSC Group"), as follows:

- During the year, TSC Group additionally acquired 120,000 shares of Tri Viet Investment JSC. with the purchase price of VND 1,200,000,000. As of the balance sheet date, TSC Group held 3,065,000 shares, equivalent to 10.22% of the charter capital of Tri Viet Investment JSC. (beginning balance: 2,945,000 shares, equivalent to 19.63% of the charter capital).
- TSC Group owns 220,600 shares, accounting for 4.42% of the charter capital of Vietnam Corn Products Investment & Development JSC. (same as the beginning balance).

#### (\*) Fair value

The Group has not determined fair value of the unlisted investments because there has not been enough necessary information or any specific instructions on determination of fair value of these investments.

#### 3. SHORT-TERM TRADE RECEIVABLES

	Ending balance	Beginning balance
Receivables from related parties (Note VIII,1)	551,350,800	967,122
Receivables from other customers	428,013,090,676	369,133,681,997
Receivables from customers related to pharmaceutical business	326,764,738,221	293,213,041,302
Other customers	101,248,352,455	75,920,640,695
Total	428,564,441,476	369,134,649,119

#### 4. SHORT-TERM PREPAYMENTS TO SUPPLIERS

	Ending balance	Beginning balance
Viet Nam Lotus Investment Trading., JSC	6,454,448,000	-
Trenwell Services LLC	16,339,862,500	5,885,000,000
Domesco Medical Import-Export Joint Stock Corporation	-	9,982,165,208
Le Gia Phuc Trading and Construction Co., Ltd.	11,937,945,260	-
TST Co., Ltd.	5,735,746,872	12,875,280,000
Polyco Co., Ltd.	34,714,524,982	27,202,110,644
Confitech Cuu Long JSC.	7,250,000,000	7,250,000,000
Other suppliers	39,706,084,711	34,509,450,073
Total	122,138,612,325	97,704,005,925

#### 5. RECEIVABLES FOR SHORT-TERM LOANS

	Ending balance	Beginning balance
Saigon Investment - Construction & Real Estate JSC. (*)	45,174,595,050	39,336,798,592
PetroVietnam Securities JSC. (**)	35,000,000,000	10,000,000,000
Hau Giang Spring Agricultural JSC.	350,000,000	-
Total	80,524,595,050	49,336,798,592

(\*) This is the unsecured loan arising from Agreement dated 24 August 2020 with Saigon Investment - Construction & Real Estate JSC., with the interest rate of 14.8% per year, the term of 36 months. The two parties have mutually agreed to transfer all principal and accrued interest of the previous agreement to a new loan with a term of 12 months, starting from 24 August 2024, and an interest rate of 14.8% per year. As at 31 December 2024, the total amount receivable from Saigon Investment - Construction & Real Estate JSC. was VND 45,174,595,050 (including the interest added to principal of VND 5,837,796,458). In addition, Mr. Cao Trong Hoan is the BOD Member of Saigon Investment - Construction & Real Estate JSC.

(\*\*) These are the unsecured loans arising from Framework Contract in 2023 and Loan Agreement in 2024, with the terms from 6 months to 12 months and the interest rates ranging from 7.2% to 8.5% per year.

#### 6. OTHER RECEIVABLES

#### 6a. Other short-term receivables

	Ending	Ending balance		g balance
	Value	Allowance	Value	Allowance
Receivables for principal of investment cooperation contracts, investment trusts, business cooperation contracts	3,147,651,776,177	-	2,992,172,155,269	-
- Related parties (Note VIII.1)	43,610,000,000	-	55,610,000,000	
- Other organizations and individuals (i)	3,104,041,776,177	-	2,936,562,155,269	-
Receivables for profit from investment cooperation contracts, loans and investment trusts	73,542,922,508	-	58,117,925,824	-
- Related parties (Note VIII.1)	7,049,692,326	-	2,573,315,483	-
- Other organizations and individuals (ii)	66,493,230,182	-	55,544,610,341	-
Other receivables from the related parties (Note VIII.1)	253,400,844	-	243,880,844	-
Accrued interest income of term deposits	9,099,663,689	-	38,163,205,101	-
Deposits	2,670,823,705	-	1,253,606,266	-
Advances to employees	41,328,929,507		42,829,417,361	(689,833,740)
VAT on financial leased assets	7,531,505,244	-	6,368,458,176	-
Advance for Binh Dinh Cassava Factory Project	3,500,000,000	(3,500,000,000)	3,500,000,000	(3,500,000,000)
Other short-term receivables	13,230,952,235	(5,993,224,609)	9,303,491,299	(5,275,639,958)
Total	3,298,809,973,909	(9,493,224,609)	3,151,952,140,140	(9,465,473,698)

## (i) hese are the receivables for principal of investment cooperation contracts, investment trusts, business cooperation contracts from other organizations and individuals, including:

	Ending balance	Beginning balance
Receivables for investment cooperation	2,958,575,412,135	2,767,178,618,319
Viet Nam Lotus Investment Trading., JSC (a)	589,267,000,000	607,080,000,000
Pho Hien Viet Nam Trading and Investment., JSC (a)	786,620,000,000	617,620,000,000
Tri Viet Investment JSC. (a)	376,285,000,000	302,985,000,000
Trong Dong Trading and Investment JSC. (a)	305,625,000,000	361,840,000,000
KVN Viet Nam Trading Service and Investment JSC. (a)	136,520,000,000	48,500,000,000
Hop Thanh Investment and Mineral JSC. (a)	38,811,780,821	65,000,000,000
Amigo Viet Nam Pharmaceuticals JSC. (a)	25,000,000,000	-
Mr. Cao Trong Hoan (b)	237,540,895,370	228,228,158,375
Hau Giang Spring Agricultural JSC.	196,776,000	-
Tan An Business Development Investment Co., Ltd. (c)	233,883,500,000	-
Viet Hoang Service Investment Co., Ltd. (c)	70,000,000,000	-
Ms. Le Minh Anh (c)	-	200,000,000,000
Mr. Ngac Van Luong (c)	-	200,000,000,000
Mr. Nguyen Van Dat (c)	22,900,000,000	-
Mr. Nguyen Ngoc Bich (d)	135,925,459,944	135,925,459,944
Receivables for business cooperation	-	23,086,692,908
Amigo Viet Nam Pharmaceuticals JSC.	-	23,086,692,908
Receivables for investment trusts	145,466,364,042	146,296,844,042
Ms. Le Hong Phuong (e)	141,161,410,142	141,161,410,142
Mr. Nguyen Thien An (f)	4,304,953,900	4,304,953,900
Mr. Nguyen Duy Thanh	-	474,560,000
Mr. Chu Thanh Quan	-	355,920,000
Total	3,104,041,776,177	2,936,562,155,269

- (a) These are the investment cooperation contracts with the individuals and organizations which are not related parties, including
- Contracts with the cooperation terms from 6 months to 12 months. The Group is entitled to the profit at the end of the period ranging from 4.4% to 10.5% per year (at the beginning of the year: from 5.7% to 9.2% per year). These Contracts are secured by Land use rights of real estate invested by the partners.
- Investment Cooperation Contracts with undetermined terms to invest in real estate. Profit from these investments is shared in proportion to the parties' contribution rates. Among these, the Group's contribution rates in the contracts range from 94.52% to 95%. The dossiers related to real estate under investment cooperation contracts, including Transfer Contract, Land Use Right Certificate and others are held by the Group.
- (b) This is the Investment Cooperation Contract between Mr. Cao Trong Hoan and the Group's entities, to invest in real estate in Ho Chi Minh City. Collaterals are the cooperative projects as per the terms of the contract, and other assets owned by Mr. Cao Trong Hoan. Profit is shared at the end of the period when revenue is generated, or at an interest rate of 10% per year, depending on each contract.
- (c) This is the investment cooperation between the Holding Company and its partners to invest in securities listed on HOSE. The contribution rate of the two parties is 50:50. The cooperation term is 6 months, starting from the date of capital disbursement. The cooperation profit is periodically paid every 3 months, and principal is paid in a lump sum at the end of the cooperation term. The Contracts are secured by all of the shares purchased with the contributed capital of the two parties, managed in the securities trading

account of the partners, and frozen by the securities company. The partners are not allowed to trade these securities in any form without the Company's written consent. The Company is entitled to profit based on the contributed capital and the actual number of contribution days, with the rates ranging from 9.5% to 11.5% per year.

- (d) This is the Investment Cooperation Contract between Mr. Nguyen Ngoc Bich and FLD, to invest in real estate in Ho Chi Minh City. Collaterals are the land use right owned by the guarantor and the future-formed assets attached to land. Profit is shared in proportion to the contribution rates when revenue is generated.
- (e) These are the Investments Trust Agreements of the Group's entities with Ms. Le Hong Phuong, including:
- FLD's investment trust to Ms. Le Hong Phuong under Investment Trust Agreements in 2021 and their appendices to deposit for purchasing entrusted real estate, with the entrustment term starting from the date of contract signing to the date FLD decides to terminate the trust management. This contract is free of any trust fee. Collaterals are the land use rights owned by Ms. Phuong and the future-formed assets attached to land.
- WFC's investment trust to Ms. Le Hong Phuong under Investment Trust Agreement in 2022, accordingly, the Trustee will act on behalf of WFC to transact, manage and transfer the entrusted shares (665,938 shares of Hau Giang Spring Agricultural JSC.), and the profit arising from these shares at WFC's request. WFC holds full ownership of the entrusted shares and any profits arising from them, and is entitled to all associated benefits and obligations during the contract term. This contract is free of any trust fee.
- (f) This is WFC's investment trust to Mr. Nguyen Thien An under Investment Trust Agreements in 2019 and 2020, accordingly, the Trustee will act on behalf of WFC to receive the transfer and hold the name of the land user on the Land Use Right Certificates of 4 land lots in An Binh Ward, Ninh Kieu District, Can Tho City. The Trustee has the obligation to manage the entrusted property at WFC's request. WFC is entitled to all benefits and obligations arising from the entrusted property during the contract term. The profit earned by the Trustee from this contract will be as agreed upon by the two parties at the contract termination date.

(ii)These are the receivables for profit from investment cooperation contracts, investment trusts, business cooperation contracts from other organizations and individuals, including:

	Số cuối năm	Số đầu năm
Receivables for profit from investment cooperation contracts, loans and investment trusts	66,493,230,182	55,544,610,341
Viet Nam Lotus Investment Trading., JSC	18,777,418,730	13,958,881,257
Pho Hien Viet Nam Trading and Investment., JSC	24,779,557,110	17,668,894,090
Tri Viet Investment JSC.	6,255,301,085	4,416,092,871
Trong Dong Trading and Investment JSC.	5,526,901,678	5,000,100,554
KVN Viet Nam Trading Service and Investment JSC.	852,164,378	1,218,246,574
Saigon Investment - Construction & Real Estate JSC.	2,381,258,145	2,073,534,288
Hop Thanh Investment and Mineral JSC.	1,823,717,096	5,089,315,070
Tan An Business Development Investment Co., Ltd.	4,139,417,562	-
Viet Hoang Service Investment Co., Ltd.	1,020,273,973	-
Amigo Viet Nam Pharmaceuticals JSC.	41,095,890	
Mr. Nguyen Van Dat	396,828,767	-
Mr. Cao Trong Hoan	499,295,768	453,792,212
Ms. Le Minh Anh	-	4,641,095,891
Mr. Ngac Van Luong	-	1,024,657,534
Total	66,493,230,182	55,544,610,341

6b. Other long-term receivables

Long-term deposits

**Ending balance** 4,796,500,000

**Beginning balance** 4,525,200,000

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#### 7. DOUBTFUL DEBTS

	Ending	balance	Beginnin	g balance
	Value	Allowance	Value	Allowance
Trade receivables	61,012,622,391	(51,649,702,774)	56,088,403,581	(52,520,835,397)
Trung Dong Private Enterprise	3,520,000,000	(3,520,000,000)	3,520,000,000	(3,520,000,000)
Maxwill (Asia) Pte Ltd	3,508,884,959	(3,508,884,959)	3,508,884,959	(3,508,884,959)
Other customers	53,983,737,432	(44,620,817,815)	49,059,518,622	(45,491,950,438)
Other receivables	9,493,224,609	(9,493,224,609)	9,465,473,698	(9,465,473,698)
Mr. Do Van Tam	3,500,000,000	(3,500,000,000)	3,500,000,000	(3,500,000,000)
Receivables for advances	-	-	689,833,740	(689,833,740)
Receivables for payments on behalf	3,659,656,462	(3,659,656,462)	4,349,490,202	(4,349,490,202)
Receivables from other organizations and individuals	2,333,568,147	(2,333,568,147)	926,149,756	(926,149,756)
Prepayments to suppliers	6,952,470,036	(6,952,470,036)	6,952,470,036	(6,952,470,036)
Tan Thai Phong Agricultural Products Limited Company	2,640,025,020	(2,640,025,020)	2,640,025,020	(2,640,025,020)
Other suppliers	4,312,445,016	(4,312,445,016)	4,312,445,016	(4,312,445,016)
Total	77,458,317,036	(68,095,397,419)	72,506,347,315	(68,938,779,131)

Fluctuations in allowance for doubtful debts are as follows

	Current year	Previous year
Beginning balance	68,938,779,131	112,602,033,639
Additional allowance/(Reversal of allowance) during the year	111,720,207	(11,808,809,665)
Use of allowance to write off debts	(955,101,919)	(31,854,444,843)
Ending balance	68,095,397,419	68,938,779,131

#### 8. INVENTORIES

	Endin	Ending balance		g balance	
	Original cost	Allowance	Original cost	Allowance	
Goods in transit	29,242,530,353	-	15,964,044,637	-	
Materials and supplies	171,846,870,761	(4,049,497,422)	173,779,103,700	(2,232,934,713)	
Tools	13,608,349,604	-	11,611,817,329	-	
Work in progress	1,641,711,260	-	1,647,633,621	-	
Finished goods	143,703,058,889	(5,247,680,995)	163,215,934,205	(3,880,309,519)	
Semi-finished goods	34,301,943,913	(640,938,898)	25,756,960,927	(3,107,705,153)	
Merchandise	26,028,500,872	(1,282,761,526)	45,728,042,007	(1,437,908,112)	
Total	420,372,965,652	(11,220,878,841)	437,703,536,426	(10,658,857,497)	

Some materials and supplies, finished goods and merchandise in stock, with the book value of VND 245,481,306,612, have been pledged as collateral for the Group's bank loans (Note V.22).

Fluctuations in allowance for inventories are as follows:

	Current year	Previous year
Beginning balance	10,658,857,497	9,888,034,750
Additional allowance	4,728,507,611	6,041,956,141
Use of allowance	(4,166,486,267)	(5,271,133,394)
Ending balance	11,220,878,841	10,658,857,497

#### 9. PREPAID EXPENSES

#### 9a. Short-term prepaid expenses

	Ending balance	Beginning balance
Expenses for tools	2,012,769,870	1,897,070,943
Expenses for consulting, management, and brand strategy development for Vikoda trademark	-	437,530,126
Insurance premiums	694,432,422	603,971,200
Expenses for software	895,061,277	313,640,831
Other expenses	1,916,149,124	895,156,534
Total	5,518,412,693	4,147,369,634

#### 9b. Long-term prepaid expenses

	Ending balance	Beginning balance
Expenses for Westfood Hau Giang Project that has not yet operated	-	13,819,374,832
Expenses for tools	24,117,837,826	13,418,531,607
Prepaid land rental	2,582,402,568	
Expenses for acquiring exploitation right of mineral water mines	13,047,856,750	12,076,956,250
Expenses for consulting, management,	2,133,474,325	5,074,681,061
and brand strategy development for Vikoda trademark	2,133,474,323	
Other expenses	8,575,790,094	7,839,346,245
Total	50,457,361,563	52,228,889,995



#### 10. TANGIBLE FIXED ASSETS

	Buildings and structures	Machinery and equipment	Vehicles	Office equipment	Other fixed assets	Total
Historical costs						
Beginning balance	317,139,309,372	864,327,073,753	71,594,783,223	19,952,396,119	97,409,646	1,273,110,972,113
New acquisition	-	18,471,776,968	-	93,971,909	-	18,565,748,877
Completed construction	54,202,971,037	18,679,988,223	7,884,998,396	2,325,374,786	-	83,093,332,442
Disposal and liquidation	(1,113,761,512)	(7,633,578,454)	(890,000,000)	(336,901,819)	-	(9,974,241,785)
Ending balance	370,228,518,897	893,845,260,490	78,589,781,619	22,034,840,995	97,409,646	1,364,795,811,647
In which:						
Assets fully depreciated but still in use	89,962,774,674	339,798,793,810	22,809,862,676	8,890,911,766	97,409,646	461,559,752,572
Assets waiting for liquidation	-	39,698,088,041	-	197,427,000	-	39,895,515,041
Depreciation						
Beginning balance	165,011,842,115	551,095,832,693	42,123,126,500	12,930,066,651	97,409,646	771,258,277,605
Depreciation during the year	12,160,043,455	34,044,075,035	5,654,224,193	1,678,642,890	-	53,536,985,573
Disposal and liquidation	(1,113,761,512)	(7,633,578,454)	(890,000,000)	(336,901,819)	-	(9,974,241,785)
Ending balance	176,058,124,058	577,506,329,274	46,887,350,693	14,271,807,722	97,409,646	814,821,021,393
Net book value						
Beginning balance	152,127,467,257	313,231,241,060	29,471,656,723	7,022,329,468	-	501,852,694,508
Ending balance	194,170,394,839	316,338,931,216	31,702,430,926	7,763,033,273	-	549,974,790,254

Some tangible fixed assets with the net book value of VND 314,545,037,577 have been pledged as collateral for the Group's bank loans.

#### 11. FINANCIAL LEASED ASSETS

These are machinery and equipment. Details are as follows:

	Historical costs	Accumulated depreciation	Net book value
Beginning balance	22,876,854,258	(4,794,412,069)	18,082,442,189
Depreciation during the year	-	(4,568,902,825)	(4,568,902,825)
Ending balance	22,876,854,258	(9,363,314,894)	13,513,539,364

#### 12. INTANGIBLE FIXED ASSETS

	Land use right	Brand identity (*)	Computer software	Total
Historical costs				
Beginning balance	107,185,506,364	988,680,000	8,667,467,283	116,841,653,647
New acquisition	-	-	1,426,962,440	1,426,962,440
Ending balance	107,185,506,364	988,680,000	10,094,429,723	118,268,616,087
In which:				
Assets fully amortized but still in use	-	-	689,916,700	689,916,700
Amortization				
Beginning balance	12,226,371,688	376,248,210	2,734,198,868	15,336,818,766
Amortization during the year	1,651,416,865	49,434,000	1,065,794,853	2,766,645,718
Ending balance	13,877,788,553	425,682,210	3,799,993,721	18,103,464,484
Net book value				
Beginning balance				
Ending balance	94,959,134,676	612,431,790	5,933,268,415	101,504,834,881
	93,307,717,811	562,997,790	6,294,436,002	100,165,151,603
In which:				
Assets temporarily not in use	-	-	-	-
Assets waiting for liquidation	-	-	-	-

<sup>(\*)</sup> This is the brand identity of Cuu Long Pharmaceutical formed from 10 January 2016 with the amortization duration of 20 years. Some intangible fixed assets with the net book value of VND 57,478,772,526 have been pledged as collateral for the Group's bank loans.

#### 13. INVESTMENT PROPERTIES FOR LEASE

	Land use right	Buildings and structures	Total
Historical costs			
Beginning balance	71,280,104,730	50,892,328,692	122,172,433,422
Ending balance	71,280,104,730	50,892,328,692	122,172,433,422
In which:			
Assets fully depreciated but still in use for lease	-	6,187,542,786	6,187,542,786
Depreciation			
Beginning balance	-	14,310,264,217	14,310,264,217
Depreciation during the year	-	1,073,473,020	1,073,473,020
Ending balance	-	15,383,737,237	15,383,737,237
Net book value			
Beginning balance	71,280,104,730	36,582,064,475	107,862,169,205
Ending balance	71,280,104,730	35,508,591,455	106,788,696,185

According to the Vietnamese Accounting Standard No. 5 "Investment property", it is required to present fair value of investment property as of the balance sheet date. However, the Group has not measure fair value of its investment properties as there was no information on market price for measurement of fair value as at 31 December 2024.

#### List of investment properties as of the balance sheet date is as follows:

	Historical costs	Accumulated depreciation	Net book value
5th Floor - HACC1 Building	31,826,085,906	(5,938,686,409)	25,887,399,497
1st Floor - CT1 Me Tri Building	12,878,700,000	(3,257,508,042)	9,621,191,958
Cai Son Hang Bang Warehouse	6,187,542,786	(6,187,542,786)	-
Land in Cai Son Hang Bang, An Binh Ward	1,389,654,116	-	1,389,654,116
Agricultural land in An Binh Ward	5,863,335,957	-	5,863,335,957
Land for rice cultivation in Hau Giang - 11 plots	2,478,114,657	-	2,478,114,657
Land for perennial plants in Long Hoa Ward, Binh Thuy District, Can Tho City	36,919,000,000	-	36,919,000,000
Land for rice cultivation in Long Hoa Ward, Binh Thuy District, Can Tho City	24,630,000,000	-	24,630,000,000
Total	122,172,433,422	(15,383,737,237)	106,788,696,185

#### 14. LONG-TERM WORK IN PROGRESS

	Ending balance	Beginning balance
MD2 pineapple testing project in Hau Giang and	219,600,330	657,064,380
Kien Giang Provinces		
MD2 pineapple shoot nursery project (i)	4,407,505,527	9,146,420,104
Total	4,627,105,857	9,803,484,484

<sup>(</sup>i) MD2 pineapple shoot nursery project aims to develop the MD2 pineapple raw material area, with the investment value to be recovered based on the value of pineapples sold to farmers from this project.

#### 15. CONSTRUCTION-IN-PROGRESS

	Beginning balance	Increase during the year	Transferred to fixed assets during the year	Other decrease	Ending balance
Acquisition of fixed assets	1,832,243,585	18,179,658,508	(16,903,630,317)	(1.088.504.119)	2,019,767,657
Construction-in-progress	426,641,307,052	431,365,129,970	(66,683,246,517)	(3.107.300.000)	788,215,890,505
Factory Project in Hau Giang (i)	10,115,656,375	262,759,806,962	-	-	272,875,463,337
Vikimco Factory Project (ii)	83,478,730,364	86,245,571,974	-	-	169,724,302,338
Factory Project in Long An (iii)	176,931,494,667	9,135,419,386	-	-	186,066,914,053
Capsule Line 5 Project (iv)	133,711,474,969	18,680,697,399	-	-	152,392,172,368
Master Warehouse and RD Building Construction Project	16,777,663,812	40,840,862,739	(54,511,226,551)	(3.107.300.000)	-
Other projects	5,626,286,865	13,702,771,510	(12,172,019,966)	-	7,157,038,409
Total	428,473,550,637	449,544,788,478	(83,586,876,834)	(4.195.804.119)	790,235,658,162

<sup>(</sup>i) This is the Hau Giang Food and Agricultural Product Processing Complex Project at Song Hau Industrial Park - phase 1, Dong Phu Commune, Chau Thanh District, Hau Giang Province, being constructed on an area of 7 hectares, to produce processed agricultural products of all kinds. Total investment of the project is VND 666,000,000,000, including the Group's contribution capital of VND 218,234,000,000, accounting for 32.8%, and the loan capital of VND 447,766,000,000, accounting for 67.2%. The project's operation period is 41 years starting from 21 October 2015. Currently, the project has been under construction.

<sup>(</sup>ii) This is the Vikimco Factory Project implemented in accordance with the Investment Certificate No. 2651067820 dated 12 August 2020 granted by the Department of Planning and Investment of Vinh Long Province, to produce medical equipment and devices, with the total investment capital of VND 373.9 billion. The Project is expected to be completed in the 1st quarter of 2025.

<sup>(</sup>iii) This is the Factory Project in Long An implemented in accordance with the Investment Certificate No. 6037037488 dated 30 June 2022 granted by the Management Board of Long An Economic Zone, to produce drugs, pharmaceuticals and medical supplies, with the total investment capital of VND 1,035 billion.

In which, the land use right at Huu Thanh Industrial Park, Long An province, with the value of VND 161.7 billion, has been used as collateral for the loan from Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank)- Thanh An Branch (Note V.22)

<sup>(</sup>iv) This is the Capsule Line - Phase 5 Project aimed at expanding empty capsule production and increasing the factory's production capacity with the total investment capital of VND 232.4 billion. The project has been put into operation since January 2025.

Total borrowing costs capitalized into construction-in-progress during the year are VND 23,942,766,633 VND (previous year: VND 15,094,476,009).

#### 16. GOODWILL

	TSC	DCL	Nong Tin	Vikoda	WFC	Total
Historical costs						
Beginning balance	6,387,565,874	163,255,255,818	12,864,385,324	620,990,283,326	4,723,270,846	808,220,761,188
Ending balance	6,387,565,874	163,255,255,818	12,864,385,324	620,990,283,326	4,723,270,846	808,220,761,188
Amount allocated						
Beginning balance	4,696,739,614	140,807,658,137	10,934,727,524	155,247,570,831	4,723,270,846	316,409,966,952
Allocation during the year	1,690,826,260	16,325,525,580	1,286,438,532	62,099,028,334	-	81,401,818,706
Ending balance	6,387,565,874	157,133,183,717	12,221,166,056	217,346,599,165	4,723,270,846	397,811,785,658
Net book value						
Beginning balance	1,690,826,260	22,447,597,681	1,929,657,800	465,742,712,495	-	491,810,794,236
Ending balance		6,122,072,101	643,219,268	403,643,684,161	-	410,408,975,530

#### 17. SHORT-TERM TRADE PAYABLES

	Ending balance	Beginning balance
Payables to related parties (Note VIII.1)		6,614,005
Payables to other suppliers	108,239,994,256	88,638,266,163
Amigo Vietnam Pharmaceuticals JSC.	-	18,882,804,845
IDICO Corporation	-	8,893,500,000
Lao TTL Agriculture and Industrial Development Sole Co., Ltd.	7,252,651,350	6,928,778,500
Van Lang Industrial Waste Treatment and Environmental  Consulting Co., Ltd.	9,871,959,411	-
WW Investment JSC.	14,870,635,468	-
Nectar Lifesciences Company - India	9,790,632,180	-
Pho Hien Viet Nam Trading and Investment., JSC	5,470,745,553	-
Pharmascience INC	4,429,061,442	-
Shouguang Fukang Pharmaceutical Co., Ltd.	3,285,858,600	-
Bach Dang Hai Phong Construction and Trading JSC.	3,328,001,511	-
Other suppliers	49,940,448,741	53,933,182,818
Total	108,239,994,256	88,644,880,168

#### 18. SHORT-TERM ADVANCES FROM CUSTOMERS

	Ending balance	Beginning balance
Imazu Co., Ltd.	-	409,455,001
IC FOOD Co., Ltd.	2,628,478,800	-
Goldenlife Pharmaceutical Product JSC.	-	1,100,000,000
Sagophar Pharmaceutical Corporation	1,500,000,000	1,500,000,000
VKD Trading and Investment JSC.	10,762,027,121	
Other customers	8,903,467,419	3,764,742,490
Total	23,793,973,340	6,774,197,491



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#### 19. TAXES AND OTHER OBLIGATIONS TO THE STATE BUDGET

#### 19a. Receivables

	Beginning balance	Incurred during the year	Amount offset during the year	Ending balance
VAT on local sales and imports	254,810,131	1,027,656,488	(248,641,062)	1,033,825,557
Import-export duties	48,748,228	994,162,872	(918,675,201)	124,235,899
Personal income tax	82,875,119	-	(8,800,000)	74,075,119
Fees, legal fees, and other duties	18,475,273	-	(1,881,628)	16,593,645
Total	404,908,751	2,021,819,360	(1,177,997,891)	1,248,730,220

#### 19b. Payables

	Beginning balance	Amount payable during the year	Amount already paid during the year	Ending balance
VAT on local sales and imports	1,896,361,831	30,064,343,172	(30,479,260,650)	1,481,444,353
Import-export duties	-	2,136,254	(2,136,254)	-
Corporate income tax	49,193,204,078	60,642,529,043	(32,830,336,716)	77,005,396,405
Personal income tax	608,364,149	7,075,228,349	(6,721,708,909)	961,883,589
Natural resource tax	157,968,700	2,667,697,000	(2,610,731,100)	214,934,600
Property tax, land rental	-	5,299,351,576	(5,299,351,576)	-
Other taxes, fees, legal fees, and other duties	14,517,000	1,937,385,135	(1,932,168,135)	19,734,000
Total	51,870,415,758	107,688,670,529	(79,875,693,340)	79,683,392,947



#### Value added tax ("VAT")

The Group has to pay VAT in accordance with the deduction method. VAT rates applied to merchandise, finished goods, services provided by the Group are in compliance with the prevailing Law on value added tax.

#### Corporate income tax ("CIT")

Westfood Exporting and Processing JSC. has to pay CIT for the activity of processing agricultural products at the rate of 15%. Taxable income from other activities of the Holding Company and its subsidiaries is subject to CIT rate of 20%.

The determination of the Holding Company and its subsidiaries' CIT liability is based on the prevailing regulations on taxes. However, these regulations may change from time to time and regulations applicable to variety of transactions can be interpreted differently. Therefore, the tax amount presented in the Consolidated Financial Statements could change when being inspected by the Tax Office.

#### Other taxes

The Group declares and pays these taxes according to prevailing regulations.

#### 20. SHORT-TERM ACCRUED EXPENSES

	Ending balance	Beginning balance
Accrued loan interest expenses	1,163,778,259	1,637,641,613
Expenses for investment cooperation contracts	348,925,442	305,810,657
Expenses for Vikoda trademark identity	3,782,278,240	-
Expenses for sale support, promotion, discount, store rentals	21,763,677,031	16,832,033,856
Expenses for transportation	967,760,831	316,117,304
Other expenses	7,297,735,876	9,063,012,955
Total	35,324,155,679	28,154,616,385

#### 21. OTHER PAYABLES

#### 21a. Other short-term payables

	Số cuối năm	Số đầu năm
Excessive assets awaiting resolution	172,739,856	172,739,856
Trade Union's expenditure, social insurance, health insurance and unemployment insurance premiums	2,621,248,602	2,261,655,350
Payables to the Ministry of Health (i)	-	58,431,883,500
Minh Tam Investment and Development Trading Co., Ltd Loan interest payable	71,255,890	-
Short-term deposits received	286,489,736	390,613,316
Dividends payable	83,802,660	83,802,660
Payables for investment cooperation contracts	72,275,791,859	14,938,544,888
Mr. Nguyen Duy Thanh (ii)	6,775,791,859	5,938,544,888
TDN Viet Nam Business Trading Co., Ltd. (iii)	9,000,000,000	9,000,000,000
Prosperity Agricultural Investment JSC. (iv)	51,700,000,000	-
Minh Tam Investment and Development Trading Co., Ltd. (iv)	4,800,000,000	-
Payables for profit for investment cooperation contracts	1,908,150,000	-
Prosperity Agricultural Investment JSC.	1,847,130,822	-
Minh Tam Investment and Development Trading Co., Ltd.	61,019,178	-
Other short-term payables	2,224,202,305	2,385,578,461
Total	79,643,680,908	78,664,818,031

(i) According to the First-instance Judgment No. 482/2022/HSST dated 24 November 2022 of the Hanoi People's Court, the criminal acts of the individuals (who were former managers of DCL in the 2006 - 2008 period) caused the damage of USD 3,848,000 equivalent to VND 61,692,238,500 to the Ministry of Health, of which, the individuals compensated VND 3,260,355,000 and DCL was ordered to pay the Ministry of Health VND 58,431,883,500 as compensation. During the year, DCL fully paid the compensation according to the Judgement.

- (ii) This is the investment cooperation with Mr. Nguyen Duy Thanh under Investment Cooperation Contract dated 24 August 2020. The cooperation term is 36 months starting from 24 August 2020 and is extended for 12 months starting from 24 August 2023 under the appendix on extension. The Company shall pay a minimum profit at the rate of 14.8% per year, regardless of the partner's business results.
- (iii) According Investment Cooperation Contract dated 9 May 2018, Khanh Hoa Mineral Water JSC. ("VKD") and TDN Viet Nam Business Trading Co., Ltd. cooperate to invest in the F.I.T Tower Nha Trang Apartment Project, constructed on the land lot at No. 28 Road 2/4, Vinh Hai Ward, Nha Trang City, Khanh Hoa Province (Note VIII.3).
- (iv) These are Investment Cooperation Contracts of Westfood Exporting and Processing JSC. (the subsidiary), with the cooperation terms from 6 to 12 months. The subsidiary shall pay profit at fixed rates ranging from 6% to 6.5% per year.

#### 21b. Other long-term payables

	Ending balance	Beginning balance
Deposits received	8,906,974.601	10,405,310,430

#### 22. BORROWINGS AND FINANCIAL LEASES

#### 22a. Short-term borrowings and financial leases

	Ending balance	Beginning balance
Short-term loans from banks (i)	882,510,088,454	1,312,474,784,451
Joint Stock Commercial Bank for Investment and Development of Vietnam ("BIDV")	77,041,198,112	184,839,090,666
Public Bank Vietnam Limited ("PBVN")	94,972,435,420	150,400,000,000
Joint Stock Commercial Bank for Foreign Trade of Vietnam ("Vietcombank")	222,328,747,867	189,928,038,876
Vietnam Bank for Agriculture and Rural Development ("Agribank")	21,058,263,472	6,673,209,460
Military Commercial Joint Stock Bank ("MBBank")	70,835,140,456	99,071,998,935
Vietnam Joint Stock Commercial Bank for Industry and Trade ("Vietinbank")	396,274,303,127	681,562,446,514
Short-term loans from other organizations - Minh Tam Investment and Development Trading Co., Ltd. (ii)	5,140,000,000	-
Current portions of long-term loans (Note V.22b)	77,901,624,004	55,282,084,004
Vietinbank	39,425,000,004	30,425,000,004
BIDV	8,840,624,000	3,221,084,000
Vietcombank	27,636,000,000	21,636,000,000
Agribank	2,000,000,000	-
Current portions of financial leases - Vietinbank Leasing Co., Ltd. (Note V.22b)	24,544,084,140	20,758,283,640
Total	990,095,796,598	1,388,515,152,095

The Group has solvency to repay short-term borrowings and financial leases.

Details of increases/ (decreases) in short-term borrowings and financial leases during the year are as follows:

	Short-term loans from banks	Short-term loans from other organizations	Current portions of long-term loans	Current portions of financial leases	Ending balance
Beginning balance	1,312,474,784,451	-	55,282,084,004	20,758,283,640	1,388,515,152,095
Amount of loans incurred	3,109,115,511,127	5,140,000,000	-	-	3,114,255,511,127
Transfer from long-term borrowings and financial leases	-	-	79,556,166,004	24,669,784,140	104,225,950,144
Amount of loans repaid	(3,539,080,207,124)	-	(56,936,626,004)	(20,883,983,640)	(3,616,900,816,768)
Ending balance	882,510,088,454	5,140,000,000	77,901,624,004	24,544,084,140	990,095,796,598

#### 22b. Long-term borrowings and financial leases

	Ending balance	Beginning balance
Long-term loans from banks (iii)	306,275,814,318	121,963,392,680
Vietinbank	112,309,717,642	44,588,259,324
BIDV	151,117,861,455	12,884,335,764
Vietcombank	40,527,932,592	64,490,797,592
Agribank	2,320,302,629	-
Financial leases – Vietinbank Leasing Co., Ltd. (iv)	96,872,822,835	98,855,900,600
Total	403,148,637,153	220,819,293,280

Repayment schedule of long-term borrowings and financial leases is as follows:

	Total	From or under 1 year	Over 1 year to 5 years	Over 5 years
Ending balance				
Loans from banks	384,177,438,322	77,901,624,004	243,977,817,166	62,297,997,152
Financial leases	121,416,906,975	24,544,084,140	90,437,418,960	6,435,403,875
Total	505,594,345,297	102,445,708,144	334,415,236,126	68,733,401,027
Beginning balance				
Loans from banks	177,245,476,684	55,282,084,004	121,963,392,680	-
Financial leases	119,614,184,240	20,758,283,640	98,855,900,600	-
Total	296,859,660,924	76,040,367,644	220,819,293,280	-

Total financial leases payable is as follows:

	From or under 1 year	Over 1 year to 5 years	Over 5 years	Total
Ending balance				
Principal	24,544,084,140	90,437,418,960	6,435,403,875	121,416,906,975
Interest	10,479,546,246	19,262,617,901	221,730,399	29,963,894,546
Financial leases payable	35,023,630,386	109,700,036,861	6,657,134,274	151,380,801,521
Beginning balance				
Principal	20,758,283,640	98,855,900,600	-	119,614,184,240
Interest	10,967,457,576	24,356,977,567	-	35,324,435,143
Financial leases payable	31,725,741,216	123,212,878,167	-	154,938,619,383

Details of increases/ (decreases) in long-term borrowings and financial leases are as follows:

	Long-term loans from banks	Financial leases	Total
Beginning balance	121,963,392,680	98,855,900,600	220,819,293,280
Amount of loans incurred	267,108,587,642	25,166,120,000	292,274,707,642
Amount of loan repaid	(3,240,000,000)	(2,479,413,625)	(5,719,413,625)
Transfer to short-term borrowings and financial leases	(79,556,166,004)	(24,669,784,140)	(104,225,950,144)
Ending balance	306,275,814,318	96,872,822,835	403,148,637,153

#### 22c. Information on the Group's borrowings and financial leases

(i) These are the short-term bank loans to supplement working capital for the Group's business activities, including:

Bank	Credit limit	Term	Interest rate/year	Collateral
I. Loans of the Holding Company				
Vietinbank – Thanh An Branch	Total credit limit of VND 300 billion	Within 6 months	4.6%	Term deposit contracts, with the total value of VND 302 billion as of the balance sheet date.
II. Loans of TSC Group				
Vietcombank Can Tho Branch (at WFC)	VND 50 billion	3 - 6 months	4.7-5%	Fixed assets.
Vietcombank Khanh Hoa Branch (at VKD)	VND 30 billion	Within 4 months	4.4%	Term deposits, inventories, mineral exploitation right, fixed assets.
Agribank Dien Khanh District Branch (at VKD)	VND 25 billion	Within 5 months	4%	Fixed assets.
PBVN – Thanh Xuan Branch (at WFC)	VND 35 billion	6 months	5.7%	Fixed assets
III. Loans of DCL Group				
BIDV - Vinh Long Branch	VND 100 billion	Within 12 months	4.7%	Term deposit contracts.
Vietcombank – Vinh Long Branch	VND 150 billion	Within 12 months	4.6%	All construction works, future-formed machinery and equipment from the Capsule 3 Project, term deposits, future-formed machinery and equipment from the Capsule Factory - Phase 4 Expansion Project, circulating inventories with the value of VND 30 billion.
MBBank - Can Tho Branch	VND 100 billion	Within 12 months	5.1% -5.56%	Term deposit contracts and inventories.
Vietinbank – Thanh An Branch	VND 200 billion	Within 12 months	4.8%	Term deposit contracts, merchandise and assets.

<sup>(</sup>ii) This is the unsecured loan from Minh Tam Investment and Development Trading Co., Ltd. (at WFC) to supplement working capital, arising from Agreement dated 1 October 2024, with the amount of VND 5,140,000,000, the term of 12 months and the interest rate of 5.5% per year.

(iii) The long-term loans as of the balance sheet date include:

Bank	Purpose	Credit limit	Term	Interest rate/year	Collateral
I. Long-term loans of DCL (	Group				
Vietinbank – Thanh An Branch (at DCL)	Paying land rental at Huu Thanh Industrial Park, Long An Province	VND 121.7 billion	48 months in maximum	9.2%	Land use right at the Industrial Park
Vietinbank – Thanh An Branch (at Benovas MD)	Financing legal and valid investment costs for the Benovas Medical Device	VND 281 billion	84 months starting from the first disbursement date	7% - 7.8%	Land use right and assets financed by the loan
Vietcombank (at DCL)	Constructing the Pharmaceutical Warehouse and GSP/GLP standard R&D Building	VND 59 billion	60 months starting from the first disbursementdate	7.8%	Real estate and assets financed by the loan
Vietcombank (at DCL)	Investing in Capsule Production Factory - Phase 4	VND 140 billion	72 months in maximum starting from the first disbursement date	7.3%	Assets, including construction works, futured-formed machinery and equipment from the Capsule 3 Project
II. Long-term loans of TSC	Group				
BIDV – Thanh Xuan (at WHG)	Investing in the Hau Giang Food and Agricultural Product Processing Complex Project	VND 393.515 billion	108 months, grace period of 24 months (starting from 28 June 2024)	6.6%	Project's assets, TSC's term deposits, Ms. Le Hong Phuong's land use right
Vietcombank Can Tho Branch (at WFC)	Purchasing machinery and equipment	VND 20.238 billion	60 months	9.3%-11%	Assets financed by the loan
Vietcombank Khanh Hoa Branch (at VKD)	Purchasing machinery and equipment	VND 9.6 billion	36 months (starting from 11 September 2024)	7%	VKD's term deposits, inventories, mineral exploitation right and fixed assets
Agribank Dien Khanh District Branch (at VKD)	Financing Vikoda Workshop floor painting	VND10 billion	60 months	6%	VKD's fixed assets

(iv) This is the financial lease from Vietinbank Leasing Co., Ltd. arising from the agreements signed in 2022 and 2023 to lease machinery and equipent, capsule production line, refrigerator trucks and HVAC system for DCL's Capsule Factory - Phase 5, with the lease term from 5 to 7 years, the interest rate ranging from 9.5% to 11% per year.

Among these, the financial lease contracts for capsule production line and HVAC system for Capsule Factory - Phase 5, valued VND 138,270,000,000 and VND 35,032,904,500 respectively, have been disbursed as advances to DCL but have not yet formed assets; therefore, they have not been recorded as financial leased assets as of the balance sheet date.

#### 23. BONUS AND WELFARE FUNDS

	Current year	Previous year
Beginning balance	14,090,527,363	13,363,351,473
Increase due to appropriation from profit	2,352,735,007	3,000,000,000
Disbursement	(4,483,467,477)	(2,272,824,110)
Ending balance	11,959,794,893	14,090,527,363

#### 24. DEFERRED INCOME TAX

#### 24a. Deferred income tax assets

Deferred income tax assets are related to temporary differences due to the business combination. Details of increases/ (decreases) during the year are as follows:

	Current year	Previous year
Beginning balance	5,145,010,093	6,204,085,258
Increase due to appropriation from profit	68,693,574	(1,059,075,165)
Disbursement	5,213,703,667	5,145,010,093

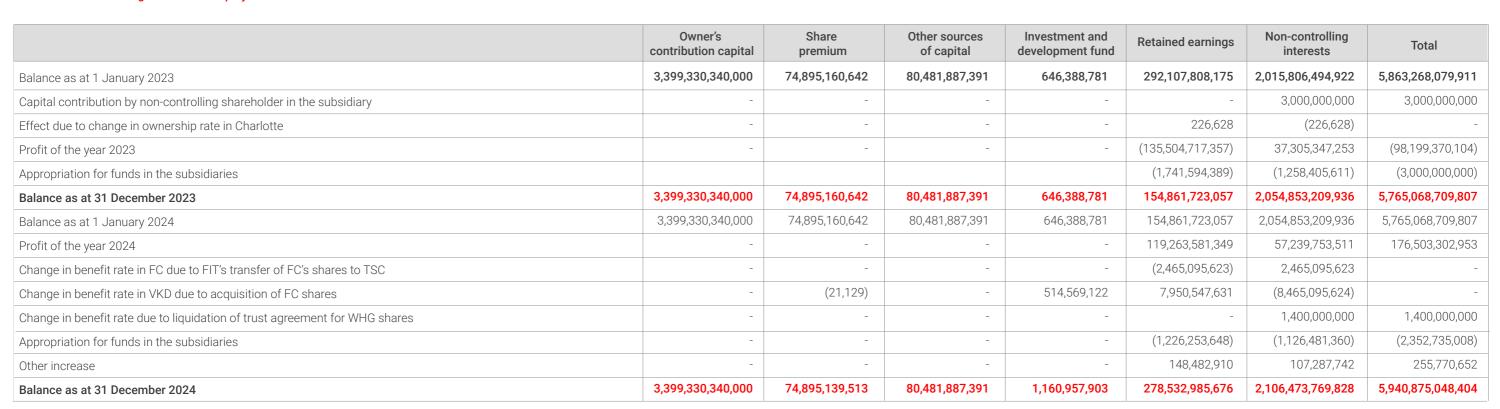
#### 24b. Deferred income tax liabilities

Deferred income tax liabilities are related to temporary differences due to the business combination. Details of increases/ (decreases) during the year are as follows:

	Current year	Previous year
Beginning balance	37,967,204,610	7,877,537,814
Transferred to business results	(9,386,015,369)	30,089,666,796
Ending balance	28,581,189,241	37,967,204,610

#### 25. OWNER'S EQUITY

#### 25a. Statement of changes in owner's equity



#### 25b. Shares

	Ending balance	Beginning balance
Number of shares registered to be issued	339,933,034	339,933,034
Number of ordinary shares already sold to the public	339,933,034	339,933,034
Number of outstanding ordinary shares	339,933,034	339,933,034

Face value per outstanding share: VND 10,000.



#### 26. OFF-CONSOLIDATED BALANCE SHEET ITEMS

#### 26a. Foreign currencies

	Ending balance	Beginning balance
USD	550,529.43	366,661.09
EUR	138.36	209.10

#### 26b. Resolved doubtful debts from 1 January 2023 to 31 December 2024

	Current year	Previous year
Thien Son Pharmaceutical Co., Ltd.	16,428,897,499	16,428,897,499
MSC Joint Venture Company (Laos)	6,409,912,464	6,409,912,464
Hai Tam Pharmaceutical Co., Ltd.	4,975,554,629	4,975,554,629
Medical Supply Pharm Enterprise (Cambodia)	3,416,271,572	3,416,271,572
Drug Sivilay Import Export Co. (Laos)	1,310,050,560	1,310,050,560
Others	6,700,962,687	3,622,105,757
Total	39,241,649,411	36,162,792,481



## VI. ADDITIONAL INFORMATION ON THE ITEMS OF THE CONSOLIDATED INCOME STATEMENT

#### 1. REVENUE FROM SALES OF MERCHANDISE AND RENDERING OF SERVICES

	Current year	Previous year
Revenue from sales of merchandise	574,464,453,536	386,019,670,187
Revenue from sales of finished goods	1,388,325,337,596	1,260,990,700,655
Revenue from rendering of services	-	2,320,644,678
Revenue from property leases	3,743,123,763	3,959,381,819
Revenue from business cooperation	18,224,412,498	121,631,954,264
Total	1,984,757,327,393	1,774,922,351,603

Revenue from sales of merchandise and rendering of services to the related parties: Note VIII.1

#### 2. REVENUE DEDUCTIONS

	Current year	Previous year
Trade discounts	21,408,910,958	22,107,215,757
Sales returns	7,268,342,872	6,497,693,955
Sales allowances	2,421,998,422	549,807,342
Total	31,099,252,252	29,154,717,054

#### 3. COSTS OF SALES

	Current year	Previous year
Costs of merchandise sold	499,561,596,529	355,738,660,045
Costs of finished goods sold	1,042,310,386,641	954,464,671,688
Costs of property leases	2,134,234,234	3,000,996,359
Costs of business cooperation	11,880,124,189	76,132,908,955
Other costs of sale	189,731,729	2,069,917,543
Allowance for inventories	4,728,507,611	6,041,956,141
Total	1,560,804,580,933	1,397,449,110,731

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#### 4. FINANCIAL INCOME

	Current year	Previous year
Interests from bank deposits and loans	48,539,054,859	68,907,944,862
Gain on sales of trading securities	45,764,835,350	-
Dividends and profit received	618,227,500	70,000,000
Exchange gain	3,843,100,762	2,003,061,918
Profit from investment cooperation contracts	150,882,527,415	146,874,154,328
Profit from investment trusts	-	6,175,331,507
Other financial income	-	540,000,000
Total	249,647,745,886	224,570,492,615

#### 5. FINANCIAL EXPENSES

	Current year	Previous year
Interest expenses	50,280,915,507	68,807,184,388
Loss on liquidation of long-term financial investments	-	182,805,181,145
Exchange loss	1,863,549,281	4,236,139,640
Expenses for investment cooperation contracts	2,832,577,385	1,050,930,526
Reversal of provision for diminution in value of trading securities and impairment of investments	(327,250,001)	(71,166,666)
Other financial expenses	448,493,786	-
Total	55,098,285,958	256,828,269,033

#### 6. SELLING EXPENSES

	Current year	Previous year
Labor costs	46,403,443,340	47,238,323,031
Materials, packaging, office supplies	4,543,556,904	14,684,827,572
Depreciation/amortization of fixed assets	2,509,380,442	2,009,953,835
Expenses for external services	75,660,011,694	55,745,111,356
Other expenses	15,663,293,711	8,651,744,441
Total	144,779,686,091	128,329,960,235

#### 7. GENERAL AND ADMINISTRATION EXPENSES

	Current year	Previous year
Labor costs	57,785,380,297	54,891,764,252
Office supplies	3,127,733,704	1,500,128,905
Depreciation/amortization of fixed assets	9,841,678,243	9,560,790,422
Allowance/(Reversal of allowance) for doubtful debts	111,720,207	(11,808,809,662)
Expenses for external services	35,063,539,917	34,703,432,753
Allocation of goodwill	81,401,818,706	81,965,427,459
Other expenses	21,441,277,575	21,823,396,663
Total	208,773,148,649	192,636,130,792

#### 8. EARNINGS PER SHARE ("EPS")

#### 8a. Basic/diluted EPS

	Current year	Previous year
Accounting profit after corporate income tax of the Holding Company's shareholders	119,267,795,946	(135,504,717,357)
Profit used to calculate basic/diluted EPS	119,267,795,946	(135,504,717,357)
Weighted average number of ordinary shares outstanding during the year	339,933,034	339,933,034
Basic/diluted EPS	351	(399)

The Group does not estimate the amount appropriated for bonus and welfare funds at the subsidiaries due to its immaterial nature.

#### 8b. Other information

There have not been any transactions of ordinary shares or potential transactions of ordinary shares from the balance sheet date to the disclosure date of these Consolidated Financial Statements.

#### 9. OPERATING COSTS BY FACTORS

	Current year	Previous year
Materials and supplies	918,376,401,225	907,490,789,538
Labor costs	243,659,686,015	239,008,285,777
Depreciation/amortization of fixed assets	60,366,435,000	67,359,950,048
Expenses for external services	186,398,433,845	114,854,537,782
Allowance expenses	1,722,831,056	49,763,311,089
Other expenses in cash	67,562,002,363	60,572,522,305
Total	1,478,085,789,504	1,439,049,396,539

## VII. ADDITIONAL INFORMATION ON THE ITEMS OF THE CONSOLIDATED CASH FLOW STATEMENT

#### NON-CASH TRANSACTIONS

During the year, the Group has the following non-cash transactions:

Depreciation expenses capitalized into c onstruction-in-progress

Current year

Previous year

1,579,572,136

1,639,322,209



#### **VIII. OTHER DISCLOSURES**

#### 1. TRANSACTIONS AND BALANCES WITH THE RELATED PARTIES

The related parties of the Group include the key managers, their related individuals and other related parties.

#### 1a. Transactions and balances with the key managers and their related individuals

The key managers include the members of the Board of Directors ("BOD"), the Board of Supervisors ("BOS") and the Executive Officers (the Board of Management ("BOM") and the Chief Accountant). The key managers' related individuals are their close family members.

During the year, the Group has no transactions or balances with the key managers and their related individuals.

#### 1b. Compensation of the key managers

	Current year	Previous year
Allowance for BOD, BOS	420,000,000	420,000,000
Compensation of BOM and Chief Accountant	2,520,692,702	4,009,926,049
Total	2,940,692,702	4,429,926,049

Full name	Position	Current year	Previous year
Nguyen Van Sang	Chairman	60,000,000	60,000,000
Nguyen Thi Minh Nguyet	Vice Chairwoman	48,000,000	48,000,000
Nguyen Ninh Dung	BOD Member	48,000,000	48,000,000
Vu Thi Minh Hoai	BOD Member	48,000,000	48,000,000
Vu Anh Trong	Independent BOD Member	48,000,000	48,000,000
Cao Trong Hoan	BOD Member (to 24 May 2023)	-	18,967,742
Dao Huu Long	Independent BOD Member (to 24 May 2023)	-	18,967,742
Pham Tuan Son	BOD Member (from 24 May 2023 to 26 April 2024)	15,333,333	29,032,258
Nguyen Ngoc Mai	BOD Member (from 26 April 2024)	32,666,667	-
Dinh Quoc Hung	Independent BOD Member (from 24 May 2023)	48,000,000	29,032,258
Ngô Thu Trang	Head of BOS (to 26 April 2024)	11,500,000	36,000,000
Nguyen Thi Thu Huong	Head of BOS (from 26 April 2024)	24,500,000	-
Nguyen Thi Thao	BOS Member (to 24 May 2023)	-	7,112,903
Vo Dinh Bao	BOS Member (from 17 June 2022)	18,000,000	18,000,000
Nguyen Thi Hong Anh	BOS Member (from 24 May 2023)	18,000,000	10,887,097
Nguyen Thi Hoai	General Director (to 4 April 2023)	-	469,574,648
Nguyen Van Ban	General Director (from 21 November 2023)	1,580,954,380	1,461,793,263
Vu Thi Minh Hoai	Standing Deputy General Director	266,086,080	355,247,940
Nguyen Ngoc Thang	Deputy General Director (to 8 September 2023)	-	1,172,950,652
Le Viet Cuong	Chief Accountant	673,652,242	550,359,546
	Total	2,940,692,702	4,429,926,049



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**1c.** ransactions with other related parties Other related parties of the Group include:

Name	Relationship
FIT Cosmetics JSC.	Associate
Today Cosmetics JSC.	Related party of the key manager
JJK Holdings Investment JSC.	Major shareholder of the Group/ Related party of the key manager
HHM Vietnam., JSC	Related party of the key manager

#### Transactions with other related parties

	Current year	Previous year
FIT Cosmetics JSC.		
Purchase of merchandise and services	332,268,678	262,124,553
Profit from investment cooperation contract	571,561,644	570,000,000
Revenue from sales of merchandise and rendering of services	501,228,000	668,304,000
Today Cosmetics JSC.		
Profit from investment cooperation contract	3,904,815,199	3,861,931,847
JJK Holdings Investment JSC.		
Revenue from rendering of services	182,922,815	182,462,411

#### Receivables from and payables to other related parties

	Ending balance	Beginning balance
Trade receivables (Note V.3)	551,350,800	967,122
FIT Cosmetics JSC.	551,350,800	-
JJK Holdings Investment JSC.	-	967,122
Receivables for principal of investment cooperation contracts (Note V.6)	43,610,000,000	55,610,000,000
FIT Cosmetics JSC.	7,600,000,000	7,600,000,000
Today Cosmetics JSC.	36,010,000,000	48,010,000,000
Receivables for profit from investment cooperation contracts and loan interests (Note V.6)	7,049,692,326	2,573,315,483
FIT Cosmetics JSC.	1,039,397,260	467,835,616
Today Cosmetics JSC.	6,010,295,066	2,105,479,867
Receivables for payments and receipts on behalf (Note V.6)	253,400,844	243,880,844
FIT Cosmetics JSC.	253,400,844	243,880,844
Trade payables (Note V.17)	-	6,614,005
FIT Cosmetics JSC.	-	6,614,005

Receivables from the related parties are unsecured and will be paid in cash. No allowance has been made for the receivables from the related parties.

#### 2. SEGMENT INFORMATION

#### 2a. Geographical segments

	Northern segment	Southern segment	Deductions	Total
Ending balance				
Segment assets	6,012,840,645,515	5,364,241,252,417	(3,629,273,885,042)	7,747,808,012,890
Total assets				7,747,808,012,890
Segment liabilities	1,158,917,474,799	1,397,617,291,440	(749,601,801,753)	1,806,932,964,486
Total liabilities				1,806,932,964,486
Beginning balance				
Segment assets	5,543,326,159,079	5,252,047,882,358	(3,073,820,512,135)	7,721,553,529,302
Total assets				7,721,553,529,302
Segment liabilities	834,861,744,909	1,314,894,725,544	(193,271,650,958)	1,956,484,819,495
Total liabilities				1,956,484,819,495

	Northern segment	Northern segment Southern segment		Total	
Current year					
Net external revenue	169,264,259,258	1,784,393,815,883	-	1,953,658,075,141	
Net inter-segment revenue	15,393,807,825	149,740,256,978	(165,134,064,803)		
Gross revenue	184,658,067,083	1,934,134,072,861	(165,134,064,803)	1,953,658,075,141	
Costs of sales	122,964,274,612	1,587,891,921,858	(150,051,615,537)	1,560,804,580,933	
Gross profit	61,693,792,471	346,242,151,003	(15,082,449,266)	392,853,494,208	
Gain/ (loss) in joint ventures, associates	-	(9,050,259,506)	-	(9,050,259,506)	
Selling expenses and general administration expenses	50,125,752,054	292,638,153,474	10,788,929,212	353,552,834,740	
Other profit/ (loss)	11,764,644	2,918,276,498	(38,777,980)	2,891,263,162	
Financial income	175,293,904,698	107,802,461,834	(33,448,620,646)	249,647,745,886	
Financial expenses	14,330,407,861	36,705,052,049	4,062,826,048	55,098,285,958	
Accounting profit before tax	172,543,301,898	118,569,424,306	(63,421,603,152)	227,691,123,052	
Current income tax	27,084,545,352	33,557,983,691	-	60,642,529,043	
Deferred income tax	-	843,672,097	(10,298,381,041)	(9,454,708,944)	
Profit after tax	145,458,756,546	84,167,768,518	(53,123,222,111)	176,503,302,953	

	Northern segment	Southern segment	Deductions	Total
Current year				
Net external revenue	127,184,459,801	1,618,583,174,748	-	1,745,767,634,549
Net inter-segment revenue	19,274,714,109	268,952,635	(19,543,666,744)	-
Gross revenue	146,459,173,910	1,618,852,127,383	(19,543,666,744)	1,745,767,634,549
Costs of sales	91,088,195,978	1,318,372,445,117	(12,011,530,364)	1,397,449,110,731
Gross profit	55,370,977,932	300,479,682,266	(7,532,136,380)	348,318,523,818
Gain/ (loss) in joint ventures, associates	338,978,338	(12,606,092,895)	-	(12,267,114,557)
Selling expenses and general administration expenses	36,568,894,556	273,482,085,751	10,915,110,720	320,966,091,027
Other profit/ (loss)	(320,760,341)	1,520,838,863	(21,960,215)	1,178,118,307
Financial income	155,351,960,911	116,119,264,440	(46,900,732,736)	224,570,492,615
Financial expenses	392,835,341,766	46,535,475,808	(182,542,548,541)	256,828,269,033
Accounting profit before tax	(218,663,079,482)	85,496,131,115	117,172,608,490	(15,994,339,877)
Current income tax	19,537,680,993	31,518,607,274	-	51,056,288,267
Deferred income tax	-	3,043,342,571	28,105,399,389	31,148,741,960
Profit after tax	(238,200,760,475)	50,934,181,270	89,067,209,101	(98,199,370,104)

#### 2b. Business segments

For the management purposes, the Group's organizational structure is divided into 3 operating segments, including: Segment of consultancy and investment, Segment of producing and trading import-export of agricultural products and agricultural technical supplies; and Segment of producing and trading medicines, medical equipment. The Group has prepared the segment reporting according to these 3 business segments.

Below is an analysis of the Group's revenue from sales of merchandise and rendering of services by business segments, regardless of the origin of merchandise and services:

	Current year	Previous year
Segment of consultancy and investment	19,904,670,599	24,827,219,646
Segment of producing and trading import-export of agricultural products and agricultural technical supplies	775,364,107,829	474,905,827,139
Segment of producing and trading medicines, medical equipment	1,323,523,361,516	1,265,578,254,508
Excluded from inter-segment revenue	(165,134,064,803)	(19,543,666,744)
	1,953,658,075,141	1,745,767,634,549

Below is an analysis of the net book value of segment assets, increase in tangible fixed assets and intangible fixed assets by business segments:

	Net book value of segment assets		Increase in tangible fixed asset intangible fixed assets and investment properties	
	Ending balance	Beginning balance	Current year	Previous year
Segment of consultancy and investment	64,117,777,318	66,997,761,752	1,268,671,909	4,214,186,909
Segment of producing and trading import-export of agricultural products and agricultural technical supplies	250,124,354,369	223,567,954,186	47,058,256,241	25,302,447,665
Segment of producing and trading medicines, medical equipment	456,200,045,719 438,736,424,845		54,759,115,609	13,054,194,573
Total	770,442,177,406	729,302,140,783	103,086,043,759	42,570,829,147

#### 3. CONTINGENT LIABILITIES

Khanh Hoa Mineral Water JSC. ("VKD") and TDN Vietnam Business Trading Co., Ltd. signed Business Cooperation Contract No. 01/HTDT/2018 dated 9 May 2018 to implement the F.I.T Tower Nha Trang Apartment Project on the land lot at No. 28 2/4 Road, Vinh Hai Ward, Nha Trang City, Khanh Hoa Province. However, the project could not be implemented, as this land lot was recovered under Decision No. 1081/QD-UBND dated 16 May 2023 of the People's Committee of Khanh Hoa Province.

The Group's Consolidated Financial Statements are reflecting the balances related to the above Contract, including: (i) The value of trademark right that VKD received when implementing the Project, amounting to VND 9,000,000,000, recorded in the item "Other payables"; (ii) Expenses related to the project, recorded in the items "Work in progress" and "Construction-in-progress", amounting to VND 1,636,363,636 and VND 61,609,091, respectively.

As of the date of these Statements, the aforementioned Business Cooperation Contract had not been liquidated, therefore, the Group is unable to determine whether there are any expenses to be covered by the Group due to the failure to implement the Project.

#### 4. COMPARATIVE FIGURES

On 22 January 2025, Hanoi Tax Department issued Decision No. 2899/QD-CTHN-TTKT5-XPVPHC on the collection in arrears of the Holding Company's VAT and CIT for the years 2022 and 2023. Accordingly, the Holding Company is subject to VAT collected in arrears for the years 2022 and 2023 with the amounts of VND 145,221,762 and VND 131,092,871, respectively; and CIT collected in arrears with the amounts of VND 1,152,319,245 and VND 10,779,793,489, respectively. The total tax amount collected in arrears is VND 12,208,427,367.

The Financial Statements for the fiscal year ended 31 December 2023 of F.I.T Land Investment JSC. ("FLD"/Subsidiary) were restated retrospectively, due to the impact of the Decision on tax collection at the Holding Company, which resulted in an increase of VND 7,565,415,067 in this subsidiary's accumulated loss as at 31 December 2023 compared to the previously reported figures, in which, the Group's benefit decreased by VND 7,557,582,604, and the non-controlling interests decreased by VND 7,832,463.



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Effects of the restatement of the aforementioned matters on the comparative figures in the Consolidated Financial Statements are

	Code	Pre-adjusted figures	Adjustment	Adjusted figures
Consolidated Balance Sheet				
Taxes and other obligations to the State Budget	313	32,096,573,324	19,773,842,434	51,870,415,758
Deferred income tax liabilities	341	35,868,629,617	2,098,574,993	37,967,204,610
Retained earnings	421	176,726,308,021	(21,864,584,964)	154,861,723,057
Non-controlling interests	429	2,054,861,042,399	(7,832,463)	2,054,853,209,936
Consolidated Income Statement				
Other expenses	32	2,600,567,368	131,092,871	2,731,660,239
Other profit	40	1,309,211,178	(131,092,871)	1,178,118,307
Total accounting profit/ (loss) before tax	50	(15,863,247,006)	(131,092,871)	(15,994,339,877)
Current income tax	51	32,711,079,711	18,345,208,556	51,056,288,267
Deferred income tax	52	29,050,166,967	2,098,574,993	31,148,741,960
Profit/ (loss) after tax	60	(77,624,493,684)	(20,574,876,420)	(98,199,370,104)
Profit/ (loss) after tax of the Holding Company	61	(114,937,673,400)	(20,567,043,957)	(135,504,717,357)
Profit/ (loss) after tax of the non-controlling shareholders	62	37,313,179,716	(7,832,463)	37,305,347,253
Consolidated Cash Flow Statement				
Profit/ (loss) before tax	1	(15,863,247,006)	(131,092,871)	(15,994,339,877)
Increase/ (decrease) of payables	11	31,470,222,207	131,092,871	31,601,315,078

#### **5. SUBSEQUENT EVENTS**

There have been no material events after the balance sheet date, which require to make adjustments on the figures or to be disclosed in the Consolidated Financial Statements.

Prepared on 25 March 2025

Prepared by

**Chief Accountant** 

**General Director** 

Nguyen Van Ban

Those

Le Thi Thuong

Le Viet Cuong



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Please refer to additional disclosures of F.I.T Group Joint Stock Company at the following link:



#### CONTACT

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