

# MAGAZINE VINATEX

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# MESSAGE for the 2025

By: **DR. LE TIEN TRUONG**

*Party Secretary of the Party Committee*

The year 2024 continued to witness many fluctuations in the global textile and garment market. The first half of the year presented numerous challenges due to the prolonged downturn from 2023. However, the second half marked a turning point with a surge in orders driven by unexpected political shifts in competing nations.

**V**inatex overcame these challenges and achieved remarkable success with consolidated growth exceeding 40%. The garment sector maintained its pivotal role, achieving over 50% growth compared to 2023, contributing to financial and labor stability. Meanwhile, the yarn sector, despite its difficulties, reduced losses by up to 85%, paving the way for new development opportunities.

Vinatex drew invaluable lessons from its experiences, focusing on five principles:

- **Self-reliance and resilience:** Maximizing internal resources to confront challenges without relying on external support.

- **Proactiveness and creativity:** Adapting flexibly to market trends and seizing opportunities in potential regions.

- **Building a high-quality workforce:** Integrating generations and leveraging young talent as a breakthrough force.

- **Embracing challenges:** Accelerating the development of new products, adopting advanced technologies, and exploring new markets.

- **Enhancing responsibility:** Committing to green products and becoming a trusted partner in global supply chains.

## **DEVELOPMENT DIRECTION FOR 2025**

The year 2025 marks several significant milestones: the 80th anniversary of the country's founding, the 30th anniversary of Vinatex's establishment, and the start of a new term for the Group's Board of Directors. Vinatex is committed to sustainable development based on four





pillars: environment, society, governance, and finance (ESGF), aiming to solidify its position in the global textile and garment supply chain.

## STRATEGIC SOLUTIONS FOR A NEW ERA

To rise amidst challenges, Vinatex has outlined the following strategic solutions:

✓ **Maximizing internal strength:** Strengthening connections among enterprises within the Group to build competitive capacity at the Group level.

✓ **Attracting and utilizing high-quality talent:** Offering attractive benefits and sharing resources effectively to address the scarcity of skilled professionals.

✓ **Modernizing management practices:** Promoting digital transformation and implementing modern governance models.

✓ **Developing new products:** Exploring niche markets, creating unique value, and building technological barriers to ensure sustainability.

✓ **Leveraging advanced technologies:** Automating processes and utilizing artificial intelligence to enhance labor value and reduce reliance on manpower.

✓ **Fostering a modern corporate culture:** Combining traditional solidarity with innovation, valuing talent, and embracing calculated risks.

The year 2025 is predicted to bring more challenges, including high competitiveness in market and an abundant global supply resurgence. However, with its established core values, clear strategies, and the spirit of self-reliance and resilience, Vinatex is fully confident in its ability to move forward. This marks the first year of a new journey, where Vinatex will align with the nation's progress, reaffirming its position in the era of sustainable development. □



# VINATEX'S NOTABLE EVENTS in 2024

## 1. Production of fire-resistant fabrics and exploring niche markets

Vinatex collaborated with Coats Group (UK) to produce fire-retardant fabrics and garments, with projected revenue of USD 4 million by 2025. This marks a significant step towards entering new markets and escaping conventional competition.

## 2. Opening the Product Development and Fashion Business Center (PD&B)

The establishment of PD&B helps businesses transition to self-production and design (ODM) while boosting exports of woven and knitted fabrics.

## 3. Exceeding business targets

Total revenue in 2024 is estimated at VND 17,554 billion (99,7% compared to 2023), consolidated profit at VND 747,3 billion (138,8% compared to 2023), and the average income per worker at VND 10.2 million/person/month.

## 4. Innovation in evaluating representatives through on-site dialogues

Evaluations were conducted at 19 member units, with recommendations for improvements in management, production, market operations, finance and human resources.

## 5. Market information updates

Monthly workshops and specialized publications were organized to forecast market trends and support businesses in preparing business and production plans for 2025.

## 6. International textile industry exhibitions

Exhibitions in Ho Chi Minh City and Hanoi showcased trends and new technologies, attracted over 20,000 visitors, and provided opportunities to expand markets and enhance competitiveness.

## 7. "Greening and Sustainable Development" in the Creative Labor of Vietnam's Textile Industry

Organized exhibitions and defended 73 outstanding initiatives within the industry, generating an economic benefit of nearly VND 58 billion.

## 8. Cultural performances in the textile industry

The performance was held across three regions, featuring newly composed songs and the participation of nearly 1,200 union members, fostering unity and honoring the industry

## 9. Charitable and community activities

- Supported workers and citizens affected by storms and floods with VND 4.65 billion.
- Voluntary blood donation, collecting 1,200 units of blood.
- Supported Heroic Vietnamese Mothers, orphaned children and other community activities.
- Distributed Tet gifts, provided transportation support, and organized discounted markets for nearly 2,000 workers, delivering benefits worth over VND 4.5 billion. □

# Enhancing Vinatex's capabilities in the global textile value chain

## AIMING FOR THE ERA OF THE CIRCULAR ECONOMY

Amid globalization, Vietnam National Textile and Garment Group (Vinatex) has affirmed its pioneering position in the global textile supply chain. With over 30 years of development, Vinatex continuously innovates and enhances its competitiveness to pursue a circular economy model – the central goal for the 2030-2045 period.

### KEY MILESTONES IN VINATEX'S DEVELOPMENT

Vinatex's journey can be divided into three pivotal phases, each marked by strategic transformations:

- 1995-2005: Focused on establishing production and business foundations under market mechanisms and participating in the global supply chain.

- 2005-2015: Transitioned into a multi-sector economic group, strategically investing in yarn, weaving, dyeing, garment manufacturing, and workforce training to boost competitiveness.

- 2015 to Present: Following its equitization, Vinatex listed shares on the UPCOM stock exchange, ensuring transparent governance and enhancing brand value.

In 2024, Vinatex achieved total revenue exceeding 43 trillion VND, contributing about 5% to the national textile and garment export turnover. The group also provided stable employment for over 62,000 workers with an average monthly income of 10 million VND.

### CHALLENGES WITHIN THE VALUE CHAIN

Despite significant accomplishments, Vinatex faces several limitations:



- Yarn Sector: Limited product diversity, primarily targeting the low-end segment, with a total dependency on imported raw materials, leaving production efficiency vulnerable to global cotton price fluctuations.

- Weaving Sector: Outdated technology, high production costs, and stringent environmental regulations render weaving a “bottleneck” in the supply chain, hindering the growth of the garment sector.

- Garment Sector: High reliance on labor-intensive production with low added value due to imported materials and the prevalence of FOB production methods.

- Marketing and Distribution: Weak direct connections with retailers, with most orders sourced through regional intermediaries.

## DEVELOPMENT STRATEGY

To thrive in the era of the circular economy, Vinatex aims to become “A one-stop provider of Green Fashion Products” with the following synchronized solutions:

### 1. Enhancing Competitiveness:

Strengthening supply capabilities, securing stable capital sources, and adhering to environmental commitments. Entities within the group are expected to improve their specific competencies to collectively create overall strength, laying



the foundation for deeper integration into the global supply chain.

### 2. Developing Breakthrough Products:

Focusing on high-value-added products and exploring niche markets. Establishing product development centers by industry and region to enhance competitiveness based on production realities.

### 3. Upgrading the Weaving and Dyeing Sector:

Addressing weaknesses in fabric production to support the garment sector in increasing added value. This will also bring Vinatex closer to its goal of becoming a balanced and sustainable production ecosystem.

### 4. Transforming the Garment Sector:

Shifting from traditional outsourcing to FOB and ODM (Original Design Manufacturing) models to optimize added value and reduce dependency on manual labor.

### 5. Applying Modern Technology:

Expanding automation and artificial intelligence in production to improve productivity and reduce costs.

### 6. Digital Transformation in Management:

Adopting advanced management models to ensure efficient, transparent, and precise operations.

### 7. Developing Human Resources:

Attracting and retaining talent while focusing on long-term training in essential skills such as marketing, product design, and supply chain management.

### 8. Building Corporate Culture:

Creating a friendly, fair working environment that encourages innovation and strengthens internal unity, motivating employees to commit and contribute.

Over the past 30 years, Vietnam has risen to become the world’s third-largest textile and garment exporter. However, building a sustainable value chain requires clear, synchronized, and innovative strategies. With the mission “Weaving Excellence – Crafting a Prosperous Era,” Vinatex continues to play a leading role, guiding Vietnam’s textile and garment industry towards achieving new milestones on its journey to sustainable development. □



# Building a Strong Internal Supply Chain CENTERING ON GARMENT as the **KEY DRIVER**

*In the context of global economic integration and a sustainable development orientation, the Vietnam National Textile and Garment Group (Vinatex) has placed the Garment sector at the center of its strategy to build a strong internal supply chain. This strategic direction aims to optimize resources, enhance competitiveness, and meet the stringent demands of the international market.*



**W**ith advantages in scale and the ability to flexibly respond to global market demands, the Garment sector acts as a driving force, connecting and promoting the development of Yarn, Weaving, and Dyeing sectors. The Garment sector not only optimizes production costs but also reduces reliance on imported raw materials, thereby increasing the Group's self-reliance.

The establishment of a closed-loop supply chain, with Garment as the centerpiece, enables Vinatex to comply with rules of origin requirements in free trade agreements (FTAs) such as EVFTA, CPTPP, and RCEP. This allows the Group to maximize tariff preferences and enhance its competitiveness in the global market.

## **THE STRATEGIC ROLE OF THE PD&B CENTER**

The Product Development and Branding Center (PD&B) plays a vital role in implementing the closed-loop strategy from Yarn - Weaving - Dyeing - Garment. The center acts as a bridge between units in



the value chain, ensuring synchronization from raw material production to the final product.

Through research and development of product models using locally produced raw materials, the PD&B Center reduces reliance on imported inputs while fully leveraging FTA benefits. This drives innovation in the Yarn and Weaving industries, providing high-quality raw materials for the Garment sector and creating a solid foundation for the internal supply chain.

## **LONG-TERM VISION AND STRATEGIC INVESTMENT**

Vinatex continuously invests in modern technology, innovation, and human resource development. This strategy not only enhances production capacity but also ensures compliance with international standards, thereby elevating the position of Vietnam's textile and garment industry on the global stage.

In parallel with technological innovation, the Group places significant emphasis on human capital development. Investments in workforce training help build a professional, skilled team ready to adapt to changes and increase the overall value of the entire system.

With the Garment sector as the driving force and close coordination among sectors in the supply chain, Vinatex is gradually asserting its pioneering role in Vietnam's textile and garment industry. Its sustainable strategy, combining technological innovation and human resource development, not only ensures the Group's success but also contributes to advancing Vietnam's textile and garment industry on the global map.

The bright future of Vinatex is a testament to its relentless efforts, flexibility, and strategic vision. With over 30 years of development, the Group continues to be a proud symbol of Vietnam's textile and garment industry, fostering sustainable growth and reinforcing its national brand position in the international market. □





# Enhancing the Yarn Sector The “Starting Point” IN THE TEXTILE-GARMENT VALUE CHAIN



## THE YARN SECTOR - A KEY LINK IN VINATEX'S SUPPLY CHAIN

The yarn sector plays a crucial role in the internal supply chain of the Vietnam National Textile and Garment Group (Vinatex), providing high-quality raw materials for the weaving and garment sectors. This is a key factor in building a closed-loop supply chain, reducing reliance on external sources, and enhancing competitiveness in the global market.

Despite many difficulties, the yarn sector faces numerous challenges, including economic fluctuations, rising production costs, and disparities in management. To ensure sustainable development, Vinatex focuses on three core strategies:

### 1. Product Innovation:

Focus on developing high-value yarns such as bio-based and recycled yarns, leveraging advanced technology to meet

sustainable consumption demands and enhance quality.

### 2. Operational Efficiency:

Invest in modern equipment, optimize production processes and implement digital transformation to lower costs, increase productivity, and ensure system-wide synchronization.

### 3. Supply Chain Management:

Secure stable raw material supplies, expand export markets, and adopt digital technologies to optimize management and enhance flexibility.

## A PROUD 30-YEAR JOURNEY

As the starting point in the textile and garment value chain, the yarn sector has played a pivotal role in Vinatex's 30-year journey. From its modest beginnings, the Group has risen to become a symbol of Vietnam's textile and garment industry,

elevating the "Made in Vietnam" brand, creating jobs, and making significant contributions to the national economy.

This remarkable journey is the result of strategic vision, continuous innovation, and the solidarity of its employees. With unwavering effort and ambition, Vinatex continues to assert its leadership position and contribute to the sustainable development of Vietnam's textile and garment industry. □



## GLOBAL ECONOMIC CONTEXT IN 2025

In 2025, global economic growth is projected to stabilize at 3.2%, but significant challenges remain. Geopolitical conflicts, such as those in the Middle East and Ukraine, along with global trade tensions, are expected to negatively impact energy prices, supply chains and inflation.

Although countries have made efforts to control inflation, prolonged conflicts could drive up oil prices, slowing the process of monetary policy easing. Additionally, trade uncertainties following the U.S. presidential election may put pressure on global supply chains and reduce the momentum for innovation.

## VIETNAM'S ECONOMY IN 2025

Vietnam's GDP is forecasted to grow by 6.5%-7%, with inflation maintained at approximately 4.5%. Strong institutional reforms, public investment, and anti-corruption efforts, alongside low inflation and stable exchange rates, have bolstered investor and public confidence.



# Forecast of the Economic and Market in 2025 IMPACT ON TEXTILE AND GARMENT ENTERPRISES

However, the economy faces challenges, including a potential 3%-3.5% depreciation of the VND/USD exchange rate, an increase in interest rates by 0.5%-0.75% and supply chain disruptions. Private investment may decline due to risk aversion, while slower credit growth adds further difficulties for businesses.

## VIETNAM'S TEXTILE AND GARMENT INDUSTRY

In 2025, Vietnam's textile and garment industry faces both opportunities and challenges. Export revenue is expected to reach \$44 billion, but trade tensions and sustainability demands from major markets like the U.S. and EU present significant pressures.

The industry must focus on:

❖ **Sustainable production:** Leveraging modern technologies like blockchain to ensure supply chain transparency and developing recycled fibers and eco-friendly fabrics.

❖ **Technological innovation:** Upgrading production lines with waterless dyeing technology,

carbon-absorbing fabrics, and advancing circular fashion.

❖ **Market expansion:** Capitalizing on the weakening of China to increase market share in the U.S., Canada and Mexico.

Vietnam will continue to adopt accommodative monetary policies and increase investments in key sectors such as transportation, education, and healthcare. Businesses are encouraged to invest in technology, ESG (environment, social, and governance) practices, and traceability to meet international standards.

While 2025 offers opportunities, Vietnam's textile and garment industry must embrace substantial innovation. With strategies focusing on sustainable production and technological adoption, the industry can overcome challenges, capitalize on free trade agreements, and strengthen its position in the global market. □



# PRIDE *and Challenges*

Vietnam National Textile and Garment Group (Vinatex) has proudly completed a 30-year journey, evolving from its humble beginnings to strong position today. As a nucleus for the development of Vietnam's textile and garment industry, Vinatex has not only restructured and supported underperforming enterprises but also established strong brands that have elevated the industry on the global map.

Production capacity has seen extraordinary growth, with export turnover reaching \$44 billion in 2024, placing Vietnam among the top three textile and garment exporters worldwide. Additionally, the establishment of the Vietnam Textile and Apparel Association (Vitas) and the optimization of supply chains have positioned Vinatex as a key connector between businesses and international markets.

However, new challenges arising from global integration and the Fourth Industrial Revolution require Vinatex to innovate profoundly. The group has set ambitious goals for sustainable development, modern technology adoption, and the creation of green supply chains. With a targeted annual export growth of 8% and a 5% reduction in labor by 2030, Vinatex is steadily reaffirming its pioneering role in the global textile and garment industry.

With its existing resources and expertise, Vinatex is poised to fulfill its new mission and become the most exemplary model in the textile and garment industry, not just in Vietnam but globally. □



# STRATEGIC STEPS TOWARDS A SUSTAINABLE FUTURE

*Founded in 1995 during a period of economic hardship, the Vietnam National Textile and Garment Group (Vinatex) has steadily overcome challenges to become a leader in the textile and garment industry. Over the past 30 years, Vinatex has continually innovated, improved production efficiency, and served as a bridge between businesses and the government, setting strategic directions for the entire sector.*



## ADAPTING TO NEW GLOBAL TRENDS

After the COVID-19 pandemic, global supply chains underwent significant changes. Buyers now prioritize suppliers capable of providing comprehensive, transparent, and sustainable solutions. Leveraging its scale and financial resources, Vinatex has introduced the strategy of "One-Stop Solution for Textile and Green Fashion" to enhance competitiveness and create added value.

## KEY STRATEGIES

### Strengthening Supply Chain Connectivity

Vinatex focuses on building and reinforcing connections among units within its yarn-weaving-dyeing-garment supply chain to ensure synchronization and efficiency. The establishment of the Vinatex Product Development and Business Center (Vinatex PD&B) marks a significant step toward product development and direct customer engagement.

The group is also considering partnerships with domestic fabric manufacturers to balance production capacity and address bottlenecks in weaving and dyeing processes.

### Developing Human Resources and Technology

Recognizing the critical role of people and technology, Vinatex prioritizes training a workforce with comprehensive expertise, including design skills, supply chain knowledge, production

techniques, and foreign languages. Simultaneously, the group is investing in modern technologies such as digitization, automation, and production process innovation to create high-quality products that meet mid-to-high-end market demands at competitive costs.

### Digital Transformation and Sustainable Development

To align with global trends, Vinatex is implementing comprehensive digital transformation by adopting ERP systems to optimize supply chain management, improve transparency, and enhance operational efficiency. The group actively promotes green initiatives, builds circular and eco-friendly supply chains, and adopts ESG (Environmental, Social, and Governance) standards to boost sustainability

and increase brand appeal in international markets.

Vinatex is committed to restructuring and modernizing its supply chain to become a model for sustainable development in Vietnam's textile industry. Guided by an experienced and determined leadership team, the group aims to become a reliable partner for major global brands while elevating the status of Vietnam's textile industry on the world stage.

With a sustainable strategy focused on technological innovation and human capital enhancement, Vinatex is poised to successfully implement its "One-Stop Solution" model and contribute to building a sustainable future for both the domestic and international textile and garment sectors. □





Top

# LARGEST

## MOST EFFICIENT COMPANIES of Vinatex



### PHONG PHU CORPORATION (PPJ GROUP)



CHARTER  
CAPITAL

746.7  
billion VND



GROUP  
OWNERSHIP

50.10%



AVERAGE  
WORKFORCE

1,970  
people



REVENUE

2024	2025
2,550 billion VND	2,600 billion VND



AVERAGE  
EMPLOYEE INCOME

2024	2025
11.9 million VND/month	12.3 million VND/month



PROFIT  
BEFORE TAX

2024	2025
352 billion VND	355 billion VND



### HOA THO TEXTILE AND GARMENT CORPORATION



CHARTER  
CAPITAL

360  
billion VND



GROUP  
OWNERSHIP

61.87%



AVERAGE  
WORKFORCE

9,752  
people



REVENUE

2024	2025
4,945 billion VND	5,050 billion VND



AVERAGE  
EMPLOYEE INCOME

2024	2025
10.5 million VND/month	11.2 million VND/month



PROFIT  
BEFORE TAX

2024	2025
313 billion VND	350 billion VND



## VIET TIEN GARMENT CORPORATION



CHARTER CAPITAL

441

billion VND



GROUP OWNERSHIP

30.4%



AVERAGE WORKFORCE

4,313

people



REVENUE

2024

2025

9,460

billion VND

9,600

billion VND



AVERAGE EMPLOYEE INCOME

2024

2025

12.2

million VND/month

12.2

million VND/month



PROFIT BEFORE TAX

2024

2025

270

billion VND

280

billion VND



## GARMENT 10 CORPORATION – JSC



CHARTER CAPITAL

317.51

billion VND



GROUP OWNERSHIP

32.21%



AVERAGE WORKFORCE

7,100

people



REVENUE

2024

2025

4,600

billion VND

5,055

billion VND



AVERAGE EMPLOYEE INCOME

2024

2025

9.8

million VND/month

9.8

million VND/month



PROFIT BEFORE TAX

2024

2025

125

billion VND

135

billion VND



## HUE TEXTILE AND GARMENT JSC



CHARTER CAPITAL

200.963

billion VND



GROUP OWNERSHIP

60.86%



AVERAGE WORKFORCE

4,289

people



REVENUE

2024

2025

1,950

billion VND

2,070

billion VND



AVERAGE EMPLOYEE INCOME

2024

2025

8.9

million VND/month

9.4

million VND/month



PROFIT BEFORE TAX

2024

2025

128

billion VND

140

billion VND



## HUNG YEN GARMENT CORPORATION – JSC



CHARTER CAPITAL

195.117

billion VND



GROUP OWNERSHIP

35.01%



AVERAGE WORKFORCE

1,860

people



REVENUE

2024

2025

673.498

billion VND

616

billion VND



AVERAGE EMPLOYEE INCOME

2024

2025

11.6

million VND/month

11.6

million VND/month



PROFIT BEFORE TAX

2024

2025

72

billion VND

60

billion VND



## NHA BE GARMENT CORPORATION – JSC

CHARTER CAPITAL

200  
billion VND

GROUP OWNERSHIP

25.2%

AVERAGE WORKFORCE

2,661  
people

REVENUE

2024	2025
2,876 billion VND	3,126 billion VND

AVERAGE EMPLOYEE INCOME

2024	2025
10.4 million VND/month	10.4 million VND/month

PROFIT BEFORE TAX

2024	2025
65 billion VND	72 billion VND



## PHO NOI TEXTILE AND GARMENT INFRASTRUCTURE DEVELOPMENT JSC

CHARTER CAPITAL

80  
billion VND

GROUP OWNERSHIP

51%

AVERAGE WORKFORCE

73  
people

REVENUE

2024	2025
213 billion VND	215 billion VND

AVERAGE EMPLOYEE INCOME

2024	2025
14.7 million VND/month	15.9 million VND/month

PROFIT BEFORE TAX

2024	2025
29.4 billion VND	25 billion VND



## VIET THANG CORPORATION – JSC

CHARTER CAPITAL

210  
billion VND

GROUP OWNERSHIP

46.93%

AVERAGE WORKFORCE

913  
people

REVENUE

2024	2025
1,106 billion VND	1,200 billion VND

AVERAGE EMPLOYEE INCOME

2024	2025
11.17 million VND/month	11.2 million VND/month

PROFIT BEFORE TAX

2024	2025
31 billion VND	38 billion VND



## SOUTHERN TEXTILE AND GARMENT CORPORATION – LLC

CHARTER CAPITAL

191.301  
billion VND

GROUP OWNERSHIP

100%

AVERAGE WORKFORCE

2,500  
people

REVENUE

2024	2025
621 billion VND	660.4 billion VND

AVERAGE EMPLOYEE INCOME

2024	2025
8 million VND/month	8.2 million VND/month

PROFIT BEFORE TAX

2024	2025
12.7 billion VND	20 billion VND

# THE STRATEGIC STEP of the First Copyrighted Textile Product **FIRE-RETARDANT FABRIC**



*Aiming to become "A one-stop destination for green fashion solutions," Vietnam National Textile and Garment Group (Vinatex) has prioritized the development of green and circular production. The application of advanced, eco-friendly technologies and innovative products, such as fire-retardant fabrics, is regarded as a key strategy to enhance competitiveness and move away from the traditional textile and garment market.*

## CHALLENGES

The textile and garment industry faces challenges, including declining consumption post-COVID-19, lower product prices and fierce competition from countries such as China, India, and Bangladesh. Domestically, high production costs pose

further difficulties. Moreover, rapid advancements in technology have widened the gap between nations with cutting-edge capabilities and those reliant on outdated methods.

## A NEW DIRECTION WITH NEW PRODUCT

Vinatex has successfully researched and developed fire-retardant fabrics, manufactured through a closed-loop process from fiber to finished apparel at the Nam Dinh Textile and Garment Corporation. The fabric, made from aramid fibers combined with anti-static agents, exhibits superior heat resistance, abrasion durability, and tensile strength.

The product meets international standards such as NFPA 2112, ASTM F1506, and ISO 11612, ensuring user safety and compliance with stringent global market requirements. Fire-resistant fabric and garments have been showcased at industry exhibitions in Ho Chi Minh City and Dubai, receiving positive customer feedback.

With plans to generate \$40 million in revenue from fire-

retardant fabrics by 2030, Vinatex is committed to investments in modern technology, including:

- Specialized machinery for yarn and fabric production.

- High-pressure dyeing equipment for high-temperature operations.

- Digital solutions and product traceability software.

In addition, the Group aims to enhance management capabilities, improve product quality, and expand fire-retardant fabrics to the fashion sector.

The initial success in producing fire-retardant fabrics has opened significant global opportunities for Vinatex. This achievement reflects the dedication and creativity of its technical team and solidifies Vinatex's position in the international textile-garment industry. Looking ahead, the collaboration between Vinatex and Coats Vietnam promises to further establish Vietnam's presence as a leading supplier of fire-retardant fabrics on the global stage. □



# VINATEX'S BREAKTHROUGH IN HUMAN RESOURCE DEVELOPMENT STRATEGY

## ONE DESTINATION ONE TEAM

### COMPREHENSIVE TRAINING SYSTEM

Between 2021 and 2024, Vinatex implemented a variety of training programs categorized into two main groups:

**Skill Development:** Focused on fostering creativity among management personnel, guiding individual growth, and enhancing system comprehension.

**Professional Knowledge Training:** Emphasized production management and technical expertise within factories.

#### Achievements:

- Established unified thinking across the organization.

- Built a culture of continuous learning and a team of professional internal trainers.

- Notably, 43 participants from the "Young Talent" program were promoted to middle and senior management positions, accounting for 29% of the total participants.

### TRAINING DIRECTION FOR 2025-2030 AND FUTURE

Vinatex aims to establish a cohesive and effective training system with the following strategies:

*The Vietnam National Textile and Garment Group (Vinatex) has consistently regarded the development of a strong, capable workforce deeply rooted in organizational culture as a vital foundation for sustainable growth. In 2024, amidst a volatile labor market with turnover rates reaching 15–20%, Vinatex faced significant challenges in recruitment, particularly for high-quality personnel. In response, the group focused on internal training to optimize its existing workforce.*

### KEY TRAINING PROGRAMS

In the coming period, Vinatex will launch training programs aligned with its strategic objectives:

**1. Leadership Development:** Focusing on supply chain management and global business strategies.

**2. Product Innovation:** Enhancing design skills and product development aligned with market trends.

**3. Digital Transformation:** Equipping personnel with skills in digital tools and data analysis.

**4. Green Production:** Implementing energy-efficient and eco-friendly techniques.

**5. Supply Chain Optimization:** Improving processes to enhance efficiency and reduce costs.

#### 1. Sustaining Internal Training:

Combining centralized training with on-site coaching.

**2. Systematizing Processes:** Developing an "Evaluation – Training – Coaching – Appointment" chain to ensure continuous development.

**3. Standardizing Competency Frameworks:** Establishing clear standards for middle and senior management positions.

**4. Comprehensive Evaluation:** Employing both 360-degree assessments and direct interviews to identify talent.

**5. Innovating Training Technologies:** Utilizing tools to analyze training needs, monitor progress, and gather feedback to enhance effectiveness.

### LINKING TRAINING WITH CORPORATE CULTURE

Training at Vinatex not only focuses on enhancing professional competencies but also integrates the development of a sustainable corporate culture based on transparency, humanity, and collaboration. This fosters workforce engagement, instills pride, and strengthens long-term commitment to the organization.

### MOVING TOWARDS A SUSTAINABLE FUTURE

By investing systematically in training, Vinatex is strengthening its leadership position in the textile and garment industry, laying a solid foundation for deeper integration into global markets. These efforts will enable the group to advance confidently on its journey to establish the "One Destination - One Team" model, contributing to the sustainable growth of Vietnam's textile and garment industry. □



# Affirming True and Sustainable Value for the Textile — Garment Industry to "Become the Industry of Choice" FOR WORKERS

*The Vietnamese Textile and Garment industry has proven its true value not only through its economic contributions but also in sustainability, culture, and workers' happiness. With great development potential, the industry needs to continue asserting these values to become an attractive choice for workers.*

## **SOCIAL CONTRIBUTIONS**

Textiles and garments meet the essential need for clothing and help honor cultural identity through different periods. It is also the largest labor-intensive industry in the country, particularly providing stable employment for women.

Additionally, the textile industry plays an important role in exports, helping to improve the trade balance, enhance national competitiveness, and ensure economic security.

## **PERSONAL DEVELOPMENT AND SKILLS**

The textile industry not only creates jobs but also offers opportunities for workers to develop themselves. With the demand for technological innovation and fashion trends, workers must be adaptable and flexible.

The Vietnam Textile and Garment Group and other enterprises have invested heavily in training, from vocational skills to management, helping workers develop comprehensively. Through competitive movements, workers can become skilled experts



or managers, affirming the attractiveness of the profession.

## **PROFESSIONAL ETHICS**

The textile - garment industry emphasizes producing quality products, ensuring consumer rights, adhering to the law, and fulfilling social responsibility.

Companies also place workers at the center, continuously improving working conditions and supporting those in need.

This forms the basis for building unity and spreading positive values within the community.

## **SUSTAINABLE DEVELOPMENT**

The textile industry focuses on green production, using environmentally friendly materials, controlling harmful emissions, and improving working conditions.

When workers work in a safe and meaningful environment,

they become more proud and committed to the industry for the long term.

## **BUILDING A POSITIVE CORPORATE CULTURE**

Companies not only create jobs but also improve the material and spiritual lives of workers. Welfare policies, an open and fair working environment, help workers feel happy and remain loyal to the organization.

## **FUTURE OF THE TEXTILE INDUSTRY**

The Vietnamese textile industry has great potential to become an attractive field. However, to attract workers, businesses need to affirm sustainable values by ensuring stable employment, reasonable compensation, creating a friendly working environment, and enhancing training and skill development.

When these values are fully realized, the textile - garment industry will not just be a livelihood but also a source of pride with sustainable development potential.□

# Vinatex

## IN INTERNATIONAL PARTNERS' VIEWS

Over 30 years of development, Vietnam National Textile and Garment Group (Vinatex) has forged close partnerships with international collaborators, expanding its global supply chain and enhancing its standing in the global textile and garment market. With a steadfast commitment to building a sustainable and modern textile industry, Vinatex has achieved significant milestones through strategic collaborations.



### *Mr. Takafuji Yasuharu*

General Director of Prominent (Vietnam) Co., Ltd -  
ITOCHU Corporation

*Aiming to sustain and expand long-term cooperation with  
Vinatex into new areas*

We have made two rounds of investment, becoming a 13% shareholder of VINATEX. This initiative stands out as a symbolic milestone that has further deepened the relationship between our two companies. Through our investment in VINATEX, Itochu Corporation has significantly enhanced its presence in Vietnam's textile

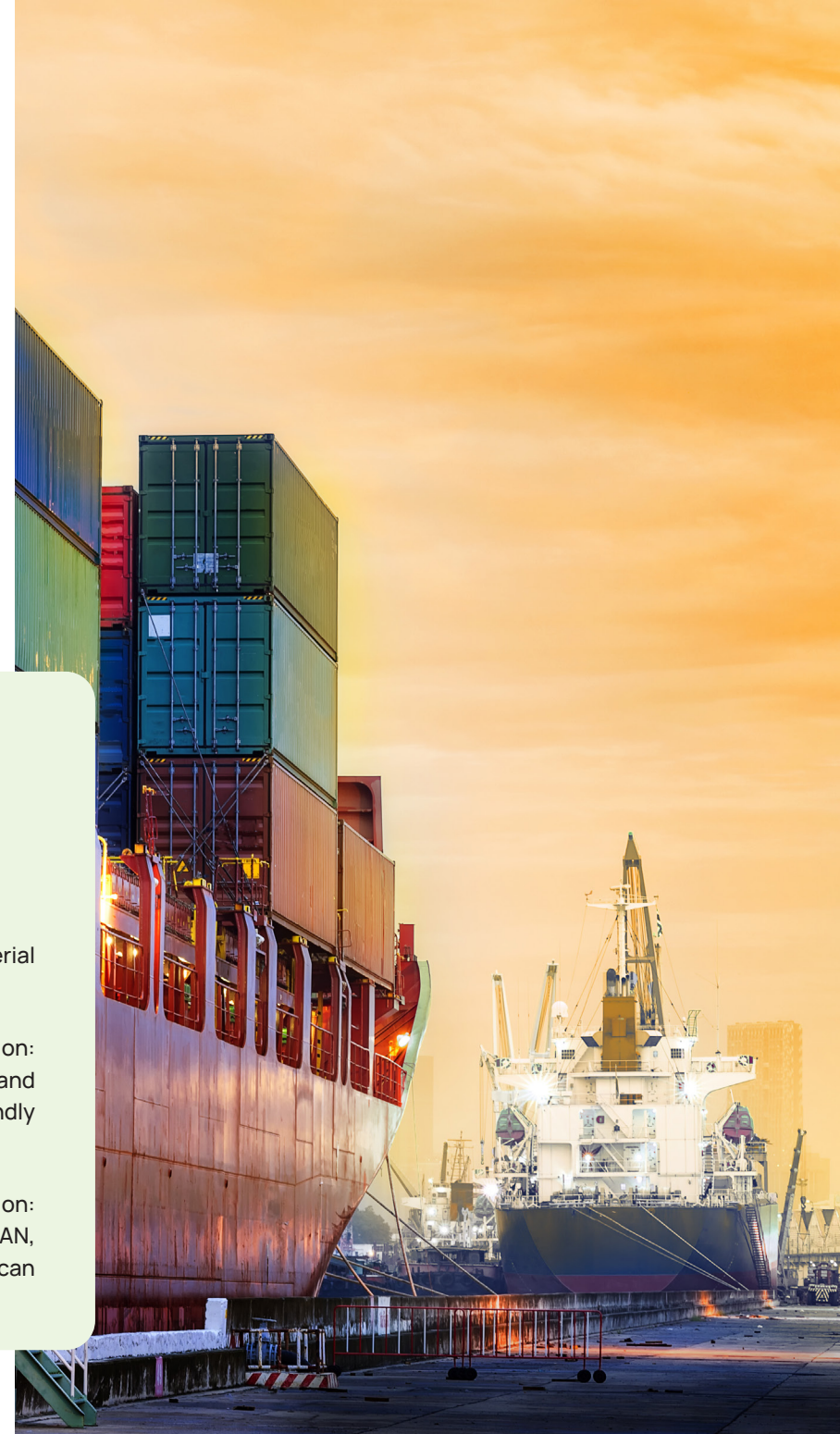
and garment industry. This partnership has bolstered production capacity and established a sustainable supply chain that meets international standards. For the 2025-2030 period, ITOCHU has outlined a long-term vision for enduring collaboration:

- Product differentiation: Develop antibacterial, UV-

resistant and natural-material products.

- Technological innovation: Implement AI, IoT and environmentally friendly dyeing technologies.

- Market expansion: Strengthen exports to ASEAN, EU, and North American markets.





## *Mr. Nishant Manuja*

Mr. Nishant Manuja, CEO of COATS Vietnam

*The collaboration is built on trust, exceptional performance, and the sharing of best practices*

COATS Group and VINATEX have a 35-year successful partnership, focusing on high-quality thread supply and innovation in sustainable textiles. Both companies are expanding into fire-retardant fabric and apparel, addressing global safety standards and enhancing Vietnam's role in the global textile industry. This strategic collaboration promises growth, improved workplace safety, and compliance with international standards.



## *Mr. Jatin Paul*

Managing Director of WFX

*Digital transformation is not only a solution for today but also a strategic step for Vinatex to overcome future challenges.*

WFX has partnered with Vinatex on the digital transformation journey, focusing on process automation, waste reduction, and supply chain transparency. Digital solutions will be piloted in 2025 and scaled across the entire Group system by 2030.



## *Mr. Shiraki*

Representative of Ogaran

*Consumer interest in sustainability extends beyond products to include the efforts of the manufacturing companies, becoming a core value for globally oriented businesses*

As a long-term partner of Vinatex, we believe that sustainable production and establishing a recycled material supply chain are crucial. With over 36 years of collaboration, Ogaran aims to expand production and cater to both domestic and international markets with high-quality products.

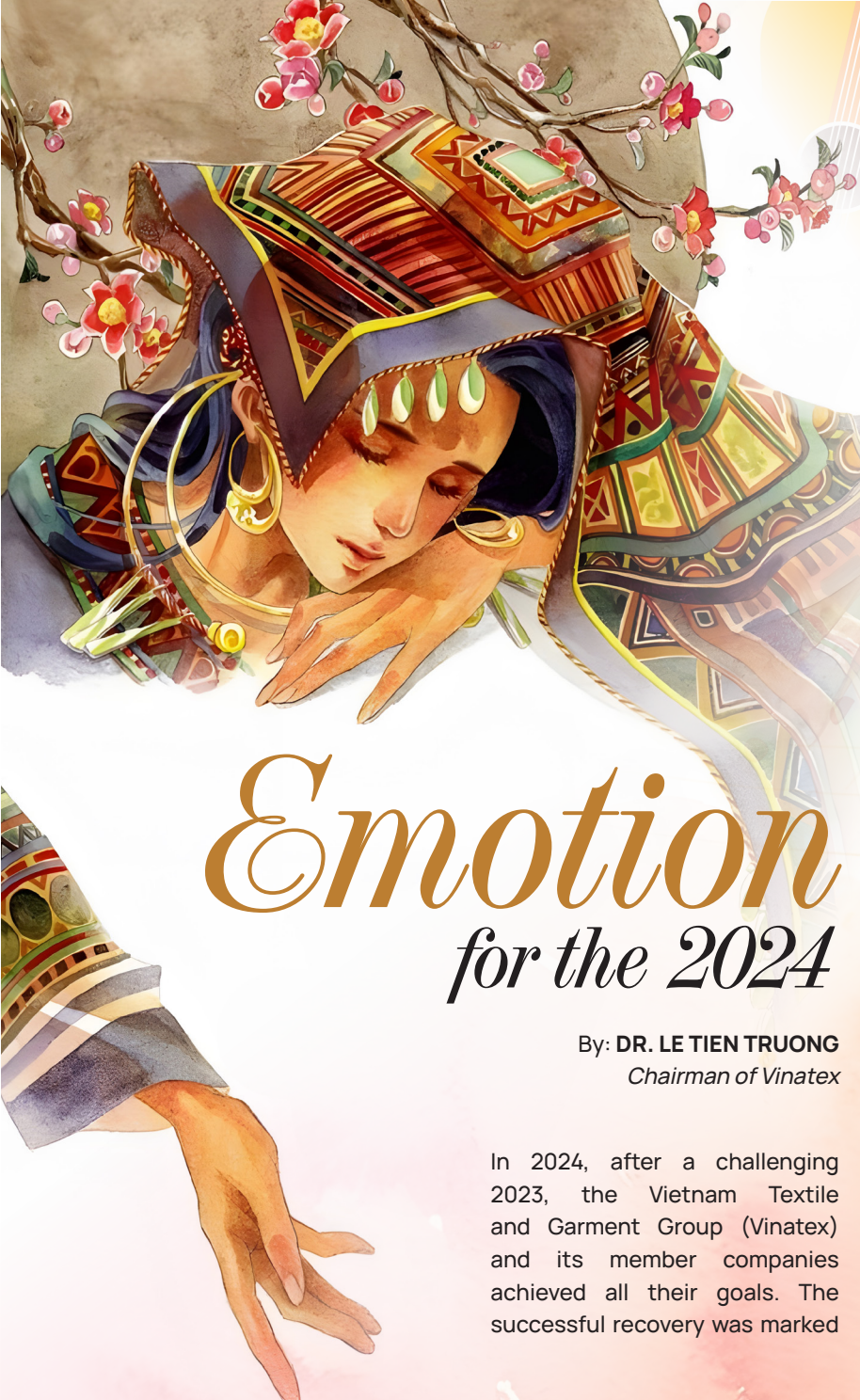


## *Mr. Rolf Zimmermann*

Regional Sales Director for Asia-Pacific & Africa, Rieter Group

*Technological innovation towards sustainable development in the textile industry*

Rieter, a leading supplier of spinning machinery, has collaborated with Vinatex on technology innovation projects. Rieter is committed to supporting the group through on-site training and providing state-of-the-art machinery, such as the UNIBlend A 81, to meet the market's increasing demands.



# Emotion for the 2024

By: **DR. LE TIEN TRUONG**  
*Chairman of Vinatex*

In 2024, after a challenging 2023, the Vietnam Textile and Garment Group (Vinatex) and its member companies achieved all their goals. The successful recovery was marked

by significant improvements in operational quality across the system. Personal achievements were evident as the forecasts and action plans for 2024 were effectively implemented.

Reflecting on the end of 2023, the textile and garment industry faced many difficulties, including a decrease in export turnover after 30 years, a lack of jobs in the garment sector, and heavy losses in the yarn sector. Profit dropped by over 50% compared to 2022, and anxiety pervaded meetings focused on solutions for 2024. However, the industry rallied with a clear, effective strategy based on unity and internal capabilities. Embracing the principle of "stability in unity," the focus was on solidarity, sharing, and leveraging the inherent strengths of the businesses. The cultural values of unity and sharing within Vinatex were strengthened, emphasizing empathy, respect for individual freedom, support for struggling

units, transparency, and fostering an environment for mutual growth.

In 2024, Vinatex adopted the theme "open - democratic - excellent," inspired by the music of Dvorak, which guided many activities in the Group. For the first time, companies in the yarn and garment sectors openly shared cost structures, pricing, orders, and clients, allowing mutual improvement. The industry also experienced a high level of democracy in its operations, particularly within the production and business management boards, which were focused on logic and optimization rather than power.

The concept of "open - democratic" enabled the role of "elite" groups to flourish, with many new programs and approaches proposed, especially by younger professionals. Significant initiatives included direct discussions with

representatives from 19 of the 28 invested textile companies, covering 95% of the group's contribution. New performance evaluation methods and business management tools, such as Office 365, were introduced.

In 2025, Vinatex aims for even higher growth by focusing on innovation and creativity. The goal is to double growth in the next five years, maintain high labor productivity, and increase value per worker by over 10% annually. Building on the foundation of 2024, Vinatex is committed to developing in the new era with ambitious goals for both the company and the national economy.

Finally, I hope that the 2025 will be the Mozart's Symphony No. 41, "Jupiter," which is filled with diverse, explosive ideas. This symbolizes Vinatex's own journey towards explosive creativity, harmony, and success in the market. □

*Celebrate the Vietnamese New Year*

*with* **VINATEX**  
fashion



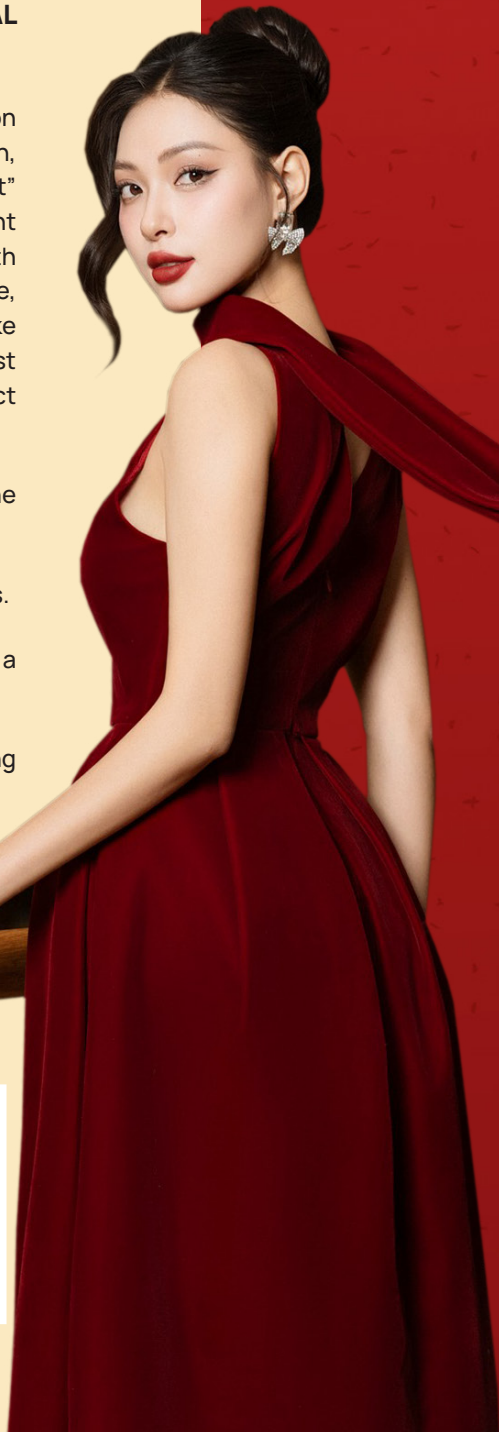
*As we transition from the old year to the new, the elegant and sophisticated collections from Vietnam National Textile and Garment Group (Vinatex) brands are the perfect choice for the festive season. Explore impressive Tet outfits from leading brands like Garco 10 Corporation, Duc Giang Corporation, and Hoa Tho Textile and Garment Corporation.*

## HERADG: RADIANT FESTIVAL SPIRIT

HeraDG, the women's fashion brand of Duc Giang Corporation, introduces the "Charming Night" collection, celebrating the vibrant beauty of the festive season. With dominant hues such as red, white, and black on premium materials like velvet, tweed, and lace – the latest trend – the collection is a perfect blend of elegance and charm.

- Red symbolizes the warmth of the festive spirit.
- White evokes delicate snowflakes.
- Black exudes mystery, akin to a starry night.

Intricately designed details bring a creative and modern edge, offering the ideal choice for attending year-end parties.





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**MAY 10: EVOKING THE SPIRIT OF TET**

Inspired by the traditional imagery of Vietnamese New Year, Garco10 Fashion presents designs infused with the cultural essence of Tet through collections like DeTheia and GrusZ. The lookbook's backdrop captures the Tet atmosphere, from the steam of cooking square sticky rice cakes, blossoming peach branches, and red calligraphy paper to red lanterns, embodying the warmth and reunion of the season.

- Red, the dominant color, signifies luck, peace, and a new beginning.

- Contrasting tones of red, white, and black create a polished, elegant yet striking look.

Garco10's outfits not only showcase traditional beauty but also symbolize family reunions, spring vitality, and the joy of togetherness.



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TỰ HÀO THƯƠNG HIỆU QUỐC GIA





The collection emphasizes a contemporary and refined style, with meticulously crafted details. As a National Brand for several consecutive years, Merriman ensures its products are tailored to fit Vietnamese physiques, offering high quality at a reasonable price.

This Tet season, Vinatex brands present a harmonious blend of tradition and modernity. Whether it's HeraDG's vibrant designs, Garco10's cultural artistry, or Merriman's sophisticated elegance, you'll find the perfect choice to welcome the New Year. □

## MERRIMAN: MODERN ELEGANCE FOR ALL CLIMATES

Catering to the diverse climates across Vietnam, Merriman – the fashion brand of Hoa Tho Textile and Garment Corporation – unveils the “Glamour à la Mode” collection featuring modern materials like viscose, bamboo, and wrinkle-resistant cotton.

- Northern Vietnam embraces warm, sophisticated outfits for the cold season.

- Central and Southern Vietnam welcomes bright, cheerful designs suitable for the warm New Year.





# Spring Aspirations through the colors of BROCADE



An increasing number of fashion designers are turning to brocade fabric to connect cultural heritage with modern fashion. Artisan Sam Thi Tinh, from Hoa Tien Village (Nghe An), has skillfully preserved and elevated the brocade craftsmanship of the Thai ethnic, taking this traditional material to new level.

In 2024, the “Mountain Dreams” collection by the sustainable fashion brand La Pham made waves at London Fashion Week, featuring brocade fabric hand-dyed by Sam Thi Tinh. This marks a clear testament to the potential of Vietnamese brocade to reach global acclaim when traditional craftsmanship is blended seamlessly with modern creativity.

Despite studying broadcasting, Sam Thi Tinh chose to pursue brocade weaving—a cultural hallmark of the Thai ethnic. She focuses on creating products that preserve traditional identity while meeting contemporary market demands. In 2018, she was recognized as a Brocade Artisan. Through the Hoa Tien Cooperative, she has not only preserved the craft but also created jobs for local women and brought the products to international markets.

Beyond traditional items like skirts and khăn piêu (a traditional Thai scarf), Sam Thi Tinh has developed silk scarves, handbags, brocade shoes, and home décor items. The production process is entirely handmade, using natural materials like silk threads, homegrown cotton, and dyes derived from plants, roots, and fruits. Hoa Tien has developed 52 natural dye colors, enhancing the sustainability and value of its products.

Sam Thi Tinh aligns her products with environmentally friendly principles, extending product life cycles and minimizing waste. Brocade items are designed to be versatile, such as silk scarves that can serve as shawls

or interior accessories. She also repurposes leftover fabric into handbags and keychains, aligning with the circular economy trend.

As spring approaches, the Thai community becomes busy preparing for Tet, from house renovations and sewing clothes to weaving brocade as gifts. Artisan Sam Thi Tinh continues to spread the cultural values and unique products of brocade to both domestic and international customers, driven by her aspiration to preserve and promote the traditional beauty of her ethnic heritage. □

