

**CÔNG TY CỔ PHẦN
TẬP ĐOÀN F.I.T
F.I.T GROUP JOINT
STOCK COMPANY**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Số/No.: 14/2025/CBTT

Cần Thơ, ngày 23 tháng 04 năm 2025

Can Tho, April 23, 2025

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở giao dịch chứng khoán TP. HCM.

To: - *State Securities Commission;*
- *Ho Chi Minh City Stock Exchange*

1. Tên tổ chức: Công ty Cổ phần Tập đoàn F.I.T

Name of Organization: F.I.T Group Joint Stock Company

- Mã chứng khoán/Stock Code: FIT

- Địa chỉ trụ sở chính: Tầng 5, tòa Times Tower - HACC 1 Complex Building, số 35 đường Lê Văn Lương, Phường Nhân Chính, Quận Thanh Xuân, Thành phố Hà Nội, Việt Nam

Address of Head office: 5th Floor, Times Tower - HACC 1 Complex Building, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam

- Điện thoại/Phone: 024 730 94688

- Email: congbothongtin@fitgroup.com.vn

2. Nội dung thông tin công bố/ Information disclosure content:

Công ty Cổ phần Tập đoàn F.I.T (“Công Ty”) công bố:

F.I.T Group Supplying Joint Stock Company ("Company") announces:

2.1. Biên bản họp, Nghị quyết Đại hội đồng cổ đông thường niên năm 2025 của Công ty.

Minutes of meeting, Resolution of the Company's 2025 Annual General Meeting of Shareholders

2.2. Biên bản kiểm phiếu tại Đại hội đồng cổ đông thường niên năm 2025 của Công ty.

Minutes of the vote counting at the Company's 2025 Annual General Meeting of Shareholders

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 23/04/2025 tại đường dẫn <https://fitgroup.com.vn/> - Mục Quan hệ công đồng.

This information was published on the Company's website on April 23, 2025 at <http://www.tsccantho.com.vn/> - Investor Relations Section.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby commit that the information published above is true and we are fully responsible before the law for the content of the published information.

Tài liệu đính kèm/ Attached documents:

- Biên bản họp số 01/2025/BB-ĐHĐCĐ ngày 22/04/2025 của Đại hội đồng cổ đông thường niên 2025 của Công ty/ Minutes of meeting No. 01/2025/BB-ĐHĐCĐ dated April 22, 2025 of the Company's 2025 Annual General Meeting of Shareholders;
- Nghị quyết số 01/NQ-ĐHĐCĐ ngày 22/04/2025 của Đại hội đồng cổ đông thường niên 2025 của Công ty/ Resolution No. 01/NQ-ĐHĐCĐ dated April 22, 2025 of the Company's 2025 Annual General Meeting of Shareholders
- Biên bản kiểm phiếu ngày 22/04/2025 tại Đại hội đồng cổ đông thường niên 2025 của Công ty/ Minutes of vote counting dated April 22, 2025 at the Company's 2025 Annual General Meeting of Shareholders.

Nơi nhận/ Recipients::

- Như Kính gửi/As Dear;
- Lưu HC/File.

ĐẠI DIỆN TỔ CHỨC
NGƯỜI ĐƯỢC ỦY QUYỀN CÔNG BỐ THÔNG TIN
ORGANIZATION REPRESENTATIVE
AUTHORIZED PERSON TO DISCLOSURE INFORMATION



Bùi Hồng Hạnh

**MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
F.I.T GROUP JOINT STOCK COMPANY**

F.I.T Group Joint Stock Company (hereinafter referred to as "**the Company**"), Enterprise Registration No.: 0102182140, with its registered head office at 5th Floor, Times Tower - HACC 1 Complex Building, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam, convened the 2025 Annual General Meeting of Shareholders ("**the AGM**") to discuss and approve matters under its authority. On April 11, 2025, the Company convened the first session of the AGM, but it did not meet the conditions to proceed. On April 22, 2025, the Company held the second session of the AGM. The detailed content is as follows:

I. FORM OF ORGANIZATION, TIME, AND VENUE.

1. Form of AGM Organization: Conducted online via the Electronic Voting System;
2. Time: 9:00 a.m, April 22nd, 2025;
3. Online Connection Points: The main meeting point is at Hanoi Conference Hall, 5th Floor, Times Tower - HACC 1 Complex Building, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, connected with other remote meeting points.

II. PARTICIPANTS OF THE MEETING

1. Chairing Panel

- 1.1. Mrs. Nguyen Thi Minh Nguyet – Vice Chairwoman of the Board of Directors / Chairperson of the Meeting
- 1.2. Mr. Dinh Quoc Hung – Board Member
- 1.3. Mr. Nguyen Van Ban – Chief Executive Officer (CEO)

Mrs. Nguyen Thi Minh Nguyet was authorized by Mr. Nguyen Van Sang, Chairman of the Board, to chair and preside over the AGM, as per Authorization Letter No. 1504/2025/UQ dated April 24th, 2025.

2. Secretariat

- 2.1. Ms. Nguyen Thuy Duong – Head of Secretariat
- 2.2. Mrs. Vu Thi Thu Huyen – Member

3. Shareholder Eligibility Verification Committee

- 3.1. Ms. Pham Ngoc Anh – Head of Committee
- 3.2. Mrs. Le Thi Thuong – Member

4. Vote Counting Committee

- 4.1. Mrs. Truong Thi Van – Head of Committee
- 4.2. Mrs. Nguyen Thi Phuong Thao – Member

III. LEGALITY OF THE AGM

1. Basis for AGM Convocation

The Board of Directors of the Company (hereinafter referred to as "**the BOD**") convened the AGM in accordance with the law and the Company's Charter.

2. Report on Shareholder Eligibility Verification

The Head of the Shareholder Eligibility Verification Committee read the Report on Shareholder Eligibility just before the AGM commenced, with the following results:

- 2.1. Total number of shareholders entitled to attend the AGM: **19,950** shareholders (as per the list of eligible shareholders recorded on March 11, 2025).
- 2.2. Total number of shareholders attending at the start of the AGM: **36** shareholders, including:

- a. Total number of shareholders attending in person: **30** shareholders;
- b. Total number of shareholders represented by proxy: **06** shareholders.
- c. Total voting shares represented by attending shareholders at the start of the AGM: **130,938,194** shares, equivalent to **38.52%** of the total voting shares of the Company.

Since this is the second convening of the AGM, in accordance with the Enterprise Law 2020 and the Company's Charter, the AGM meets the conditions for valid proceedings.

IV. AGM CONTENTS

After the AGM commenced, shareholders continued to register for attendance, in accordance with Clause 6, Article 146 of the Enterprise Law 2020. Accordingly, the number of additional shareholders who registered after the AGM began (until the time of adjournment) was 03 shareholders.

Thus, the total number of shareholders attending the AGM was **39** shareholders, including:

- Total number of shareholders attending in person: **33** shareholders;
- Total number of shareholders attending by proxy: **06** shareholders.
- Total number of voting shares represented at the AGM: **131,516,656** shares, equivalent to **38.69%** of the total voting shares of the Company.

1. Voting on the Items in Ballot No. 01

- Regarding the approval of the AGM Agenda, the Regulations on Organization and Voting Procedures, the Election Regulations, and the appointment of the Chairing Panel, the Secretariat, the Shareholder Eligibility Verification Committee, and the Vote Counting Committee, shareholders attending the AGM voted through a confidential ballot via the Electronic Voting System.
- Number of shareholders with voting rights present at the AGM at the time of voting on Ballot No. 01: 37 shareholders, representing **131,306,656** shares. Breakdown:
 - + Number of shareholders who participated in the vote: **35** shareholders, representing **130,673,194** shares;
 - + Number of shareholders who did not participate in the vote: **02** shareholders, representing **633,462** shares.

Specific Voting Results:

| No. | Voting Items | Approved | | Not Approved | | No. | |
|-----|--|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| 1 | AGM Agenda | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 2 | Regulations on Organization and Voting Procedures | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 3 | Election Regulations | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 4 | Chairing Panel Members | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |
| 5 | Secretariat Members | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |
| 6 | Shareholder Eligibility Verification Committee Members | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |
| 7 | Vote Counting Committee Members | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |

2. Voting on Ballot No. 02 and Presentation & Discussion of AGM Items

2.1. Presentation of AGM Items

The Chairperson presided over the meeting and assigned presenters to deliver reports and proposals as follows:

- a. Report on the BOD's activities in 2024 and the 2025 operational plan
- b. Report on the Executive Board's activities in 2024 and the 2025 operational plan
- c. Report on the SB's activities in 2024 and the 2025 operational plan
- d. Proposal for approval of the 2024 profit distribution plan and the 2025 business plan
- e. Proposal for approval of the 2024 audited financial statements
- f. Proposal for approval of the selection of an auditing firm for the Company's 2025 operations.
- g. Proposal for approval of the 2024 remuneration settlement and the 2025 remuneration plan for BOD and SB members
- h. Proposal for approval of revenue-generating and expense-incurring contracts between the Company and related parties, as well as other matters under the AGM's jurisdiction
- i. Proposal for approval of the dismissal and additional election of an Independent Board Member and an SB Member for the 2023-2028 term
- j. Approval of the list of candidates for the additional election of an Independent Board Member and an SB Member for the 2023-2028 term

2.2. Discussion at the AGM

During the AGM, the Chairing Panel discussed and responded to several shareholder questions. *(Details of shareholder questions and responses from the Chairing Panel are attached to this meeting minutes.)*

2.3. Voting on the Items in Ballot No.2

- Regarding the approval of reports, proposals, and the list of candidates for the additional election of an Independent Board Member and an SB Member for the 2023-2028 term, shareholders attending the AGM voted via confidential ballots through the Electronic Voting System.
- Number of shareholders with voting rights at the time of voting on Ballot No. 02: **39** shareholders, representing **131,516,656** shares. Breakdown:
 - + Number of shareholders who participated in the vote: **30** shareholders, representing **130,527,771** shares;
 - + Number of shareholders who did not participate in the vote: **09** shareholders, representing **988,885** shares.
- a. Approval of Reports and Proposals at the AGM:

| No. | VOTING ITEMS | Approved | | Not Approved | | No Opinion | |
|-----|--|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| 1 | Report on the Board of Directors' activities in 2024 and the 2025 operational plan | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 2 | Report on the Executive Board's activities in 2024 and the 2025 operational plan | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 3 | Report on the Supervisory Board's activities in | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |

| No. | VOTING ITEMS | Approved | | Not Approved | | No Opinion | |
|-----|---|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| | 2024 and the 2025 operational plan | | | | | | |
| 4 | Proposal for approval of the 2024 profit distribution plan and the 2025 business plan | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 5 | Proposal for approval of the 2024 audited financial statements | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 6 | Proposal for approval of the selection of an auditing firm for the Company's 2025 operations | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 7 | Proposal for approval of the 2024 remuneration settlement and the 2025 remuneration plan for BOD and SB members | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 8 | Proposal for approval of revenue-generating and expense-incurring contracts between the Company and related parties, and other matters under the AGM's jurisdiction | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 9 | Proposal for approval of the dismissal and additional election of an Independent Board Member and an SB Member for the 2023-2028 term | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |

b. Approval of the List of Candidates for the Independent Board Member and SB Member for the 2023-2028 Term

- Candidate for the Independent Board Member for the 2023-2028 term: **Mr. Do Van Tho**
- Candidate for the Supervisory Board (SB) Member for the 2023-2028 term: **Mr. Doan Xuan Duy**

Voting Results:

| No. | VOTING ITEMS | Approved | | Not Approved | | No Opinion | |
|-----|--|-------------|----------------|--------------|----------------|------------|----------------|
| | | Votes | Percentage (%) | Votes | Percentage (%) | Votes | Percentage (%) |
| 1 | Approval of Reports, Proposals, and Candidate List for the Independent Board Member and SB Member for the 2023-2028 Term | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |

The shareholders attending the AGM voted and approved all Reports, Proposals, and the List of Candidates for the Independent Board Member and Supervisory Board (SB) Member for the 2023-2028 term.

3. Additional Election of the Independent Board Member and SB Member for the 2023-2028 Term

For the election of the SB Member for the 2023-2028 term, shareholders cast their votes via confidential ballot using the cumulative voting method through the Electronic Voting System.

3.1. *Results of the Election for the Independent Board Member for the 2023-2028 Term:*

Number of shareholders with voting rights at the time of the election for the Independent Board Member: **39** shareholders, representing **131,516,656** shares. Breakdown:

- + Number of shareholders who participated in the election: **26** shareholders, representing **129,713,815** shares;
- + Number of shareholders who did not participate in the election: **13** shareholders, representing **1,802,841** shares.

Election Results Details:

| NO. | CANDIDATE NAME | POSITION | VOTES RECEIVED | RESULT |
|-----|----------------|--------------------------|----------------|---------|
| 1 | Mr. Do Van Tho | Independent Board Member | 129,293,165 | Elected |

3.2. *Results of the Election for the SB Member for the 2023-2028 Term:*

Number of shareholders with voting rights at the time of the election for the Independent Board Member: **39** shareholders, representing **131,516,656** shares. Breakdown:

- + Number of shareholders who participated in the election: **25** shareholders, representing **129,713,809** shares;
- + Number of shareholders who did not participate in the election: **14** shareholders, representing **1,802,847** shares.

Election Results Details:

| NO. | CANDIDATE NAME | POSITION | VOTES RECEIVED | RESULT |
|-----|-------------------|-----------|----------------|---------|
| 1 | Mr. Doan Xuan Duy | SB Member | 129,293,109 | Elected |

V. APPROVAL OF THE VOTING RESULTS, MINUTES, AND AGM RESOLUTIONS

1. Voting on the Contents of Ballot No. 03

- The Chairperson presided over the meeting and appointed a representative to present the Voting Results, Meeting Minutes, and AGM Resolutions of F.I.T Group Joint Stock Company for the 2025 Annual General Meeting of Shareholders (AGM). Shareholders participating online voted

to approve the Voting Results, Meeting Minutes, and AGM Resolutions via a confidential electronic ballot through the Electronic Voting System.

- Number of shareholders with voting rights at the time of voting on Ballot No. 03: **39** shareholders, representing **131,516,656** shares. Breakdown:
- + Number of shareholders who participated in the vote: **15** shareholders, representing **127,404,641** shares;
- + Number of shareholders who did not participate in the vote: **24** shareholders, representing **4,112,015** shares.

Voting Results for Ballot No. 03:

| NO. | VOTING ITEMS | Approved | | Not Approved | | No Opinion | |
|-----|--|-------------|----------------|--------------|----------------|------------|----------------|
| | | Votes | Percentage (%) | Votes | Percentage (%) | Votes | Percentage (%) |
| 1 | Approval of the Voting results | 126,842,079 | 96.45 | 562,562 | 0.43 | 0 | 0 |
| 2 | Approval of the Meeting Minutes and AGM Resolutions for 2025 | 126,842,079 | 96.45 | 562,562 | 0.43 | 0 | 0 |

2. Adjournment of the 2025 Annual General Meeting of Shareholders

The Chairing Committee officially declared the adjournment of the 2025 Annual General Meeting of Shareholders of F.I.T Group Joint Stock Company.

The AGM concluded at 10:55 a.m on the same day.

SECRETARY OF THE MEETING

CHAIRPERSON

(Signed)

(Signed and sealed)

Nguyen Thuy Duong

Nguyen Thi Minh Nguyet

**APPENDIX LIST OF REGISTERED SHAREHOLDERS AND SHAREHOLDER REPRESENTATIVES ATTENDING THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS F.I.T GROUP JOINT STOCK COMPANY**

(Attached to the Meeting Minutes of the 2025 Annual General Meeting of Shareholders, Document No. 01/2025/BB-DHDCĐ dated April 22, 2025.)

| NO. | SHAREHOLDER NAME | ID/BUSINESS REGISTRATION NO. | SHAREHOLDER REPRESENTATIVE | NUMBER OF SHARES | NUMBER OF VOTING RIGHTS | NOTES |
|------------|------------------------------------|---|---------------------------------------|-----------------------------|--|--------------|
| 1 | JKK HOLDINGS INVESTMENT JSC | 0900848515 | NGUYEN VAN BAN | 103.399.479 | 103.399.479 | |
| 2 | NGUYEN THI MINH NGUYET | | | 19.000 | 19.000 | |
| 3 | VŨ QUANG THIẾT | | | 24.530 | 24.530 | |
| 4 | VU THANH LUAN | | | 111.400 | 111.400 | |
| 5 | VU THANH LUAN | | | 82.700 | 82.700 | |
| 6 | NGUYEN KHANH TOAN | | | 400 | 400 | |
| 7 | NGUYEN HUU THINH | | | 100.000 | 100.000 | |
| 8 | NGUYEN THU HOAI | | NGUYEN THI MINH NGUYET | 7.500.000 | 7.500.000 | |
| 9 | NGUYEN TIEN LOI | | | 686.500 | 686.500 | |
| 10 | NGUYEN TUAN KHAI | | | 4.676.400 | 4.676.400 | |
| 11 | TRAN VAN PHUONG | | | 1.093.200 | 1.093.200 | |
| 12 | VO THI HONG THAM | | | 8.000.000 | 8.000.000 | |
| 13 | DAO GIA BACH | | | 920.000 | 920.000 | |
| 14 | LE NGUYEN XUAN NGAN | | | 37.000 | 37.000 | |

| | | | | | | |
|----|---|--|--|-----------|-----------|--|
| 15 | DUONG VAN HANH | | | 2.108.400 | 2.108.400 | |
| 16 | NGUYEN TRONG THAM | | | 1.200 | 1.200 | |
| 17 | NINH THI PHUONG | | | 19.000 | 19.000 | |
| 18 | BUI VAN MANH | | | 460.200 | 460.200 | |
| 19 | TRAN KHANH THIEN | | | 3.079 | 3.079 | |
| 20 | DAU VAN HIEU | | | 141.100 | 141.100 | |
| 21 | HO XUAN TRACH | | | 15.000 | 15.000 | |
| 22 | ASEAN SECURITIES JOINT STOCK COMPANY | | | 6 | 6 | |
| 23 | NGO QUOC DUNG | | | 424.500 | 424.500 | |
| 24 | PHAN MINH TRIET | | | 100 | 100 | |
| 25 | NGUYEN VIET HONG | | | 192.100 | 192.100 | |
| 26 | TRINH THI HUONG | | | 31.300 | 31.300 | |
| 27 | NGUYEN VAN PHAN | | | 30.100 | 30.100 | |
| 28 | NGUYEN VAN SO | | | 9.800 | 9.800 | |
| 29 | TRINH TU QUANG | | | 32.000 | 32.000 | |
| 30 | NGUYEN TRUONG TAM | | | 1.700 | 1.700 | |
| 31 | PHAN VAN DAI | | | 53.400 | 53.400 | |
| 32 | CHU DOAN HA | | | 325.000 | 325.000 | |
| 33 | LA THI THANH HA | | | 80.000 | 80.000 | |

| | | | | | | |
|--|------------------|--|--|--------------------|--------------------|---|
| 34 | TRAN THI KIM YEN | | | 24.500 | 24.500 | |
| 35 | NGUYEN NGOC DAT | | | 265.000 | 265.000 | |
| 36 | LY THANH HAI | | | 70.100 | 70.100 | |
| Total Number of Shares Registered by Shareholders at the Time of AGM Commencement (1): | | | | 130.938.194 | 130.938.194 | |
| 37 | KIEU VAN TIEN | | | 368.462 | 368.462 | Shareholders attending after the meeting has commenced still have the right to register and vote in accordance with Clause 6, Article 146 of the Enterprise Law 2020. |
| Total Number of Shares Newly Registered by Shareholders at the Time of Voting on Ballot No. 01 (2): | | | | 368.462 | 368.462 | |
| 38 | HUYNH VAN TIEN | | | 100.000 | 100.000 | |
| 39 | NGUYEN QUOC LANH | | | 110.000 | 110.000 | |
| Total Number of Shares Newly Registered by Shareholders at the Time of Voting on Ballot No. 02 (3): | | | | 210.000 | 210.000 | |
| Total Number of Shares Newly Registered by Shareholders at the Time of Voting on Ballot No. 03 (4): | | | | 0 | 0 | |
| Total Number of Shares of Shareholders Participating in the AGM (1) + (2) + (3) + (4): | | | | 131.516.656 | 131.516.656 | |

APPENDIX

QUESTIONS AND ANSWERS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS F.I.T GROUP JOINT STOCK COMPANY

(Attached to the Meeting Minutes of the 2025 Annual General Meeting of Shareholders, Document No. 01/2025/BB-ĐHĐCĐ dated April 22, 2025.)

- 1. In the context of many economic challenges, what are the factors that help the company be confident in its ability to increase revenue and profit after tax according to the plan for 2025? Is the company considering expanding into new areas or restructuring some of its businesses to optimize its portfolio?**

To achieve the set revenue and profit growth target in 2025, the company will focus on three main strategies: optimizing core operations, expanding markets, and improving financial performance.

First, the company will focus on increasing market share in core businesses by expanding its distribution system and enhancing brand recognition, especially in pharmaceuticals and consumer goods. At the same time, the company will improve operational efficiency by applying technology in supply chain management, reducing production costs, and improving inventory turnover speed. At the same time, the company will continue to promote modern distribution channels, especially e-commerce, to reach more customers and increase sales.

In addition, the company is considering expanding into areas with high growth potential. This process will be carried out based on criteria such as profitability, market trends and the company's ability to take advantage of its existing advantages.

Regarding financial costs, the company will strictly control financial costs and seek reasonable sources of capital to maintain sustainable growth.

With these strategies, the company believes it can achieve its set goals even in a challenging economic context

- 2. Does the company have plans to raise additional capital through issuing shares or bonds in 2025? If so, what is the purpose of using this capital, and how does the company expect the profits from new investments to contribute to business results?**

Recently, many businesses with plans to issue capital increases (printed) have been boycotted by shareholders and their stock prices have fallen dramatically. Because outside shareholders invest in the company with the purpose of making profits on the increase in stock prices. So does FIT have a plan to increase capital?

When will FIT's stock price improve?

Firstly, the Group currently has no plans to issue shares or bonds in 2025, but we are considering capital mobilization options through strategic cooperation and preferential loans from reputable financial institutions. Our goal is to use the mobilized capital most effectively to serve key investment projects, especially in the fields of pharmaceuticals and canned fruit and vegetable processing.

We are committed that all capital mobilization decisions will be implemented carefully and effectively to maximize shareholder value and ensure the sustainable development of the Group in the long term.

Secondly, regarding stock prices, this is a question that shareholders as well as investors in

general are always interested in, especially during each General Meeting of Shareholders season. It is impossible for us to predict when and how much FIT stock prices will increase, because stock prices are largely affected by the stock market in particular and the economy in general. Obviously, you can see that FIT stock prices are not reflecting their true value.

However, based on the business results of the past year, with the investment strategy, business goals set for 2025 and the continuous efforts of FIT and its member companies, we believe that production and business activities in general throughout the Group will develop more and more sustainably. From there, there is a basis to strengthen the confidence of investors in FIT stocks.

3. Many shareholders did not receive the meeting invitation. Request the company to clarify this issue.

Currently, the Company is still sending meeting invitations to Shareholders via express mail delivered by Vietnam Post Corporation (VNPost). The Company sent the letters within the time limit prescribed by law, after receiving the list of shareholders entitled to attend the Annual General Meeting of Shareholders provided by Vietnam Securities Depository and Clearing Corporation.

The delivery process and the results of the letters are monitored and confirmed by VNPost. However, with a large number of shareholders (nearly 20,000 shareholders) and many shareholders with unclear address information, it is difficult for the Company to ensure 100% success in sending letters.

Therefore, the Company also sent additional Invitations via email as well as clearly noted contact information so that Shareholders can contact to extract account information as well as instructions for attending the online meeting.

4. The company should explain why the money raised by the company's shareholders is lent to individuals at low interest rates. Is this negative or not? Currently, I would like to ask if the leaders who are major shareholders of FIT mortgaged their shares to borrow money (margin) from securities companies?

Currently, FIT still maintains investment cooperation activities with long-term partners, especially these cooperations all bring certain profits to the Company, even when the current market is unstable and unpredictable. Therefore, the Board of Directors assesses that this activity as well as the units that are cooperating with the Company are suitable and will continue to be maintained. Of course, the Board of Directors always considers carefully and makes decisions on the basis of ensuring the best interests of the Company and shareholders.

Regarding the question related to the investment activities of major shareholders, this is the decision and investment strategy of each individual shareholder, beyond our control and prediction. The sold shares are owned by shareholders, especially with the nature of a listed company like FIT, the investment activities of shareholders are always bustling. The Company can only monitor based on information published on the whole market.

5. The company has mentioned expanding its distribution network and investing in manufacturing technology. Can management share more details about these investment plans? What new markets are being targeted and how does the company assess growth opportunities in those markets?

To maintain growth momentum, the Group is focusing on investment strategies for production

technology, expanding the distribution system and promoting marketing activities. We identify that technological innovation will be an important factor in improving product quality, optimizing costs and increasing competitive advantage.

The Company is also expanding into new markets, especially areas with high demand but not yet fully exploited potential such as China, Korea and Japan. In addition, optimizing the product portfolio is also one of the top priorities. In addition, the Company also focuses on developing online sales channels to meet new consumer shopping trends. These strategies will help the Company continue to increase market share and consolidate its position in the market.

6. With the profit after tax in 2024, will the Company buy back treasury shares?

Currently, the Group only has a policy of buying back shares of its subsidiary, Cuu Long Pharmaceutical Joint Stock Company (DCL). The specific content has also been announced in the Documents for the 2025 Annual General Meeting of Shareholders of DCL.

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
F.I.T GROUP JOINT STOCK COMPANY

- Pursuant to the Enterprise Law 2020 and its amendments, supplements, and guiding regulations;
- Pursuant to the Securities Law 2019 (amended and supplemented 2024) and documents guiding its implementation;
- Pursuant to the Charter of F.I.T Group Joint Stock Company (the "**Company**");
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BB-ĐHĐCĐ, dated 22/04/2025,

RESOLVES:

Article 1. Approval of the Board of Directors ("**BOD**") Report for 2024 and the 2025 Activity Plan.

Article 2. Approval of the Supervisory Board ("**SB**") Report for 2024 and the 2025 Activity Plan..

Article 3. Approval of the Executive Board Report for 2024 and the 2025 Activity Plan.

Article 4. Approval of the Profit Distribution Plan for 2024 and the Business Plan for 2025, as per Proposal No. 01/2025/TT-ĐHĐCĐ, with the main details as follows:

1. Profit Distribution Plan for 2024

| No. | Items | Amount (million dong) |
|-----|---|-----------------------|
| 1 | Revenue from sales and services | 1,985 |
| 2 | Total pre-tax accounting profit | 227.7 |
| 3 | Net profit after corporate income tax (CIT) | 176.5 |
| 4 | Dividend for 2024 | 0 |

Reason for not distributing dividends in 2024: The Company is focusing on stabilizing production and business operations after a period of underperformance; additionally, the Company will continue to expand its investment and business activities.

2. Business Plan for 2025

| Indicators | Year 2025 | |
|--|-----------------------------|---|
| | 2025 Plan (million dong) | % Increase/Decrease Compared to 2024 |
| Revenue from sales and services | 2,632,340 | 32.63% |
| Net profit after tax | 221,916 | 25.73% |
| Net profit after tax / Revenue from sales and services (%) | 8.43% | |

Article 5: Approval of the 2024 Audited Financial Statements, as presented in Proposal No. 02/2025/TT-ĐHĐCĐ, with the following key figures:

Unit: Million dong

| No. | Target | Value |
|-----|----------------------|-------|
| 1 | Total Assets | 7,748 |
| 2 | Liabilities | 1,807 |
| 3 | Shareholders' Equity | 5,941 |
| 4 | Total Revenue | 1,954 |
| 5 | Profit Before Tax | 228 |

| | | |
|---|-----------------------------------|-----|
| 6 | Profit After Tax | 177 |
| 7 | Parent Company's Profit After Tax | 119 |

Article 6: Approval of the selection of an audit firm to review the Company's 2025 operations, as presented in Proposal No. 03/2025/TT-ĐHĐCĐ, with the following main contents:

1. List of audit firms:

- 1.1. AASC Auditing Firm Co., Ltd.
- 1.2. Moore AISC Auditing and Information Technology Services Co., Ltd.
- 1.3. A&C Auditing and Consulting Co., Ltd.
- 1.4. Vietnam Auditing and Valuation Co., Ltd. (VAE)
- 1.5. VACO Auditing Co., Ltd.
- 1.6. UHY Auditing and Consulting Co., Ltd.
- 1.7. CPA Vietnam Auditing Co., Ltd.
2. The BOD is authorized to select an audit firm from the above list to audit the Company's 2025 operations. Additionally, the CEO is assigned to sign the audit contract and decide on related matters concerning the audit agreement.
3. If the BOD is unable to select an audit firm from the list above, the General Meeting of Shareholders authorizes the BOD to select another firm that ensures the best interests of the Company.

Article 7: Approval of the 2024 remuneration settlement and the 2025 remuneration plan for the Board of Directors (BOD) and the Supervisory Board (SB), as presented in Proposal No. 04/2025/TT-ĐHĐCĐ, with the following details:

1. 2024 BOD and SB Remuneration Settlement:

| No. | Position | Number of members | Monthly Remuneration per Person (VND) | Total 2024 Remuneration (VND) | Total Remuneration Paid in 2024 (VND) |
|----------------------------|---------------------|-------------------|---------------------------------------|-------------------------------|---------------------------------------|
| A. BOD Remuneration | | | | | |
| 1 | Chairman of the BOD | 1 | 5,000,000 | 60,000,000 | 60,000,000 |
| 2 | BOD Members | 6 | 4,000,000 | 288,000,000 | 288,000,000 |
| B. SB Remuneration | | | | | |
| 1 | Head of SB | 1 | 3,000,000 | 36,000,000 | 36,000,000 |
| 2 | SB Members | 2 | 1,500,000 | 36,000,000 | 36,000,000 |
| Total | | | | 420,000,000 | 420,000,000 |

2. 2025 BOD and SB Remuneration Plan

| No. | Position | Number of members | Monthly Remuneration per Person (VND) | Total 2025 Remuneration (VND) |
|----------------------------|---------------------|-------------------|---------------------------------------|-------------------------------|
| A. BOD Remuneration | | | | |
| 1 | Chairman of the BOD | 1 | 10,000,000 | 120,000,000 |
| 2 | BOD Members | 6 | 8,000,000 | 576,000,000 |
| B. SB Remuneration | | | | |
| 1 | Head of SB | 1 | 5,000,000 | 60,000,000 |
| 2 | SB Members | 2 | 3,000,000 | 72,000,000 |
| Total | | | | 828,000,000 |

Article 8: Approval of revenue-generating and expense-incurring contracts between the Company and related parties, as well as other matters under the authority of the General Meeting of Shareholders, as presented in Proposal No. 05/2025/TT-ĐHĐCĐ.

Article 9: Approval of the dismissal and additional election of the Independent BOD Member and SB Member for the 2023-2028 term, as presented in Proposal No. 06/2025/TT-ĐHĐCĐ, specifically:

1. Approval of the dismissal of Mr. Vu Anh Trong from the Independent BOD Member position, effective from 22/04/2025;
2. Approval of the dismissal of Ms. Nguyen Thi Thu Huong from the SB Member position, effective from 22/04/2025;
3. Approval of the additional election of one (01) Independent BOD Member for the 2023-2028 term, with the election results as follows:

| NO. | FULL NAME | POSITION | EFFECTIVE DATE |
|-----|----------------|--------------------------|----------------|
| 1 | Mr. Do Van Tho | Independent Board Member | 22/04/2025 |

4. Approval of the additional election of one (01) SB Member for the 2024-2029 term, with the election results as follows:

| NO. | FULL NAME | POSITION | EFFECTIVE DATE |
|-----|-------------------|-----------|----------------|
| 1 | Mr. Doan Xuan Duy | SB Member | 22/04/2025 |

Article 10: The General Meeting of Shareholders assigns the BOD and the CEO of the Company to be responsible for monitoring, supervising, and organizing the implementation of this Resolution in compliance with the law and the Company's Charter.

The General Meeting of Shareholders assigns the Supervisory Board to oversee and inspect the activities of the BOD and the CEO in executing this Resolution in accordance with the law and the Company's Charter.

The BOD, Supervisory Board, CEO, Departments, Divisions, Units, and related individuals within the Company are responsible for enforcing this Resolution.

Article 11. This Resolution takes effect from the date of signing. This Resolution was fully approved by the General Meeting of Shareholders at the 2025 Annual General Meeting.

Recipients:

- Website and Public Disclosure;
- Archived: BOD Secretariat, Office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

(Signed and sealed)

Nguyen Thi Minh Nguyet

**VOTE COUNTING MINUTES
FOR MATTERS PRESENTED AT THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

Today, at 10:02 a.m, on April 22, 2025, at the 2025 Annual General Meeting of Shareholders of F.I.T Group Joint Stock Company, the Vote Counting Committee conducted the vote counting process for the matters discussed and presented to the Annual General Meeting of Shareholders (“**the AGM**”). The specific details are as follows:

I. COMPANY NAME, ADDRESS, AND ENTERPRISE CODE

1. Company Name: F.I.T GROUP JOINT STOCK COMPANY
2. Head Office: 5th Floor, Times Tower – HACC 1 Complex Building, No. 35 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam
3. Enterprise Registration Code: 0102182140

II. VOTE COUNTING COMMITTEE MEMBERS

1. **Ms. Truong Thi Van** - Head of the Vote Counting Committee
2. **Ms. Nguyen Thi Phuong Thao** - Member

III. VOTE COUNTING RESULTS

Voting method: Secret ballot via the Electronic Voting System;

Election method: Secret ballot and cumulative voting via the Electronic Voting System;

After the meeting commenced, shareholders continued to register for participation in accordance with Clause 6, Article 146 of the Law on Enterprises 2020. As a result, the number of voting-eligible shareholders present at each voting session varied.

The detailed number of shareholders participating in the voting process and the voting results for each agenda item are as follows:

1. Voting Ballot No. 01

The number of shareholders with voting rights attending the AGM at the time of voting on the matters in Voting Ballot No. 01: **37** shareholders holding **131,306,656** shares. Breakdown:

- + Number of shareholders who voted: **35** shareholders holding **130,673,194** shares;
- + Number of shareholders who did not vote: **02** shareholders holding **633,462** shares.

Detailed results:

| NO. | VOTING MATTER | Approved | | Not Approved | | No Opinion | |
|-----|--|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| 1 | AGM Agenda | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 2 | Meeting Organization and Voting Regulations | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 3 | Election Regulations | 130,249,515 | 99.19 | 279,500 | 0.21 | 144,179 | 0.12 |
| 4 | Presidium Personnel | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |
| 5 | Secretariat Personnel | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |
| 6 | Shareholder Eligibility Verification Committee Personnel | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |

| NO. | VOTING MATTER | Approved | | Not Approved | | No Opinion | |
|-----|-----------------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| 7 | Vote Counting Committee Personnel | 129,924,515 | 98.95 | 279,500 | 0.21 | 469,179 | 0.36 |

2. Voting Ballot No. 02

The number of shareholders with voting rights attending the AGM at the time of voting on the matters in Voting Ballot No. 02: **39** shareholders holding **131,516,656** shares. Breakdown:

- + Number of shareholders who voted: **30** shareholders holding **130,527,771** shares;
- + Number of shareholders who did not vote: **09** shareholders holding **988,885** shares.

Detailed results:

| NO. | VOTING MATTER | Approved | | Not Approved | | No Opinion | |
|-----|--|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| 1 | Report on the activities of the Board of Directors in 2024 and the 2025 operation plan | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 2 | Report on the activities of the Executive Board in 2024 and the 2025 operation plan | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 3 | Report on the activities of the Supervisory Board in 2024 and the 2025 operation plan | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 4 | Proposal for approval of the 2024 profit distribution plan and the 2025 business plan | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 5 | Proposal for approval of the audited financial statements for 2024 | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 6 | Proposal for the selection of the audit firm for the review and audit of financial statements in 2025 | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 7 | Proposal for approval of the 2024 remuneration settlement and the 2025 remuneration plan for BOD and SB members | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |
| 8 | Proposal for approval of revenue and expense-generating contracts between the Company and related parties. and other | 129,507,209 | 98.47 | 910,162 | 0.69 | 110,400 | 0.08 |

| NO. | VOTING MATTER | Approved | | Not Approved | | No Opinion | |
|-----|---|--------------|----------------|--------------|----------------|--------------|----------------|
| | | No. of votes | Percentage (%) | No. of votes | Percentage (%) | No. of votes | Percentage (%) |
| | matters under the AGM's authority | | | | | | |
| 9 | Proposal for the dismissal and additional election of SB members for the 2023–2028 term | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |
| 10 | Approval of the list of candidates for the Supervisory Board for the 2023–2028 term | 129,577,309 | 98.53 | 840,062 | 0.64 | 110,400 | 0.08 |

3. Additional Election of Independent Board Member for the 2023-2028 Term:

Number of shareholders eligible to vote at the AGM for the additional election of a Independent Board Member for the 2023–2028 term: **39** shareholders holding **131,516,656** shares. Breakdown:

- + Number of shareholders who voted: **26** shareholders holding **129,713,815** shares;
- + Number of shareholders who did not vote: **13** shareholders holding **1,802,841** shares.

Detailed results:

| NO. | FULL NAME | NOMINATED POSITION | NO. OF VOTES |
|-----|----------------|--------------------------|--------------|
| 1 | Mr. Do Van Tho | Independent Board Member | 129,293,165 |

4. Additional Election of Supervisory Board Member for the 2023–2028 Term:

The number of shareholders eligible to vote at the AGM for the additional election of a Supervisory Board Member for the 2023–2028 term: **39** shareholders holding **131,516,656** shares. Breakdown:

- + Number of shareholders who voted: **25** shareholders holding **129,713,809** shares;
- + Number of shareholders who did not vote: **14** shareholders holding **1,802,847** shares.

Detailed results:

| NO. | FULL NAME | NOMINATED POSITION | NO. OF VOTES |
|-----|-------------------|--------------------|--------------|
| 1 | Mr. Doan Xuan Duy | SB Member | 129,293,109 |

IV. APPROVED MATTERS

1. AGM Agenda
2. Meeting Organization and Voting Regulations
3. Election Regulations
4. Presidium Personnel
5. Secretariat Personnel
6. Shareholder Eligibility Verification Committee Personnel
7. Vote Counting Committee Personnel
8. Report on the activities of the Board of Directors in 2024 and the 2025 operation plan
9. Report on the activities of the Executive Board in 2024 and the 2025 operation plan
10. Report on the activities of the Supervisory Board in 2024 and the 2025 operation plan
11. Proposal for approval of the 2024 profit distribution plan and the 2025 business plan
12. Proposal for approval of the audited financial statements for 2024
13. Proposal for the selection of the audit firm for the review and audit of financial statements in 2025
14. Proposal for approval of the 2024 remuneration settlement and the 2025 remuneration plan for BOD and SB members
15. Proposal for approval of revenue and expense-generating contracts between the Company and related parties, and other matters under the AGM's authority

16. Proposal for the dismissal and additional election of the Independent Board Member, SB member for the 2023–2028 term
17. Approval of the list of candidates for the Independent Board Member, SB member for the 2023–2028 term
18. Approval of the election of one individual as a Independent Board Member for the 2023–2028 term, effective from April 22, 2025. Specifically:

| NO. | FULL NAME | NOMINATED POSITION | RESULTS |
|-----|----------------|--------------------------|----------------|
| 1 | Mr. Do Van Tho | Independent Board Member | ELECTED |

19. Approval of the election of one individual as a SB Member for the 2023–2028 term, effective from April 22, 2025. Specifically:

| NO. | FULL NAME | NOMINATED POSITION | RESULTS |
|-----|-------------------|--------------------|----------------|
| 1 | Mr. Doan Xuan Duy | SB Member | ELECTED |

The detailed voting results of each shareholder are attached to this Minutes.

The vote counting process was completed at 10:05 a.m on the same day. This Minutes has been unanimously signed by all members of the Vote Counting Committee. The Vote Counting Committee will submit this Minutes to the Board of Directors.

VOTE COUNTING COMMITTEE MEMBERS
MEMBER **HEAD OF THE COMMITTEE**

(Signed)

Nguyen Thi Phuong Thao

(Signed)

Truong Thi Van