



# PROFILE — 2025



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**“IMPROVING THE QUALITY OF LIFE”**

# 01

## OVERVIEW

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# I INTRODUCTION

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

- ▶ Pharmaceutical - medical
- ▶ FMCG
- ▶ Agriculture
- ▶ Real estate



## MISSION

**Improving the quality of life through outstanding products and services.**

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

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



According to Consolidated Financial Statements as of December 31, 2024

## VISION

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

### With society and community

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

### With partners

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

### With shareholders

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

### With employees

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

# I CORE VALUES



## SINCERITY

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



## DESIRE FOR VICTORY

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



## PERFECTION PERFORMANCE

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



## CONTINUOUS IMPROVEMENT

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



## COMPLIANCE

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

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



# I DEVELOPMENT MILESTONES



▶ Invested in Today 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

**F.I.T GROUP**

▶ F.I.T Group officially launched a complete brand identity transformation.

2023

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



2025

2007



2013



▶ Acquired controlling interest in Techno-Agricultural Supplying Joint Stock Company (Ticker: TSC), including subsidiaries such as West Food Processing Exports JSC, TSC Seeds JSC, and Nong Tin Seeds Corporation.

2016



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

▶ Establishment of Benovas Pharmaceutical Joint Stock Company

2024

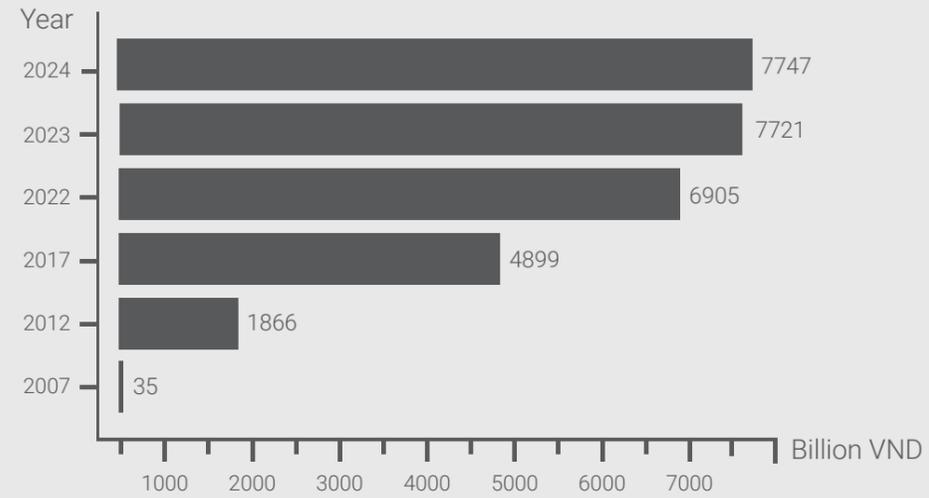


▶ Commenced construction of Westfood Hau Giang Factory – one of the largest food processing plants in the Mekong Delta region.

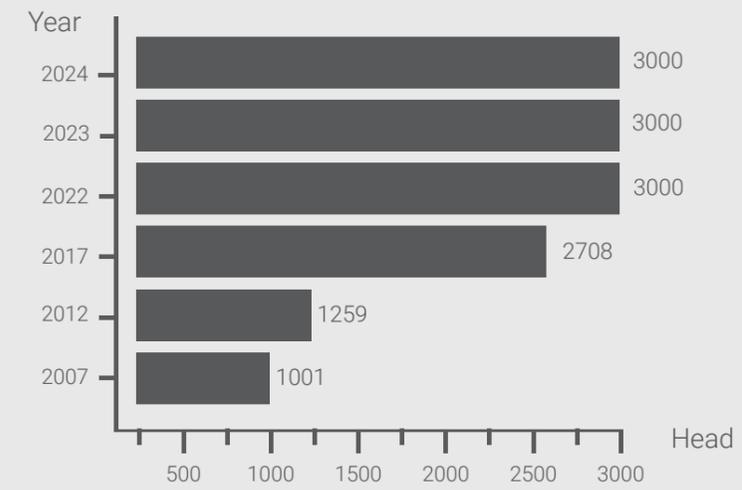
▶ F.I.T Group Joint Stock Company was established (formerly known as F.I.T Investment Joint Stock Company).

GROWTH CHARTT

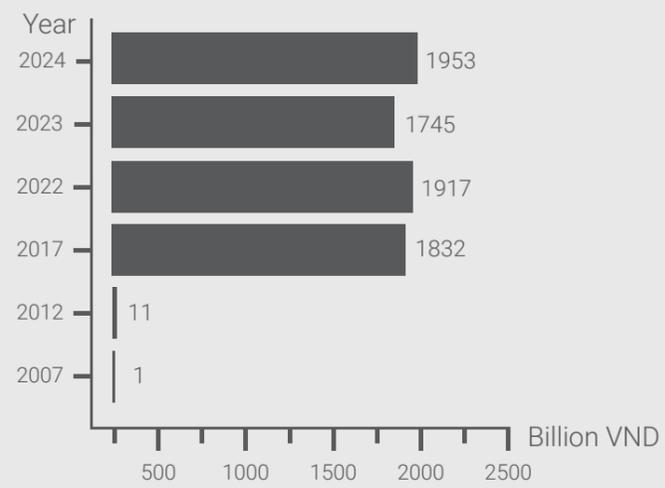
TOTAL ASSETS



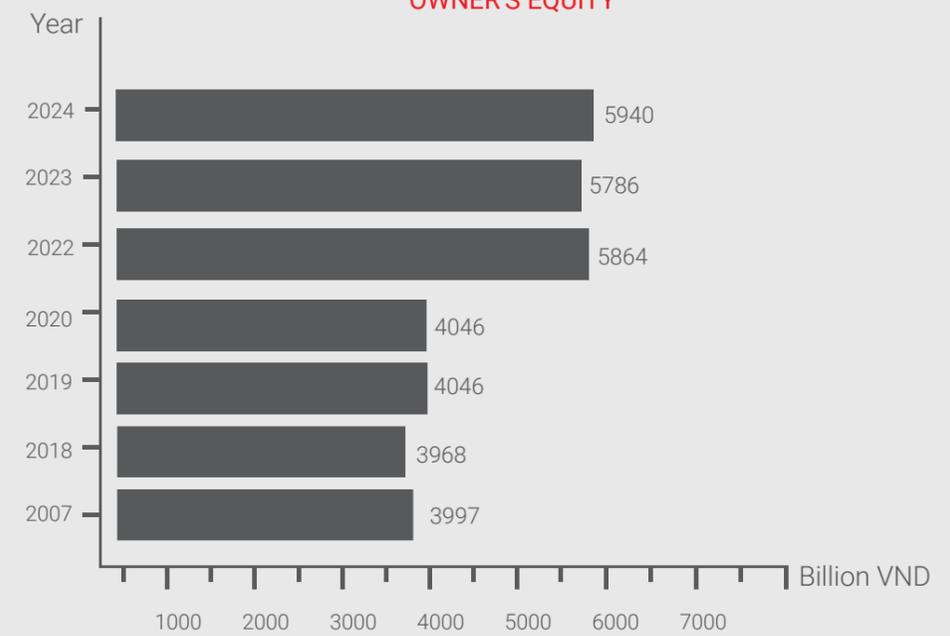
HUMAN RESOURCE



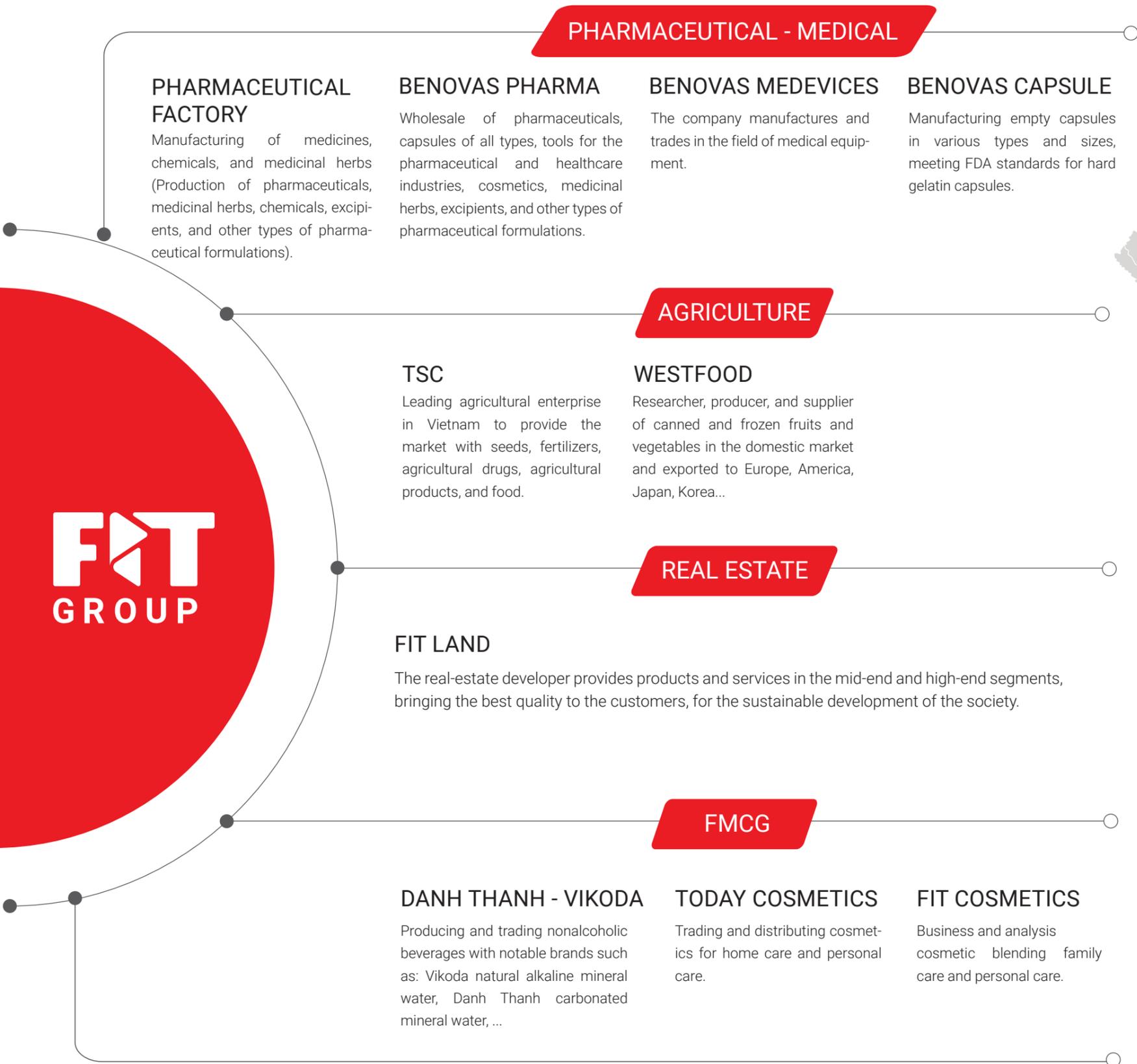
REVENUE



OWNER'S EQUITY



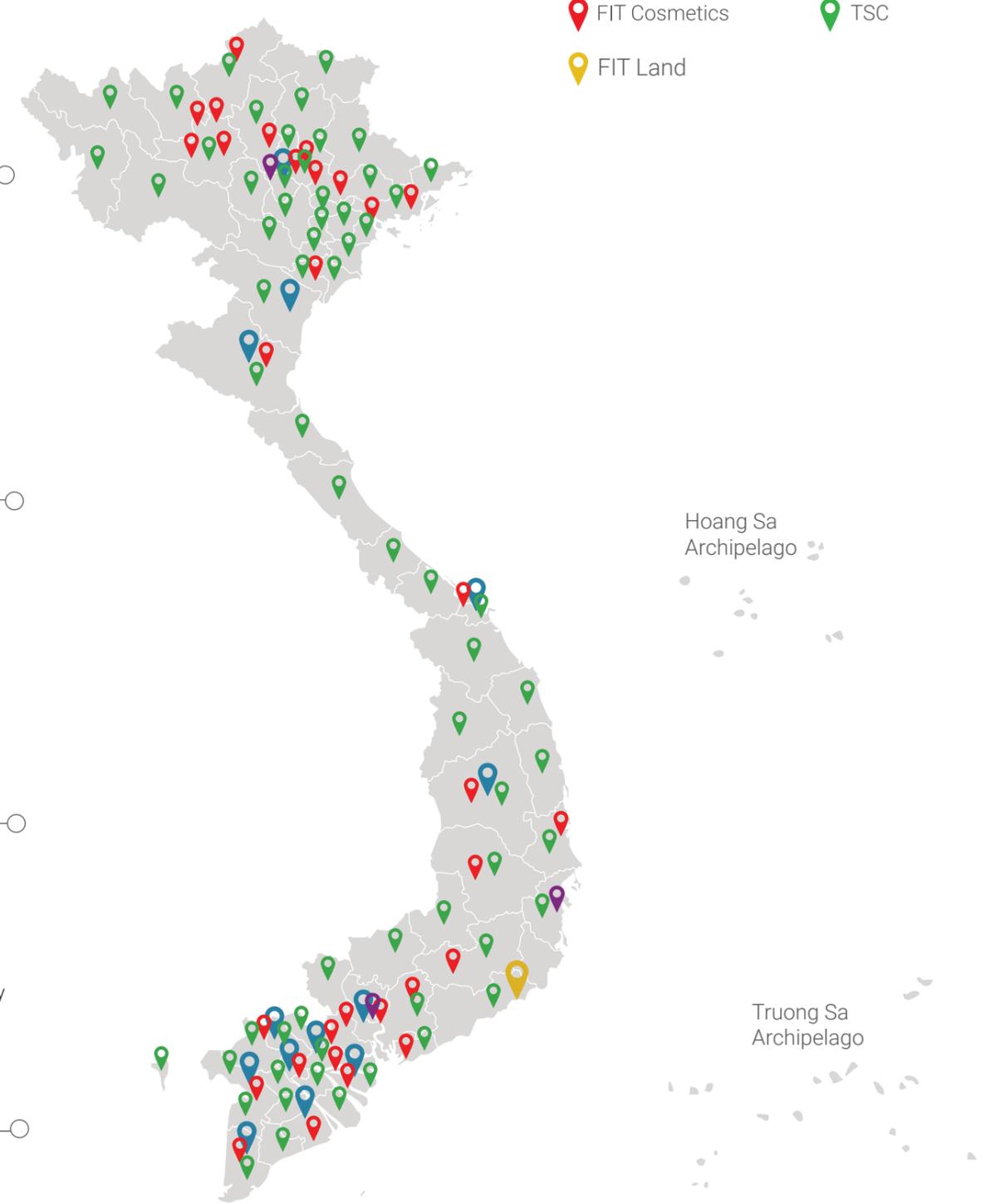
# I FIELDS OF OPERATION



## BUSINESS LOCATIONS

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

- 📍 DCL Holdings
- 📍 Vikoda
- 📍 FIT Cosmetics
- 📍 TSC
- 📍 FIT Land



# 02

## BUSINESS LINES

Pharmaceutical - Medical	18
FMCG	30
Real estate	46
Agriculture	48



# I PHARMACEUTICAL – MEDICAL

With a vision to become one of the leading multi-industry corporations in Vietnam, F.I.T Group identifies Pharmaceuticals as a strategic sector playing a key role in its mission to improve quality of life.

Through a well-structured investment strategy, a modern manufacturing foundation, and a team of experienced professionals, F.I.T Group is gradually affirming its position in the pharmaceutical industry, contributing to the development of a sustainable healthcare system and improving community health.

Thanks to its outstanding contributions to the pharmaceutical industry, F.I.T Group's member companies have received numerous honors such as the Second-class Labor Medal, Certificate of Merit from the Minister of Public Security, and the "Vietnam Pharmaceutical Star" Award – 1st edition by the Ministry of Health.

Benovas Pharma, Benovas Oncology, Benovas Capsule, and Benovas Medical Devices are prominent members in the Pharmaceuticals – Medical sector in Vietnam, specializing in providing innovative, accessible, and high-quality healthcare products and services.

## CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY (DCL HOLDINGS)

Established in 1976, DCL Holdings has, over nearly half a century, become a reputable brand trusted by consumers, pharmacies, and major hospitals across Vietnam, as well as one of the most reliable partners globally.

With over 1,000 employees, DCL Holdings is actively engaged in three core areas: Pharmaceuticals – Empty Capsules – Medical Equipment.

### For the OTC Channel:

DCL Holdings operates dozens of branches spanning from North to South Vietnam, with more than 2,000 wholesale and retail customers under its nationwide branch network. It is a key partner of major pharmacy chains such as Pharmacy, Long Chau, and An Khang, ensuring wide distribution of its products across the Vietnamese market.

### For the ETC Channel:

DCL Holdings directly participates in and wins tenders at nearly 1,000 hospitals, general clinics, and health centers nationwide.

### For the Authorized Tendering Channel:

DCL Holdings signs contracts with major clients to authorize tender participation in centralized procurement packages, ensuring that DCL Holdings' products are supplied to most hospitals and health centers as per awarded tender quantities. In addition, DCL Holdings is developing strategic partnerships with over 10 of the largest pharmaceutical distribution companies to include its products in their networks, thereby expanding its reach to smaller retail customers.

### For the Export Channel:

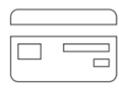
Currently, DCL Holdings has established a presence in Southeast Asian countries such as Myanmar, Cambodia, and Laos, and is expanding into African markets, while aiming to penetrate key markets in Europe and the United States.



Quality Commitment



Modern Machinery



Reasonable Pricing



Over 49 Years of Experience



Extensive Market Coverage



Integrated Production Process



### MISSION

To connect and improve community life through optimal healthcare solutions.

### VISION

To be the most highly regarded Vietnamese pharmaceutical company by patients, partners, and employees through innovative, accessible, and best-in-class products and services

2.463.064.675.207

Total Assets

158

Approved Registration Numbers

04

Factories

1.530.192.998.882

Owner's Equity

55+

Distributors and Agents

9

Branches

49+

Years of Experience

1000+

Hospitals, General Clinics, and Medical Centers Nationwide Supplied with Pharmaceuticals

### AWARDS



2011

- ▶ Second-Class Labor Medal awarded by the President of the Socialist Republic of Vietnam
- ▶ TOP 10 Vietnam Brand Gold Cup – Application of Science and Technology Award



2017

- ▶ Top 10 Famous Brands and Labels
- ▶ Certificate of Merit from the Chairman of Vinh Long Provincial People's Committee



2018

- ▶ Top 10 Famous Brands and Labels

2012 - 2013 - 2014



- ▶ Certificate of Merit from the Minister of Public Security



2022

- ▶ Top 10 Leading Vietnamese Brands

2014



- ▶ Certified as "TOP 50 FAMOUS VIETNAMESE BRAND NAMES"
- ▶ Product Certification: Empty hard gelatin capsules ranked in "TOP 20 TRUSTED PRODUCTS AND SERVICES FOR CONSUMERS"
- ▶ Pharmaceutical product certified in "TOP 10 TRUSTED PRODUCTS AND SERVICES FOR CONSUMERS"
- ▶ Certified as High-Quality Vietnamese Product Voted by Consumers



2023

- ▶ Top 10 Most Reputable Brands in Asia
- ▶ Top 10 Leading Vietnamese Brands

2016



- ▶ Certified as a Cultural Enterprise with Significant Contributions to Society
- ▶ "VIETNAMESE PHARMACEUTICAL STAR – FIRST EDITION" Award by the Ministry of Health



2024

- ▶ Top 10 Strongly Developing Enterprises
- ▶ Top 50 Strong ASEAN Brands

## CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY (DCL HOLDINGS)



The total factory area reaches 16,502 m<sup>2</sup>, with a capacity of 1.3 billion product units per year, including 03 manufacturing facilities: the Non-betalactam plant, the Cephalosporin workshop, and the Cream-Syrup workshop. The remaining area is dedicated to the finished goods warehouse, specifically:

### Non-betalactam Plant:

Covers an area of 2,906 m<sup>2</sup>, equipped with modern technology and production lines for: Tablets, Film-coated tablets, Sugar-coated tablets, Hard capsules, Effervescent tablets, Granule sachets, Effervescent granules,

### Cephalosporin Antibiotic Plant:

Occupies 967 m<sup>2</sup>, equipped with production lines for: Film-coated tablets, Hard capsules Granule sachets.

### Cream-Syrup Plant:

Spans 924 m<sup>2</sup>, includes production lines for: Syrups, Suspensions, Topical creams

### PAIN RELIEF – ANTIPYRETIC GROUP



### NERVOUS SYSTEM



### VITAMINS & MINERALS



### ANTIHISTAMINES



### DIGESTIVE HEALTH



### RESPIRATORY SYSTEM



## BENOVAS MEDICAL DEVICES EQUIPMENT MANUFACTURING PLANT

Benovas Medical Devices equipment manufacturing plant is located in Thanh My 1 Hamlet, Thanh Duc Commune, Long Ho District, Vinh Long Province. The factory covers an area of 10,846.6 m<sup>2</sup>, with a total investment capital of 26 million USD. It features modern, automated production lines that meet European CE standards and US FDA standards, with a designed capacity of 21.5 million products per month, equivalent to 258 million products per year. This is one of the most advanced medical equipment plants in the industry.

The plant produces a wide variety of models across 5 product groups, including: Various types of syringes, Insulin syringes, IV infusion sets, Premium needles of various types, IV cannulas, butterfly needles, Blood lipid tubes, Dialysis filters, Cardiac stents and arterial stents. DCL Holdings' medical equipment product lines comply with ISO 9001:2015, ISO 13485:2016, and eGMP FDA 2015 standards, and are widely trusted and used in hospitals and clinics nationwide.



21,5 million  
Products per month

258 million  
Products per year

26.000.000+ USD  
Products per year

10.846 m<sup>2</sup>  
Factory area



## BENOVAS CAPSULE MANUFACTURING PLANT

The Benovas Capsule hard gelatin capsule manufacturing plant covers a total area of 16,132 m<sup>2</sup>, with an initial investment of approximately 800 billion VND. It is equipped with 20 production lines utilizing advanced technology from Technophar (Canada) and has a maximum capacity of 12 billion capsules per year. The plant offers a wide range of empty capsule types and sizes, and meets FDA standards for hard gelatin capsule shells. These are key factors contributing to DCL's position as one of the most reputable and leading brands in the hard capsule sector in the Vietnamese market.

The factory produces a wide variety of capsule types and sizes to meet the demands of both the pharmaceutical and nutraceutical industries. With advanced formu-

lation techniques and a production process that complies with standards from the Vietnam Ministry of Health and the US FDA, DCL Holdings is currently a manufacturing and distribution partner to nearly 300 enterprises in the pharmaceutical and nutraceutical fields. The company's products also meet export standards for demanding markets such as the United States and other international partners.

Benovas Capsule is now recognized as one of the most trusted suppliers for major partners such as Stella, Imexpharm, and Bidiphar, and continues to supply a wide variety of capsule shells in different types and sizes to global clients.



1.000.000.000  
Capsules/month/20 lines

Dominant Leading  
Domestic market share  
Thị phần trong nước

12 billion capsules  
Capsules/year

20  
Capsule production lines

800 billion VND  
Investment capital

## PHARMACEUTICAL MANUFACTURING COMPLEX BUILT TO EU-GMP STANDARDS INCLUDES

The pharmaceutical manufacturing complex built to EU-GMP standards includes: A cancer drug manufacturing plant, a high-quality plant-based capsule production plant, a hi-tech biopharmaceutical plant. The complex is constructed on a large site of up to 50,000 m<sup>2</sup> in Tay Ninh Province, with a total investment of 150 million USD, aiming to meet the demands of both Vietnamese and international markets. The project is divided into two investment phases.

**Phase 1:** Construction of the cancer drug manufacturing plant built to EU-GMP standards, along with associated auxiliary facilities, with a total investment of 50 million USD. Phase 1 is expected to commence operations in January 2028.

**Phase 2:** Construction of a hi-tech biopharmaceutical plant, a hi-tech plant-based capsule production plant, and a central warehouse. Phase 2 is expected to be operational by January 2032. This marks a significant milestone that will drive the growth of DCL Holdings in particular and the Vietnamese pharmaceutical manufacturing industry as a whole.

### 50.000 m<sup>2</sup>

Project scale

### 01/2028

Phase 1 operational

### 150 million USD

Total investment capital

### 01/2032

Phase 2 operational



## I FMCG

With a vision for sustainable development and the ability to capture modern consumer trends—prioritizing "green" products and responsible consumption—F.I.T Group has proactively invested in and transitioned its production model toward eco-friendly, clean, and transparent operations.

F.I.T Group's products are consistently trusted and chosen by consumers thanks to their 100% natural ingredients, which are safe for health and help promote a healthy lifestyle within the community. In particular, the company's biological product line applies advanced biotechnology to produce high-quality enzyme-based formulations—offering not only environmental

friendliness but also unique experiences and superior effectiveness. Additionally, Vikoda, a subsidiary of F.I.T Group, provides 100% natural alkaline mineral water rich in essential minerals. This product encourages a habit of proactive health care, thereby contributing to improving physical well-being and quality of life for consumers.

At F.I.T Group's manufacturing facilities, sustainability is ensured throughout the production process. The company employs modern waste treatment systems, with 100% of wastewater treated to standard before being discharged into the environment.

F.I.T Group's home care, personal care, and beverage products are widely distributed across Vietnam, present in retail stores, supermarket chains, and even five-star resorts, meeting the increasingly diverse demands of the market.

Each year, the Group conducts assessments and calculations on the consumption of resources, energy, and emissions per production unit, in order to establish concrete roadmaps for achieving sustainable development goals in manufacturing.



### List of Member Companies Operating in the FMCG Sector:

- ▶ Khanh Hoa Mineral Water Joint Stock Company
- ▶ Today Cosmetics Joint Stock Company
- ▶ FIT Cosmetics Joint Stock Company

“Danh Thanh - Vikoda and Today Cosmetics are among the leading members in the FMCG sector in Vietnam, specializing in the supply of natural and healthy wellness products, with a strong focus on sustainable development.”

## KHANH HOA MINERAL WATER JOINT STOCK COMPANY

Founded in 1990, Khanh Hoa Mineral Water Joint Stock Company specializes in the production and business of bottled natural alkaline mineral water and non-alcoholic beverages.

Over its 35-year journey of development, the company has established itself as a trusted provider of a wide range of natural alkaline mineral water products in Vietnam. Products under the Danh Thanh – Vikoda brand always prioritize customer-centric values, with a strong commitment to improving and enhancing public health.

With the mission of inspiring people to enjoy life through exceptional health care products and services, Khanh Hoa Mineral Water Joint Stock Company strives to become a leading enterprise in the production and distribution of natural alkaline mineral water products, contributing to the health and quality of life of its customers, while also creating social value through meaningful community-driven actions.

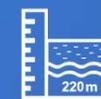
### MISSION

Inspiring people to enjoy life through exceptional health care products and services.

### VISION

Proud to be a leading company providing outstanding health care products and services, a hub for talented individuals, and a brand recognized and honored by society.

### THE CORE VALUES THAT DEFINE THE PRESTIGE OF DANH THANH – VIKODA



**ORIGINAL SOURCE**  
DRAWN FROM  
A DEPTH OF 220M



**NATURAL TEMPERATURE**  
UP TO 72°C  
AT THE SPRING



**BOTTLED DIRECTLY**  
AT THE SOURCE ENSURING  
FRESHNESS AND PURITY



**NATURAL ALKALINITY**  
WITH A PH  
LEVEL OF 9.0



**RICH IN ESSENTIAL MINERALS**  
PRESERVING THE FULL  
SPECTRUM OF  
VALUABLE NUTRIENTS



**HIGH ANTIOXIDANT CAPACITY**  
SUPPORTING BODY HEALTH  
AND IMMUNE DEFENSE



**EFFICIENT NUTRIENT TRANSPORT**  
ENHANCING NUTRIENT ABSORPTION  
AND DISTRIBUTION

4

Representative offices in Hanoi, Nha Trang, Da Nang, and Ho Chi Minh City

35+

years of experience

1

On-site bottling and production plant

5 “Good”

- Pure mineral water from the source
- Natural alkalinity with pH 9.0
- Retains valuable trace minerals
- High antioxidant capacity
- Efficient nutrient transport

1,000+

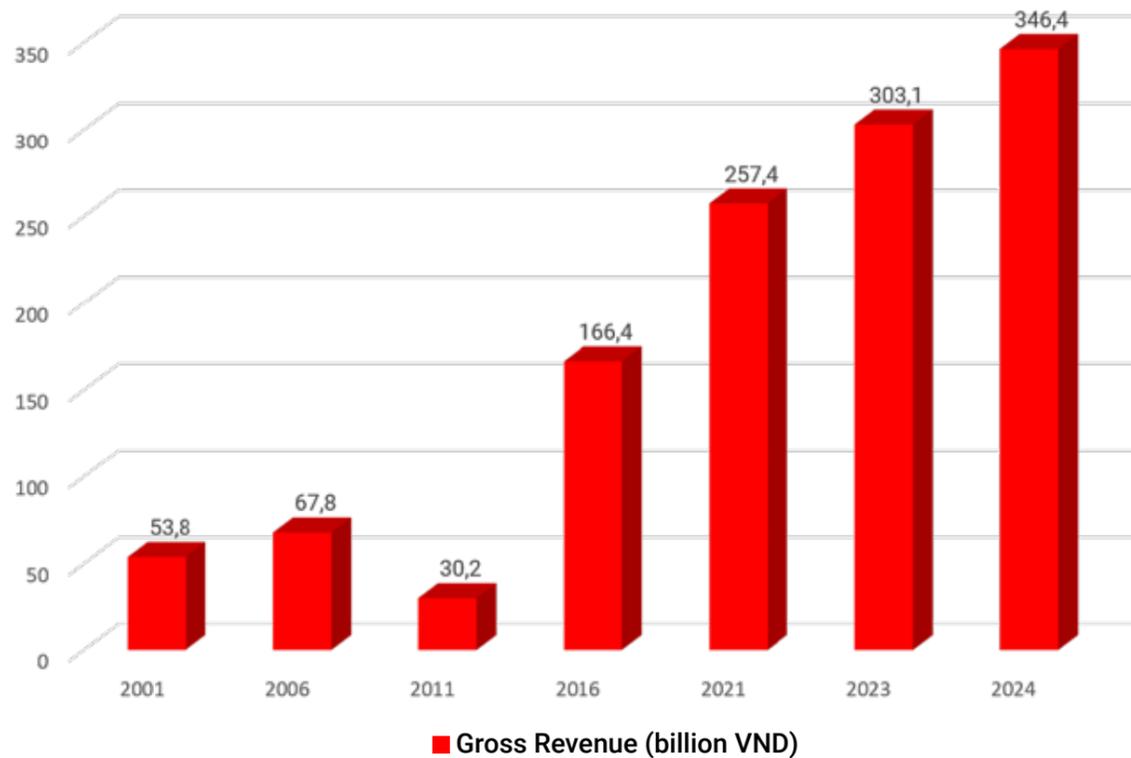
Customers and partners

500+

Employees

# KHANH HOA MINERAL WATER JOINT STOCK COMPANY

## REVENUE GROWTH RATE



## ON-SITE PRODUCTION PROCESS

- Step 1 Extraction**  
 Mineral water is extracted from a 220-meter-deep borehole. It is transported directly from the source to the production plant through a fully sealed stainless steel pipeline, preserving the original and pure essence of natural mineral water.
- Step 2 Treatment**  
 The natural mineral water is processed according to QCVN 6-1:2000/BYT and Codex 108 standards, using physical treatment methods such as odor removal – filtration – UV sterilization – cooling and chilling.
- Step 3 Bottling**  
 Treated mineral water that meets quality standards is sent to the bottling area.
- Step 4 Labeling & Packaging**  
 Bottles are labeled and boxed, creating refined products that represent our respect for the natural gifts delivered to consumers.

## PRODUCT CATALOG



## ON-SITE PRODUCTION SYSTEM

6 automated production lines from Italy, Germany, and Taiwan, operated in accordance with Vietnam Standard 6-1:2010/BYT, Codex 108, and advanced processing technologies, with a total capacity of 400 m<sup>3</sup>/day. Includes:



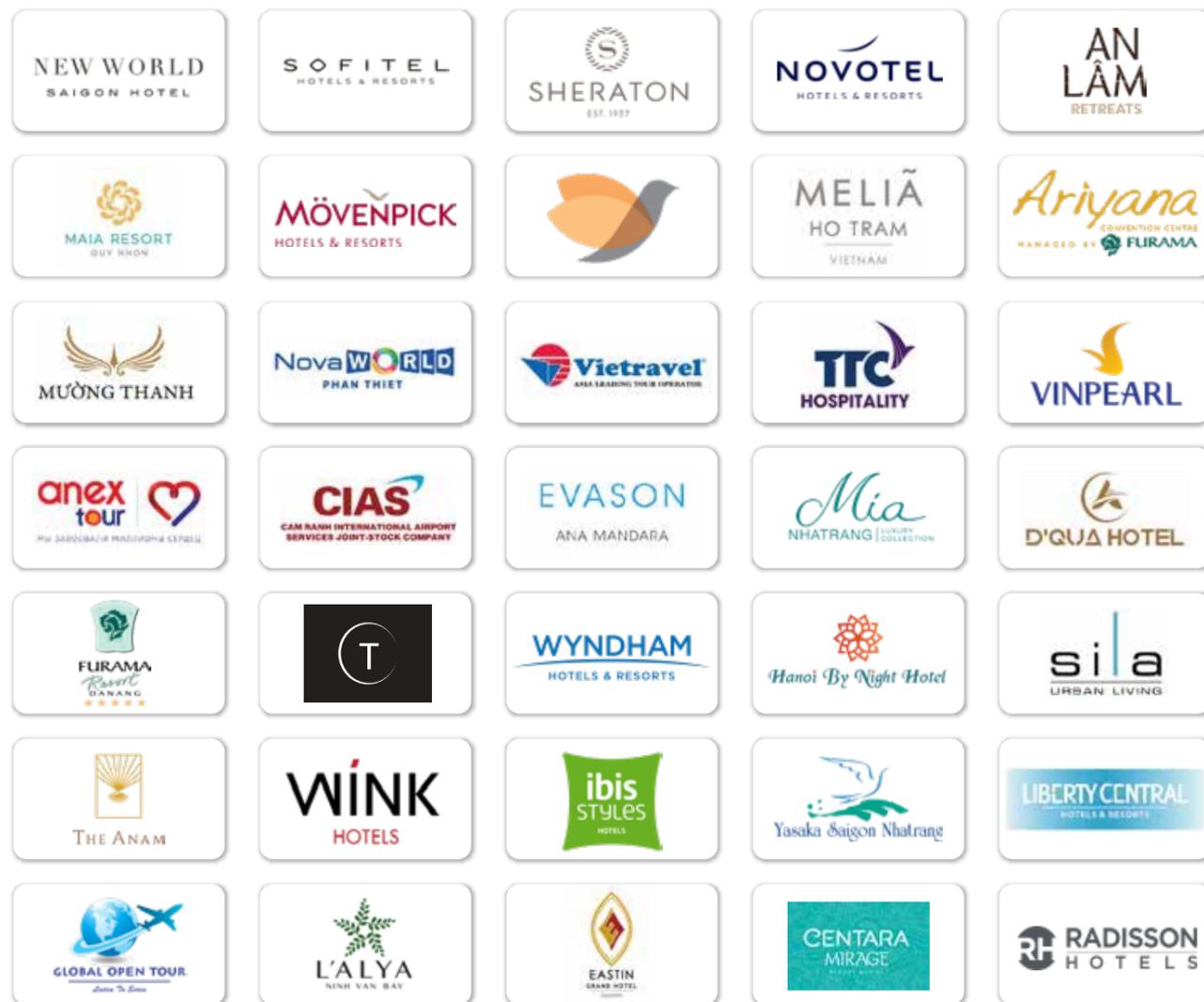
## KHANH HOA MINERAL WATER JOINT STOCK COMPANY

### PARTNERS

#### MT & CVS Partners



#### HORECA Partners



### E-commerce Partners



### Strategic Partners

**Spa Sky**  
Technology transfer partnership for the OEM production of carbonated beverages under the Spa Sky brand



**Guangzhou Nutrin**  
Vikoda has officially exported products to the Chinese market.



**Vietnam Nutrition Association**  
Vikoda is a strategic partner of the Vietnam Nutrition Association, co-organizing nationwide scientific conferences on nutrition from North to South.

## TODAY COSMETICS JOINT STOCK COMPANY

Founded in 2009, Today Cosmetics has established itself as a reputable brand and a trusted partner in the cosmetics and personal care manufacturing industry in Vietnam.

After officially becoming a member of F.I.T Group in 2012, Today Cosmetics experienced rapid growth through a strategy of focused investment. The company has become a hub for leading industry experts, owns a wide range of valuable proprietary formulations, and maintains the flexibility to collaborate with global strategic partners.

At the same time, Today Cosmetics also develops its own brands, combining production capabilities with strategic domestic brand-building efforts.

### A STRONG COMMITMENT TO SUPERIOR PRODUCT QUALITY



Outstanding Quality



Environmentally Friendly



Health and Safety Focused



### MISSION

Enhancing quality of life through superior, safe-to-use, and environmentally friendly products and services.

### VISION

Aiming to become a world-class Vietnamese FMCG company, a national pride with cutting-edge R&D, and a place where younger generations aspire to contribute.

### DIVERSE PRODUCT PORTFOLIO

#### PERSONAL CARE

##### DR.CLEAN



A product line designed to clean, eliminate odors, and balance skin pH, helping protect against harmful environmental agents. Available in a variety of fragrances.

##### NUWHITE



A body wash line made from 100% pure goat milk essence and natural fresh fruit extracts, delivering smooth, radiant skin

#### HOME CARE

##### GOLDEN LIFE



A premium biological product line under the home care category, applying natural enzyme technology to deliver effective cleaning while ensuring health safety and environmental friendliness.

##### TERO BIO



A premium product line applying European biotechnology, offering an exceptional experience in home care solutions.

#### ORAL CARE

##### DR.KOOL



An oral care product line with a diverse range of models and types, designed for both children and adults.

#### INSECT SPRAY

##### ROCKET



An insect spray line effective against six types of insects: mosquitoes, cockroaches, ants, flies, spiders, and fleas. The product contains no harmful ingredients, ensuring family safety.

#### AIR FRESHENER

##### ROSY



An air freshener line with antibacterial and odor-neutralizing properties, delivering a fresh and clean living space. Produced with modern technology and natural ingredients, ensuring health safety

#### COSMETICS

##### G10



A cosmetics and personal care line made from natural extracts, combined with advanced technology to ensure optimal effectiveness, safety, and compatibility with Vietnamese skin types. G10 offers a diverse product portfolio.

## TODAY COSMETICS JOINT STOCK COMPANY

### TODAY COSMETICS PRODUCT DISTRIBUTION MAP

“The nationwide distribution network of branches and retail agents forms the core of Today Cosmetics’ execution strategy”



## Presence in all provinces and cities

A comprehensive distribution system covers every region of the country.

## 50.000+ retail stores

Nationwide distribution coverage.

## 16+ years

In the field of cosmetics and personal care manufacturing & OEM production.

## 4.946 m2

Total factory area.

## 2.580 m2

Workshop area.

## 30.000.000+

products/year  
Annual production capacity.

## Malaysia

Joint venture partner

## 08 well-known brands

Manufactured using imported technology from Europe.

## 5

Production lines

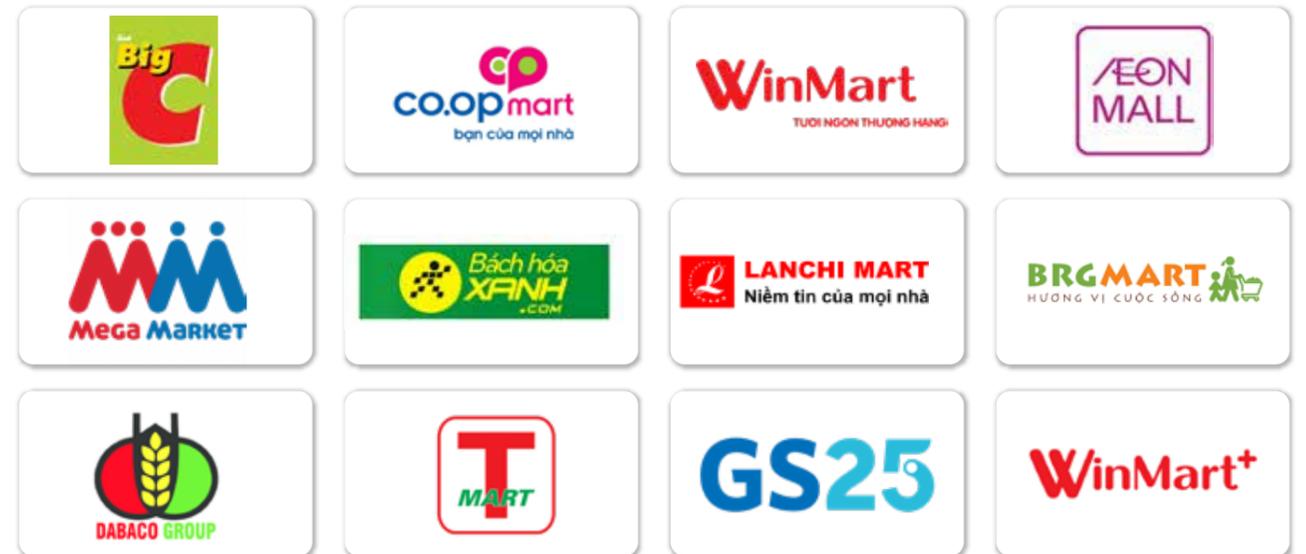
## 100+ products

Including personal care, home care, and more.

## 100% of products

Are sustainable, eco-friendly, and safe for consumer health.

### MT & CVS CHANNEL PARTNERS



### B2B PARTNERS



### E-COMMERCE PARTNERS



## TODAY COSMETICS JOINT STOCK COMPANY

### EXPERIENCED HUMAN RESOURCES TEAM

<b>R&amp;D Team</b>	A team of experienced engineers and specialists who continuously update and apply the world's leading cosmetic and personal care ingredient trends.
<b>Production Team</b>	Highly qualified personnel with extensive experience in professional cosmetics manufacturing, carefully selected based on strict criteria. They ensure accuracy and microbiological safety throughout the entire process—from raw material preparation to final product manufacturing.
<b>QA/QC Management</b>	All production stages are strictly monitored by the QA/QC team to ensure compliance with the standards set by the Ministry of Health.
<b>Customer Care Team</b>	A team of experienced, friendly, and professional consultants who thoroughly understand the market and legal documentation—enabling efficient cooperation and saving time for all parties involved.
<b>Packaging Design Team</b>	Skilled specialists in logo and packaging design who focus on creating aesthetically appealing, transparent, and legally compliant packaging. We believe packaging plays a critical role in influencing purchasing decisions.

### MODERN FACTORY

<b>01</b>	The R&D Laboratory is equipped with state-of-the-art machinery and research instruments, imported from the world's leading brands, enabling advanced product analysis and innovation.
<b>02</b>	The Filling and Packaging Room is designed to ensure complete hygiene during operations, preventing dust contamination and microbial infection. All machinery and equipment are strategically arranged to maximize productivity, ensuring timely completion and delivery of customer orders.
<b>03</b>	The Production Area is designed in compliance with strict hygiene and safety standards as required by the Ministry of Health. Production machinery and equipment are fully imported, meeting the demands of the most advanced manufacturing technologies.

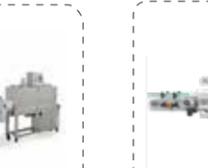
### FILLING SYSTEM

			
Single-nozzle filling machine	6-nozzle filling machine	Large 4-nozzle filling machine	12-nozzle filling machine

### MIXING SYSTEM

1-ton mixing system	2-ton mixing system	5-ton mixing system	10-ton mixing system	Cream tank mixing system
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### AUXILIARY MACHINERY SYSTEM

				Air compressor
Automatic aerosol filling machine	Automatic aerosol filling machine	Double-sided labeling machine	Bag sealing machine	Gas filter column

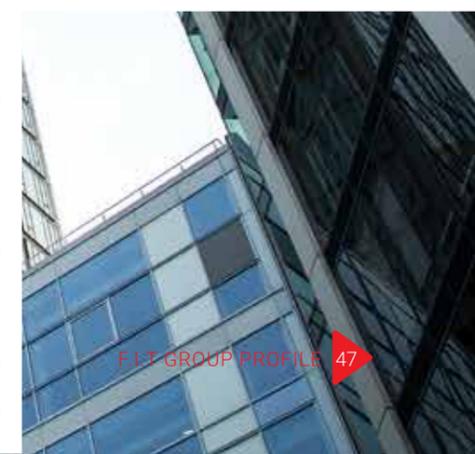
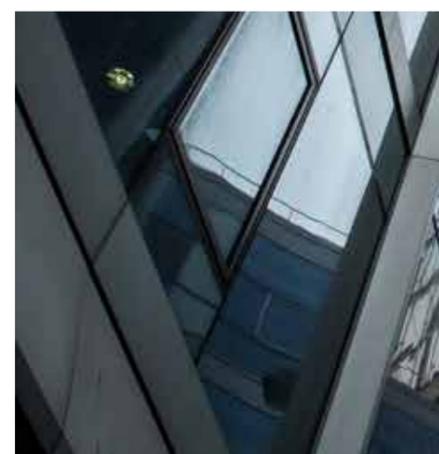
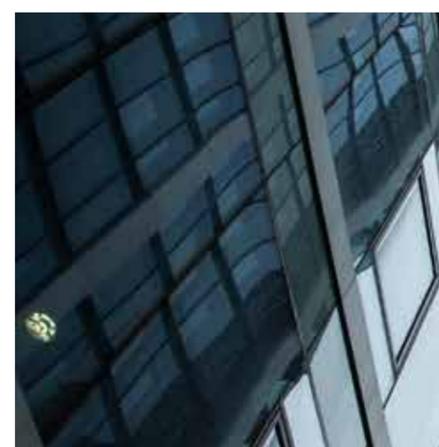
### QUALITY ASSURANCE SYSTEM

		
Product Development	Formula Transfer	Access to Emerging Product Trends
		
Product diversification	Product registration	Standards and certifications

# I REAL ESTATE

Targeting the mid- to high-end segment, the Group views real estate not merely as a line of business but as a mission to create lasting value for society and the community. Guided by the philosophy of prioritizing quality over speed or scale, each project is implemented with rigor and professionalism. On this journey, F.I.T Land Investment Joint Stock Company, established on July 11, 2016, has been actively contributing to the Group's overall development.

With a team of highly experienced experts, the company provides a wide range of real estate services, including: Real estate and land use rights trading; real estate consulting, brokerage, and auction services; other related real estate activities. Each project is not only an investment but also a commitment to quality and sustainable value.



# I AGRICULTURE

Committed to sustainable agricultural development and prioritizing consumer health and safety, F.I.T Group has developed clean raw material zones, invested in modern equipment, and maintained meticulous control over every stage of the process—from product formulation and seed sourcing to harvesting, processing supervision, and product packaging and design—to ensure maximum safety for end users.

Thanks to a strategic, long-term investment vision, the Group's agricultural products are now present in all provinces across Vietnam and exported to demanding markets such as Europe, the United States, Japan, and South Korea, among others.

F.I.T Group's goal is to continuously improve quality and diversify its product offerings to meet the increasingly high demands of consumers.



Development of proprietary raw material zones



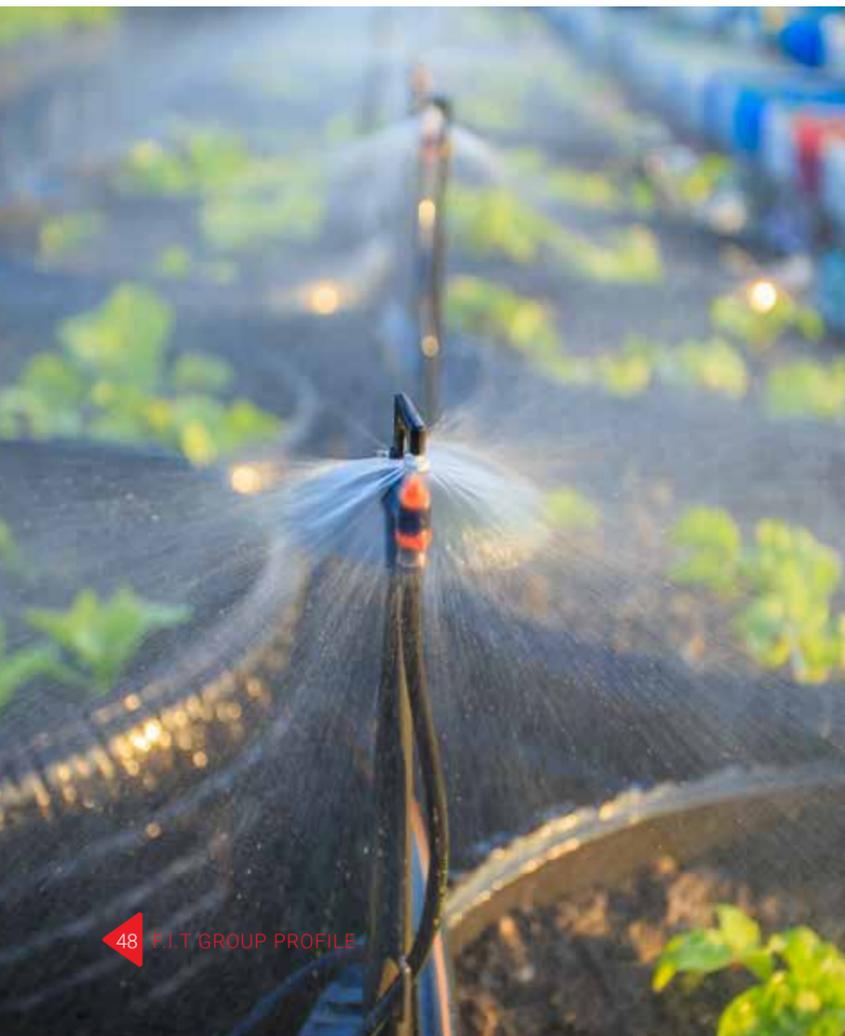
Research on new crop varieties



Modern equipment and technology



Years of experience in export operations



## TECHNO-AGRICULTURAL SUPPLYING JOINT STOCK COMPANY (TSC)

Currently, with thousands of agents and customers both domestically and internationally, Techno-Agricultural Supplying Joint Stock Company (TSC) is recognized as one of the most reputable and highly regarded agricultural enterprises in Vietnam.

Supplying the market with a full range of products—from seeds, fertilizers, and agrochemicals to agricultural produce and food products—TSC has set its vision to become Vietnam’s leading agricultural investment company. The company is committed to contributing to the development of Vietnam’s agriculture, sharing benefits with the community, creating value for society, and increasing returns for shareholders

**MISSION**  
To provide comprehensive solutions for the development of high-tech, sustainable agriculture.

**VISION**  
To become a leading agricultural enterprise in Vietnam.



1992

Established

2007

TSC shares listed on Ho Chi Minh City Stock Exchange

1.968+ Billion VND

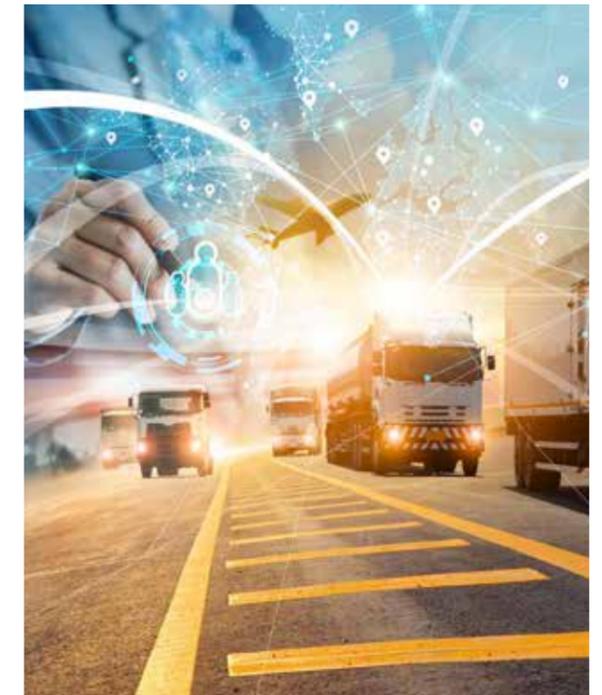
Charter capital

4/7

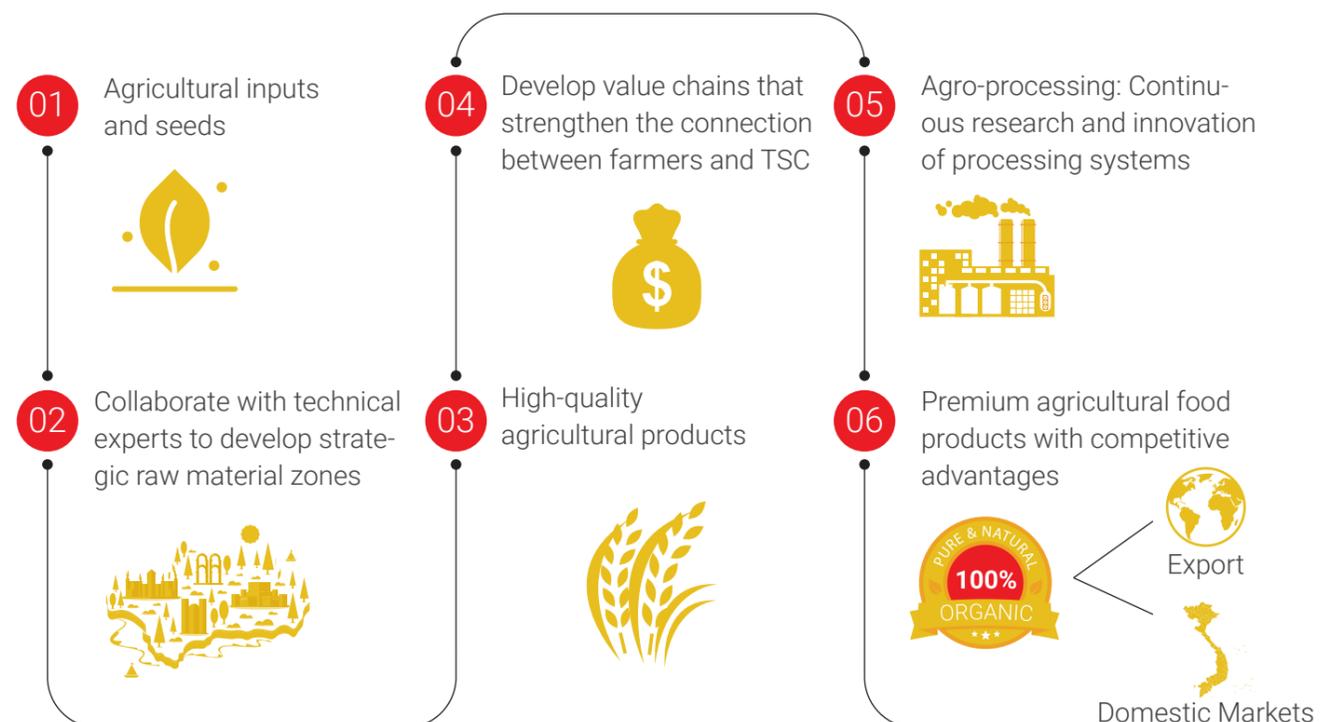
Subsidiaries operating in the agricultural sector

33+ years of experience

In agricultural production and trading



### INTEGRATED SMART AGRICULTURE VALUE CHAIN



## TECHNO-AGRICULTURAL SUPPLYING JOINT STOCK COMPANY (TSC)

Since officially becoming a subsidiary of F.I.T Group, TSC has received strong support in terms of capital, corporate governance, operations, and business strategy.

With the backing of its parent company, TSC has been actively streamlining its operational model, building long-term business strategies, and expanding into high-potential sectors such as fruit processing for export and FMCG

TSC's products have been exported to multiple countries, including China, Japan, the United Arab Emirates, Russia, Belarus, Bangladesh, and Malaysia, among others.

With high quality and competitive pricing, TSC's products and services meet all requirements and satisfy even the most demanding customers.



04 AGRICULTURAL SUBSIDIARIES OF TSC			
No.	COMPANY NAME	CORE BUSINESS ACTIVITIES	OWNERSHIP PERCENTAGE
01	West Food Processing Exports Joint Stock Company	Processing and preservation of fruits and vegetables	45%
02	TSC Seeds Joint Stock Company	Import-export and trading of crop seeds; propagation and care of seedlings	57,63%
03	Nong Tin Seeds Corporation	Seed processing and propagation; cultivation and care of agricultural crops	77,67%
04	Westfood Hau Giang Joint Stock Company	Processing and preservation of fruits and vegetables	44,76%



## WEST FOOD PROCESSING EXPORTS JOINT STOCK COMPANY

Established in 1992, Westfood is a prominent member of the TSC Group in the agriculture and food processing sector. The company specializes in producing frozen (IQF) products, canned products, and other agricultural goods made from mango, pineapple, papaya, dragon fruit, and lotus seeds. These are processed using advanced technology and highly automated production lines to ensure freshness and nutritional value.

To date, Westfood products have been exported and well-received in many countries and regions including the United States, France, Japan, Australia, Canada, the Netherlands, Ireland, and South Korea. Westfood primarily serves large corporations and industrial food processors.

Located in the heart of the Mekong Delta—the most fertile region in Vietnam—Westfood operates two major factories in the area.

### Westfood Can Tho Factory

Located in Cai Son – Hang Bang Industrial Park, Ninh Kieu District, Can Tho City, the factory spans over 30,000 m<sup>2</sup> and is equipped with highly automated production lines and advanced technology. Key specifications:

- 3 IQF machines with a total capacity of 2.2 tons/hour (investment period: 2008–2015). Modern frequency IQF system with a capacity of 2 tons/hour.
- 4 can cutting lines, with a total output of approximately 600 containers/year
- Plastic cup production line with a capacity of 5,500 cups/hour

### Westfood Hau Giang Factory

The Westfood Hau Giang Factory covers an area of approximately 7 hectares with a total investment of over 666 billion VND. The factory has a daily processing capacity of 120 tons of finished products and is scheduled to begin operations in Q2/2025. As one of the largest agricultural processing plants in Southern Vietnam, the factory will produce a wide range of new, high-quality products in addition to Westfood's current product lines. With an annual capacity of 30,000 tons, the facility serves as a strategic foundation to position Westfood among the Top 5 leading fruit and vegetable exporters in Vietnam.



33 years

of experience in food production and export

30.000 m<sup>2</sup>

Total factory area

1.400

Employees

2.800 MTS

Cubic meters of cold storage capacity

25.000.000\$

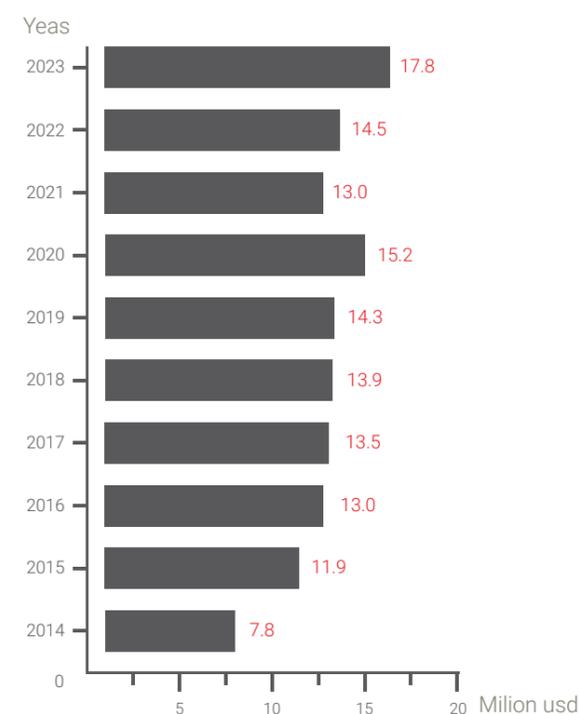
million USD investment in Westfood Hau Giang Factory

1000ha  
Pineapple MD2

hectares of MD2 pineapple, with planned expansion by 2030

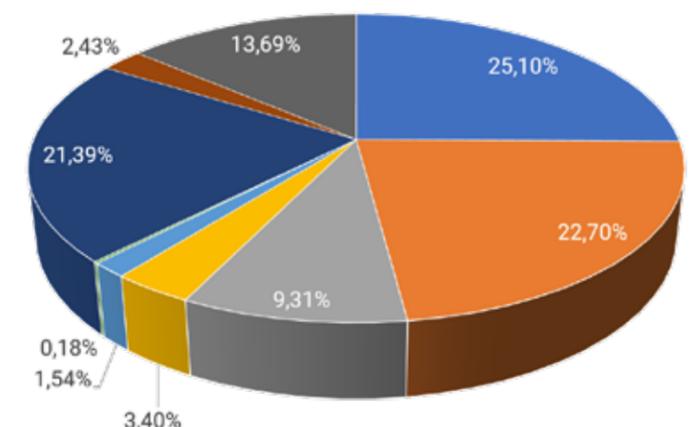


### REVENUE FROM 2014 TO 2023



### WESTFOOD'S GLOBAL MARKET SHARE IN 2024

- Europe
- South America
- Viet Nam
- Other regions
- Japan
- Asia
- United States
- Korea
- Russia and Eastern Europe
- Australia - New Zealand



## WEST FOOD PROCESSING EXPORTS JOINT STOCK COMPANY



### 01 CANNED PRODUCT LINE

**10 PRODUCT LINES:** Lotus seeds, mixed fruits, mango, pineapple, aloe vera, cucumber, nata de coco, baby corn, cut baby corn, papaya

**OPERATING CAPACITY:** Production line: 320 – 360 FCL/year  
Can sizes: A10, 300Z, 200Z, 150Z

### 02 FROZEN PRODUCT LINE

**PRODUCT RANGE:** Mango, dragon fruit, passion fruit, fresh lime, grated coconut, etc. Preserving the fresh and natural flavor of fruits using state-of-the-art freezing technology.

**OPERATING CAPACITY:** Production line: 30 MT/day  
Packaging sizes: 50g, 150g, 350g, 500g, 1000g, 2,500g bulk, 10kg or customized upon request



### 03 PLASTIC CUP PRODUCT LINE

**PRODUCT RANGE:** Mango, nata de coco, pineapple, aloe vera, cut baby corn, etc. Compact, convenient, and easy to carry anywhere, anytime.

**OPERATING CAPACITY:** Production line: 5,400 cups/hour  
260 FCL/year  
Cutting sizes: 6.5 mm, 10 mm, 15 mm  
Cup sizes: 4 oz and 7 oz



### 04 POUCH PRODUCT LINE

**POUCH PRODUCT LINE:** Mango, coconut, etc. Preserving the fresh and natural flavor of fruits with state-of-the-art freezing technology.

**OPERATING CAPACITY:** Production line: 60–80 FCL/year  
Pouch sizes: 500g, 3kg, 5kg, 10kg or customized upon request

### CERTIFICATIONS



### PARTNERS

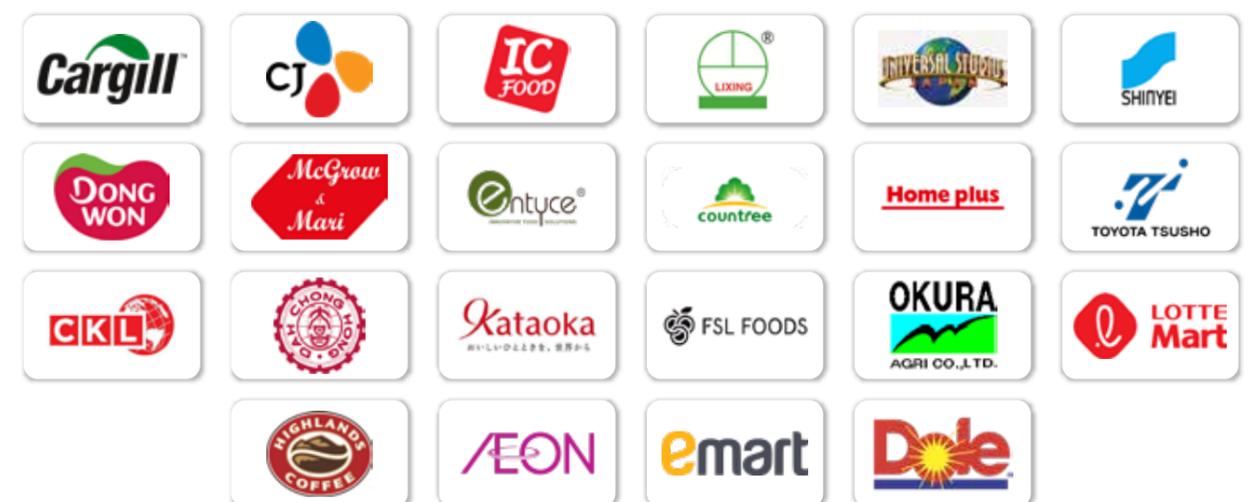
#### UNITED STATES & CANADA



#### EUROPE



#### ASIA AND OTHER REGIONS



# 03

## ORGANIZATION CHART

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Leadership personnel	62
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Member company system	66



# ORGANIZATION CHART

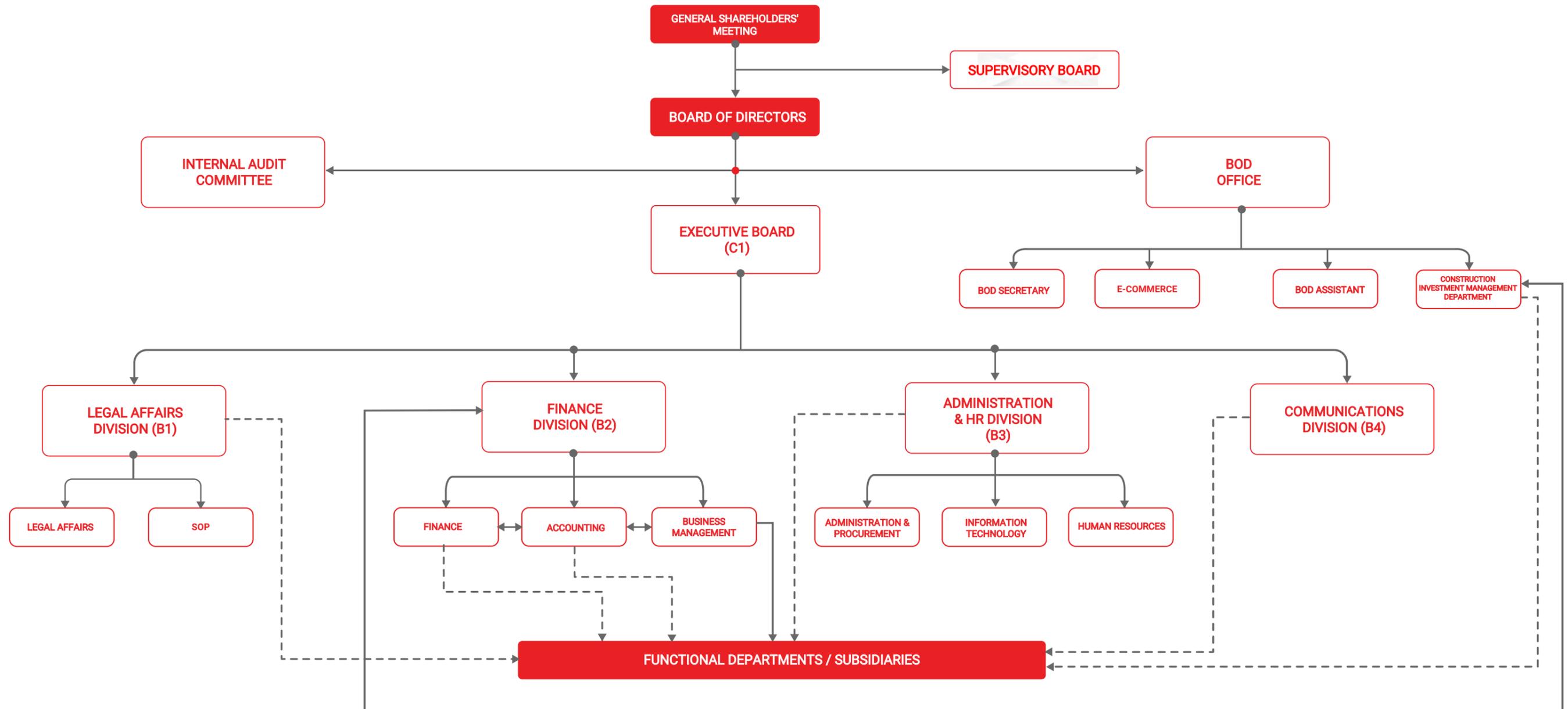
F.I.T Group operates based on close coordination and unity between the Board of Directors, functional departments at the Group's headquarters, and each member company. Member companies have the ability to manage independently, taking responsibility for their own business operations and financial planning. The functional departments at the Group's headquarters are responsible for providing support and oversight in their areas of expertise.

**Legend:**

1	C...	Executive Board (CEO & CEO -1)
2	B...	Divisions within the Group

**Notes:**

1	—————>	Direct management
2	----->	Indirect management
3	<----->	Coordinated implementation
4	CEO	Chief Executive Officer
5	BOD	Board of Directors



# I LEADERSHIP PERSONNEL

## BOARD OF DIRECTORS



Mr **NGUYEN VAN SANG**  
Chairman of the Board

Mr. Nguyen Van Sang is a founding member of F.I.T Group from its early days. As Chairman of the Board of Directors of F.I.T Group, Mr. Sang is responsible for overseeing and managing all activities of the Group's headquarters. Additionally, Mr. Sang plays a key role in developing and guiding the strategic direction for the short-term, medium-term, and long-term growth of F.I.T Group.

Mr. Sang graduated from University and holds a Master's degree in Finance from the National Economics University in Hanoi. Prior to founding F.I.T Group, Mr. Sang gained many years of experience in business, sales, management, and finance at Procter & Gamble Vietnam (P&G Vietnam) and Shell Gas Haiphong Ltd.



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



Ms. **VU THI MINH HOAI**  
Board Member



Mr. **NGUYEN NINH DUNG**  
Board Member



Mr. **DO VAN THO**  
Board Member

## BOARD OF DIRECTORS



Ms. **VU THI MINH HOAI**  
General director

## SUPERVISORY BOARD MEMBER



Mr. **VO DINH BAO**  
Supervisory board member



Ms. **NGUYEN THI HONG ANH**  
Supervisory board member



Mr. **DOAN XUAN DUY**  
Supervisory board member

# AWARDS



**VIETNAMESE ENTERPRISES DEVELOP SUSTAINABLY 2014**  
 Awarded by the Vietnam Business Institute Council in Ho Chi Minh City



**ASIA - PACIFIC OUTSTANDING BRAND**  
**EXCELLENT LEADERS IN ASIA PACIFIC 2015**  
 Award presented to Ms. Nguyen Thi Minh Nguyet, CEO of F.I.T Group, by Asia-Pacific Economic Review and related international publications



**AWARD VIETNAM GOLD STAR 2015**  
 Award for outstanding Vietnamese brands and products in international integration, organized by the Central Committee of the Vietnam Youth Federation in collaboration with the Central Vietnam Young Entrepreneurs Association



**TOP 500 LARGEST PRIVATE ENTERPRISES IN VIETNAM 2016**  
 Surveyed and announced by VietnamNet and Vietnam Report in accordance with international standards.



**FAST500**  
 Top 500 Fastest Growing Enterprises  
**TOP 03 AMONG THE 500 FASTEST-GROWING PRIVATE ENTERPRISES IN VIETNAM IN 2017**  
 Surveyed and announced by VietnamNet and Vietnam Report in accordance with international standards.



**TOP 500 LARGEST PRIVATE ENTERPRISES IN VIETNAM 2023**  
 Surveyed and announced by VietnamNet and Vietnam Report in accordance with international standards.



**RANKED AMONG THE TOP 500 BEST VIET NAM LEADING EMPLOYERS (VBE 500) IN 2022**  
**TOP 500 BEST EMPLOYERS IN VIETNAM 2023.**  
 An annual evaluation, survey, and ranking program jointly organized by Investment Newspaper (Ministry of Planning and Investment) and Viet Research



**TOP 10 ASIA TYPICAL ENTERPRISES 2023**  
 Awarded by Enterprise Asia Jury



**TOP 10 OUTSTANDING VIETNAMESE BRANDS 2024**  
 Awarded by Business & Commerce Magazine



**TOP 10 NATIONAL FAMOUS BRANDS 2025**  
 The Vietnam Invention Association and the Institute for Invention Development & Technology Innovation

# SYSTEM OF SUBSIDIARIES AND AFFILIATES

## SUBSIDIARIES

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

<p>1D Pham Ngu Lao, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p>Other specialized wholesale not elsewhere classified</p> <p>Details: Wholesale of fertilizers, plant protection products, and other chemicals used in agriculture</p>	<p> Charter Capital (VND) <b>1,968,589,250,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>41,07%</b> FIT's Voting Rights Ratio <b>41,07%</b></p>
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### 02 CUU LONG PHARMACEUTICAL JOINT STOCK COMPANY

<p>No. 150, 14 Thang 9 Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam</p> <p>Manufacturing of pharmaceuticals, medicinal chemicals and botanical products (Manufacturing of pharmaceuticals, medicinal herbs, chemicals, excipients, and other processed pharmaceutical products)</p>	<p> Charter Capital (VND) <b>730,410,300,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>58,05%</b> FIT's Voting Rights Ratio <b>58,05%</b></p>
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### 03 F.I.T VIET NAM TRADING AND IMPORT EXPORT COMPANY LIMITED

<p>5th Floor – Times Tower, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam</p> <p>Organization of trade promotion and introduction activities (Excluding press-related activities)</p> <p>General wholesale (excluding pharmaceuticals and goods banned by the State)</p>	<p> Charter Capital (VND) <b>100,000,000,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>100%</b> FIT's Voting Rights Ratio <b>100%</b></p>
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### 04 F.I.T LAND INVESTMENT JOINT STOCK COMPANY

<p>5th Floor – Times Tower, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam</p> <p>Real estate business, land use rights under ownership, usage rights, or lease rights</p> <p>Details: Real estate trading – including trading of future-formed realstate</p>	<p> Charter Capital (VND) <b>965,904,990,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>99,90%</b> FIT's Voting Rights Ratio <b>99,90%</b></p>
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### 05 WEST FOOD PROCESSING EXPORTS JOINT STOCK COMPANY (\*\*)

<p>Cai Son – Hang Bang Industrial Park, Hoang Quoc Viet Street, Quarter 4, An Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p>Processing and preserving vegetables and fruits; purchasing and processing agricultural products and food for export...</p>	<p> Charter Capital (VND) <b>302,467,400,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>18,48%(1)</b> FIT's Voting Rights Ratio <b>45,00%</b></p>
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### 06 TSC SEEDS JOINT STOCK COMPANY

<p>1D Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p>Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals.</p> <p>Details: Trading and import-export of all kinds of crop seeds</p>	<p> Charter Capital (VND) <b>190,000,000,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>23,67%(1)</b> FIT's Voting Rights Ratio <b>57,63%</b></p>
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### 07 FIT CONSUMER JOINT STOCK COMPANY

<p>1D Pham Ngu Lao Street, Thoi Binh Ward, Ninh Kieu District, Can Tho City, Vietnam</p> <p>Retail sale of food, foodstuffs, beverages, tobacco, and cigars accounting for a major proportion in general-purpose retail stores</p>	<p> Charter Capital (VND) <b>1,460,037,500,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>46,35%(1)</b> FIT's Voting Rights Ratio <b>100,00%</b></p>
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### 08 NONG TIN SEEDS CORPORATION

<p>276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam</p> <p>Seed processing for propagation</p>	<p> Charter Capital (VND) <b>30,000,000,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>31,90%(1)</b> FIT's Voting Rights Ratio <b>77,67%</b></p>
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### 09 WESTFOOD HAU GIANG JOINT STOCK COMPANY

<p>Song Hau Industrial Park – Phase 1, Dong Phu Commune, Chau Thanh District, Hau Giang Province, Vietnam</p> <p>Processing and preserving vegetables and fruits</p> <p>Details: Processing and canning of vegetables and fruits; processing and preserving other vegetables and fruits</p>	<p> Charter Capital (VND) <b>262,345,000,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>18,38%(2)</b> FIT's Voting Rights Ratio <b>99,47%</b></p>
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### 10 KHANH HOA MINERAL WATER JOINT STOCK COMPANY

<p>Cay Sung Hamlet, Dien Tan Commune, Dien Khanh District, Khanh Hoa Province, Vietnam</p> <p>Manufacturing of non-alcoholic beverages and mineral water</p> <p>Details: Manufacturing of non-alcoholic beverages; bottled natural mineral water production</p>	<p> Charter Capital (VND) <b>124,999,880,000</b></p> <p> As of December 31, 2024 FIT's Ownership Ratio <b>44,27%(3)</b> FIT's Voting Rights Ratio <b>95,53%</b></p>
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**11 BENOVAS ONCOLOGY JOINT STOCK COMPANY**

5th Floor – HACCI Complex Building, Lot 2.6, N0 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam	Charter Capital (VND)	<b>100,000,000,000</b>
Manufacturing of pharmaceuticals, medicinal chemicals and botanical products	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>48,76%(4)</b> <b>84,00%</b>

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

No. 150, 14 Thang 9 Street, Ward 5, Vinh Long City, Vinh Long Province, Vietnam	Charter Capital (VND)	<b>163,000,000,000</b>
Other specialized wholesale not elsewhere classified  Details: Wholesale of chemicals; Wholesale of other household products; Wholesale of medical instruments	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>58,05% (4)</b> <b>100,00%</b>

**13 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)	<b>80,000,000,000</b>
Wholesale of other household products  Details: Wholesale of pharmaceuticals, various types of capsules, pharmaceutical and medical instruments, cosmetics, medicinal herbs, excipients, and other processed pharmaceutical products	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>58,04%(4)</b> <b>99,98%</b>

**14 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)	<b>12,000,000,000</b>
Manufacturing of medical, dental, orthopedic, and rehabilitation equipment and instruments.  Details: Manufacturing of medical instruments and equipment for the pharmaceutical and healthcare industries	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>58,05%(4)</b> <b>100,00%</b>

**15 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)	<b>1,625,410,779</b>
Pharmaceutical promotion	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>29,61%(4)</b> <b>51,00%</b>

**16 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)	<b>233,000,000,000</b>
Real estate business, land use rights under ownership, usage, or lease  Details: Real estate trading	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>98,61%(5)</b> <b>98,71%</b>

**ASSOCIATED COMPANIES****01 FIT COSMETICS JOINT STOCK COMPANY**

No. 276 Nguyen Dinh Chieu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam	Charter Capital (VND)	<b>195,900,000,000</b>
Distribution of cosmetics and personal care products; Other specialized wholesale not elsewhere classified  Details: Trading of chemicals (excluding banned substances); Wholesale of fertilizers and agrochemicals; Wholesale of virgin plastic resins; Wholesale of rubber; Wholesale of textile fibers; Wholesale of pulp	As of December 31, 2024 FIT's Ownership Ratio FIT's Voting Rights Ratio	<b>22,71%(1)</b> <b>49,00%</b>

# 04

## SUSTAINABLE DEVELOPMENT

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Social responsibility	74
Sustainable human resource development	80
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# I 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



As a corporation engaged in the fields of pharmaceuticals, fastmoving consumer goods, food, agriculture, and real estate, F.I.T Group aims to provide high-quality, user-friendly products and services that align with modern trends and best serve the interests of Vietnamese consumers.

## 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,

In addition, the Group places great emphasis on demonstrating corporate social responsibility (CSR), aiming to improve quality of life through investment in public health programs, green consumption initiatives, and sustainable development projects— especially in areas affected by natural disasters and hardship.



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

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.



## 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'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 generation.



## 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 enhance 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.

## I SOCIAL RESPONSIBILITY

### DUOC CUU LONG JOINS HANDS TO SUPPORT PEOPLE AFFECTED BY TYPHOON YAGI

In response to the severe human and material losses caused by Typhoon No. 3 (Yagi) and prolonged flooding in several northern provinces, DCL Holdings, embodying the spirit of solidarity and mutual support, quickly coordinated with the Vinh Long Department of Health to launch a relief effort.

The company donated 24 boxes of essential medicines, including painkillers, fever reducers, medications for respiratory diseases, and antibiotics.

These supplies were delivered in a timely manner and distributed to nearly 1,000 residents in Ngu Chi Son and Ta Van communes (Sa Pa Town), as well as Muong Hum and Den Sang communes (Bat Xat District), Lao Cai Province.

The program not only helped the locals recover their health quickly but also contributed to stabilizing their lives in the aftermath of the natural disaster.



### TODAY 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.

Today 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.

### 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.



## I SOCIAL RESPONSIBILITY

### 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.



### 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.



# I SOCIAL RESPONSIBILITY

## 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.



# I SUSTAINABLE HUMAN RESOURCE DEVELOPMENT

## ENSURING EMPLOYEE RIGHTS AND BENEFITS

### Transparent Labor Regulations

F.I.T Group is committed to developing its internal labor regulations in full compliance with legal requirements.

In terms of salary, insurance, and benefits, F.I.T Group maintains a competitive compensation level for its employees compared to the general market in the same industry in Vietnam. Additionally, the Group offers highly competitive salary, bonus, and incentive policies for skilled and experienced professionals in relevant fields—not only to retain current employees but also to attract talent from diverse sources to contribute to and grow with the Group.

Regarding contributions to Social Insurance, Health Insurance, and Unemployment Insurance, the Group strictly adheres to all legal regulations. Furthermore, in collaboration with Bao Viet Insurance Corporation, F.I.T Group has developed and implemented premium health insurance programs exclusively for its employees.

The Group regularly reviews and adjusts its benefits policies to provide more practical and meaningful incentives for all staff members.

### Comprehensive Working Conditions

F.I.T Group operates on a schedule of 8 hours per day, 5 days per week. Employees are entitled to public holidays, annual leave, and personal leave with full pay in accordance with the provisions of the Labor Law.

### Ideal Working Environment

Committed to building a professional workplace, F.I.T Group provides employees with spacious, well-equipped offices. Staff are supplied with modern work equipment and receive regular health check-ups. The company also supports employees with mobile phone allowances and provides lunch at the company cafeteria.

## KEY WELFARE POLICIES OF THE GROUP

Employee health is one of the top priorities of the Group's leadership. In addition to standard health insurance, F.I.T Group provides employees with an extra health insurance package from Bao Viet Insurance, offering extensive benefits and accepted at a wide range of medical facilities and major hospitals.

Annual health check-ups are organized for all employees at reputable hospitals known for high-quality services, such as Thu Cuc Hospital, Hong Ngoc Hospital, and others.

Employees receive thoughtful gifts for important personal milestones such as birthdays, weddings, childbirth, illness, and on festive occasions.

The Group also organizes festivals, team-building activities, and trips for employees and their families, as well as rewards for employees' children who achieve outstanding results in academics, sports, or the arts.

Modern, fully equipped gym and 3D golf rooms are available for employees to promote a healthy lifestyle.



## BUILDING CORPORATE CULTURE

### Corporate Cultural Activities

F.I.T Group places special emphasis on employee engagement activities, ensuring both the rights and emotional well-being of all staff members. The Trade Union's initiatives are actively maintained to foster a connected environment, encouraging employees to maximize their potential, strengthen team unity, and build a vibrant corporate culture through:

- F.I.T Club, which hosts a wide range of activities such as book sharing, knowledge-sharing sessions, and soft skills training workshops.
  - Sports and wellness activities including gym, yoga, golf, and football clubs to promote physical health.
  - Annual team-building events, designed to be both intellectually stimulating and team-oriented.
  - Annual Gala Dinner, held at both the company and Group levels, celebrating milestones and achievements.
  - 2–3 bonding trips each year during events like spring excursions, summer holidays, and company anniversaries.
  - Quarterly birthday celebrations for employees.
- A library corner stocked with a variety of books to support employees' reading and learning interests.
- Diverse cultural activities organized throughout the year.

### Employee Training Activities

To ensure sustainable organizational growth, every individual at F.I.T Group is encouraged to engage in continuous learning. A professionally designed E-Learning system has been thoughtfully developed to support employees in enhancing both their professional expertise and soft skills. In addition, regular offline training programs are also organized to further support employee development.



### Honoring Success

F.I.T Group always respects and values human potential, especially individuals who are a strong cultural fit and make outstanding contributions. Honoring achievements is not only a principle but also a guiding compass in the Group's corporate culture.

Respecting people, recognizing the right individuals, and celebrating success are core values that F.I.T Group consistently upholds. Titles such as Employee of the Month/Quarter, Employee of the Year, and Top Sales Performer are prestigious honors that every staff member strives to earn. Alongside these recognitions, well-deserved rewards worth thousands of USD are presented to acknowledge and encourage excellence.



# I ENVIRONMENTAL PROTECTION

## 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.

## DCL HOLDINGS 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.



## 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.



## F.I.T GROUP JOINT STOCK COMPANY

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STOCK CODE **FIT**

TOTAL ASSETS **7.747+** BILLION DONG

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### HEAD OFFICE

5th Floor - Times Tower - HACCC1 Complex  
No. 35 Le Van Luong - Thanh Xuan District - Hanoi

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 [www.fitgroup.com.vn](http://www.fitgroup.com.vn)

 [info@fitgroup.com.vn](mailto:info@fitgroup.com.vn)

 (84-24) 7309.4688 - 7309.4689

**FAX** (84-24) 7309.4686

