

# MAGAZINE VINATEX

**April, 2025**

**Highlights from No. April 2025**

Vietnam Textile Garment and Fashion Magazine





# CONTENTS

---

<b>3</b>	Orientation for the Vinatex Human Resources Division (2025–2030)	<b>7</b>	Vietnam's Textile and Garment Industry in 2025: Sustaining Growth and Enhancing Competitiveness	<b>10</b>	Young Designers: A Creative Explosion
<b>4</b>	Multi-perspective views on human resource activities at Vinatex – concerns and expectations	<b>8</b>	Party committee of Vietnam National Textile and Garment Group (Vinatex): Harnessing the strength of the entire system	<b>11</b>	AI elevates the fashion experience and spreads the spirit of Vietnamese culture
<b>6</b>	Capitalize on short-term opportunities, stay committed to long-term goals	<b>9</b>	SaigonTex - SaigonFabric 2025: Embracing innovation and trends in the textile & garment industry	<b>12</b>	"Soi May Tac Lua" & "Mong Thien Chuong": A symbiosis of fashion, visual art, and music



# ORIENTATION

## for the **VINATEX HUMAN RESOURCES DIVISION** (2025–2030)



In the context of increasingly fierce global competition, Vinatex identifies human resources as a key factor in realizing the “One Destination” strategy and enhancing value across the textile and garment supply chain.

Improving the quality of the current workforce and building future talents with strong expertise and technological adaptability is an urgent requirement.

Although the Group has established training systems and HR departments across its member units, these efforts remain fragmented and lag behind the

pace of development. Therefore, the establishment of the Vinatex Human Resources Division is a strategic move to connect, guide, and enhance the effectiveness of organizational and HR work throughout the entire system.

### RETHINKING THE ROLE OF HUMAN RESOURCES

Human resources should not be seen merely as a support function, but as a launchpad for business strategy. HR professionals must think holistically in terms of organization-people-work environment. Hiring talented individuals



**DR. LE TIEN TRUONG**

*Party Secretary of the Party Committee*

is not enough, creating an environment where they can thrive and stay committed is the real priority.

An effective organization must encompass five core elements: organizational structure, job design, people, compensation and internal communication systems. The HR function must take the lead in coordinating all of these elements seamlessly.

A major challenge today is the uneven professional capacity of HR personnel. Therefore, the first task is to build a team of skilled HR professionals with deep knowledge of human resource management and an understanding of each business unit’s specific characteristics. Alongside this, it is crucial to develop core

HR KPIs such as labor productivity and turnover rate as the basis for evaluating and improving organizational models.

### THE ROLE OF THE HUMAN RESOURCES DIVISION WITHIN VINATEX

The HR Division does not replace existing HR departments but serves to coordinate, standardize and guide the entire system in a unified direction. In 2025, the Division’s key focus is to assess organizational models at underperforming units, propose improvements and draw lessons from successful ones.

In the long term, by 2030, the HR Division will establish a standardized HR management system, develop a pool of skilled professionals, and foster a culture of performance, innovation and sustainability.

Not all human resources are valuable assets if they are not the right fit. Businesses no longer have the luxury of trial and error. The HR Division must play a persuasive role—from mindset to policy, from strategy to execution to build a workforce that is truly aligned and committed to the Group’s development vision. □



# MULTI-PERSPECTIVE VIEWS ON HUMAN RESOURCE ACTIVITIES AT VINATEX CONCERNS AND EXPECTATIONS

## MR. HOANG XUAN HIEP

Rector, Hanoi Industrial Textile and Garment University

*Building a long-term HR strategy aligned with business development*

I believe human resource work must be closely linked to the enterprise's business strategy and have a long-term vision. The textile and garment labor force is currently declining, even within the Group, we are experiencing shortages. We need policies to retain talent, especially amid technological transformation. Regarding training activities, labor skills should be divided into three groups: complex, intermediate and simple. We shouldn't train just

to meet short-term needs but rather focus on future demands. We should also make better use of the labor force over 45 years old, not just rely on young workers. In addition, improving the general education level within the system should be considered. Most importantly, we must have a long-term human resource development plan aligned with the enterprise's strategy.



## MS. TRAN TUONG ANH

Member of the Board of Directors, Hoa Tho Textile and Garment Corporation

*Moving towards building a more strategic, professional, and effective HR team*

The Group's HR Division has done a lot recently, especially connecting units for knowledge sharing and mutual learning. However, many units still lack specialized HR personnel. Most HR staff are still focused on administrative tasks and lack capacity to advise or implement strategic policies.. I hope the Group's leadership will continue to support the HR Division in building a truly professional HR team that plays a strategic role within the organization.

## MS. LE THI HOANG TRANG

Deputy General Director, Phong Phu Corporation

*Striving to develop a capable HR team to meet future needs*

At the moment, Phong Phu does not have a dedicated HR team and our expertise is still limited. We are currently in the process of recruiting and training to build this department. Staff turnover, especially in production, poses major challenges on us. Other



industries are more appealing, causing workers to leave. I'm particularly concerned that in the next 5–10 years, without a strategy for developing successors, we'll face a shortage of middle managers. Recruiting engineers is also difficult due to decreasing supply. I hope to participate in the HR Division to learn and build appropriate standards, processes and tools for our company.

## MR. DANG NGOC QUAN

Chief Operating Officer, Hanosimex

*Stabilizing human resources through improved management and work environment*

I believe that all levels of management should take part in HR work, not just the HR department. We once went through a severe HR crisis, but gradually overcame it thanks to support from Hugatex and other units. I focus on motivating and engaging employees through cultural, sports and wellness activities. For our factory managers, I require them to be directly involved in building wage policies, discussing transparently with employees to avoid misunderstandings and discontent. I also propose that the HR Division organize training programs, especially on applying AI in management to keep up with current trends.

## MR. NGUYEN VAN PHONG

Member of the Board of Directors, Hue Textile and Garment Corporation

*Building a professional, empowered HR team equipped to lead sustainable transformation*

To achieve the Group's target growth of 8–10% annually in the coming years, we must focus on human resource development alongside reforming governance and expanding markets. I suggest three key actions: First, building a competency framework and development roadmap for each job position; second, surveying HR systems across both high-performing and underperforming units to develop appropriate solutions; third, perfecting the human resource management system. At Hugatex, we have implemented a competency framework from leadership to workers, making it the foundation for training, development and performance evaluation.



## MR. DOAN VAN DUNG

Head of General HR Department, Nam Dinh Textile and Garment Joint Stock Corporation

*Aiming to improve HR quality through connection, training, and support from the HR Division*

Human resource work starts with people – only when we have the right people can the business grow. At Natexco, most of our HR staff do not come from an HR background, so we've had to learn a lot on the job. The establishment of the HR Division is a great opportunity for us to connect and learn from other units. The mechanisms and methods introduced by the Division allow us, even without a strong foundation to access and apply them in practice. I hope that through training and knowledge sharing, the quality of our HR team will continue to improve. □



# Capitalize on short-term opportunities

## STAY COMMITTED TO LONG-TERM GOALS



Mr. Cao Huu Hieu  
CEO of Vinatex

In the first quarter of 2025, the Vietnam National Textile and Garment Group (Vinatex) recorded positive business results, with consolidated revenue estimated at VND 4,417 billion, an increase of 6%, and profit reaching VND 271 billion, a significant rise of 165.5% compared to the same period in 2024. The yarn sector returned to profitability, serving as a bright spot that helped the parent company achieve a 67% increase

in revenue and nearly fivefold growth in profit. This demonstrates that units within the system were well-prepared in terms of production capacity and management to seize opportunities as the market improved.

However, businesses in the industry immediately faced new challenges as the U.S. administration (Trump 2.0) initiated a series of strict tariff policies. Specifically, from early April, the U.S. announced trade investigations and imposed additional tariffs on several countries, including a tax rate as high as 46% on Vietnamese goods. This led to a "temporary freeze" in the supply chain, with many orders postponed or suspended. Fortunately, on April 9, the U.S. announced a 90-day suspension of tariffs for most partners (excluding China), opening a short window for Vietnam's textile and garment industry to recover and adjust.

In the face of such unpredictable developments, Vinatex has adopted the philosophy of "Remain unchanged in principle, respond flexibly to change." The Group remains steadfast in five strategic

goals for the 2025–2030 term: enhancing internal strength and workforce quality; increasing its position in the global value chain; pursuing sustainable development under the ESGF model; accelerating innovation based on advanced technologies; and building a responsible corporate image with a focus on green textile products and the cultivation of a modern, humanistic corporate culture.

In the short term, particularly in Q2/2025, Vinatex is implementing a series of measures: increasing productivity and working hours within legal limits to optimize available orders; negotiating with customers to share risks; maintaining workforce stability; tightening control over the origin of materials; and ensuring

financial proactivity, especially for FOB units. The Group also urges member units to closely monitor U.S.–China political and trade developments to respond in a timely manner.

In the long term, Vinatex aims to reduce dependence on the U.S. market and Chinese raw materials by diversifying export markets and seeking new supply sources from countries such as South Korea, India and Japan. At the same time, the Group will work with regulatory organizations to propose supportive policies for enterprises, such as tax exemptions, interest rate reductions, and deferred social insurance contributions.

The year 2025 the final year of the 2020–2025 term and also the 30th anniversary of Vinatex's founding is regarded as a pivotal moment for the Group to establish a new position and move forward swiftly and strongly into the next stage of development. With solidarity, proactivity, creativity, and a clear strategy, Vinatex is confident in overcoming all challenges, preserving core values and achieving sustainable growth. □





## Vietnam's Textile and Garment Industry in 2025

# SUSTAINING GROWTH and Enhancing Competitiveness

*Amid ongoing global market fluctuations, Vietnam's textile and garment industry maintained impressive growth in 2024, reaching nearly USD 44 billion in export turnover—retaining its position as the world's second-largest exporter after China. Looking ahead to 2025, the industry is expected to face many challenges, especially risks from President Trump's tariff policy changes. To gain insights into strategic responses and development directions, Vietnam Textile & Fashion Magazine had an interview with Dr. Le Tien Truong – Chairman of Vinatex.*

### BOOSTING COMPETITIVENESS THROUGH INTERNAL CAPACITY AND TECHNOLOGICAL INNOVATION

According to Dr. Le Tien Truong, two key factors drive industry competitiveness: internal strengths such as productivity, cost efficiency, and product quality, and external factors like trade and tariff policies in import markets. Given the current geopolitical and trade uncertainties, Vinatex has adopted a long-term strategic approach, emphasizing deep investment, technological modernization, and automation to improve productivity and energy efficiency.

Additionally, as Vietnam's economy rapidly develops and per capita income rises, the industry is shifting toward high-value, technically complex products in smaller batches to capture premium market segments and increase added value.



### PROACTIVELY RESPONDING TO GLOBAL TARIFF VOLATILITY

In 2025, tariff policies from the U.S., EU, and China are expected to pose major challenges. Although Vietnam has not been directly affected, its role in the global supply chain means indirect impacts are likely. In the first two months of 2025, the industry recorded the highest export growth in five years. However, even a minor tariff increase could significantly erode Vietnam's competitiveness.

To mitigate these risks, Vinatex is focusing on four main strategies:

- Diversifying export markets with varying tariff levels.
- Maximizing benefits from rules of origin in fabric and yarn production.
- Producing niche, high-difficulty products that are hard to replace in the supply chain.
- Enhancing market forecasting capabilities to quickly adapt business strategies.

### DEVELOPMENT STRATEGY FOR 2025–2030

The 2025 marks the start of Vinatex's five-year development plan, aligned with Vietnam's national goal of achieving over 8% economic growth. The group aims for an average annual profit growth of 10%, targeting double 2024 profits by 2030. If global economic and tariff conditions remain favorable, export turnover could return to USD 44 billion, potentially reaching USD 47 billion under optimal conditions.

### BUILDING A CLOSED-LOOP SUPPLY CHAIN AND ADVANCING DIGITAL TRANSFORMATION

Vinatex manages a nationwide system of textile-garment enterprises. Since its formation in 1995, the group has gradually unified its structure, combining diverse technologies, and corporate cultures. Over the past four years, digital transformation has accelerated, establishing a shared management language, standardized software systems, and real-time data-based operations.

Critically, Vinatex emphasizes building a close-loop supply chain, from yarn and fabric to dyeing and garment manufacturing. This approach enhances the group's capacity to offer comprehensive solutions, strengthening global supply chain presence. The group's vision is clear: Vinatex is committed to becoming a one-stop provider of sustainable, green fashion solutions for both domestic and international markets.□

## PARTY COMMITTEE OF VIETNAM NATIONAL TEXTILE AND GARMENT GROUP (VINATEX)

# HARNESSING THE STRENGTH OF THE ENTIRE SYSTEM



In the first quarter of 2025, under the leadership of the Party Committee of the Vietnam National Textile and Garment Group (Vinatex), the Group achieved impressive business results with consolidated revenue estimated at VND

4,417 billion (up 6.1%) and profit reaching VND 271 billion (up 165.5%). Export turnover totaled USD 445.5 million (an increase of 8%), while workers' livelihoods remained stable, with 98% of employees returning to work after the Tet holiday.

From the beginning of the year, the Party Committee issued a resolution providing comprehensive direction for Party-building business operations for the 2025–2030 period. Subordinate Party units effectively implemented the resolution, reinforcing the political foundation and successfully organizing major events such as the 95th anniversary of the Communist Party of Vietnam and the traditional day of the textile and garment industry.

Alongside these efforts, the Party Committee emphasized inspection, supervision and anti-corruption, maintaining strong internal discipline. No violations by individuals or organizations were detected, and no complaints or denunciations were recorded.

Heading into the second quarter, the Group faces significant challenges, such as new U.S. tax policies, stricter requirements for traceability, and sustainable development. In response, the Party Committee instructed all units to accelerate production to take advantage of the grace period before tariffs take effect; to expand markets, invest in technology, boost e-commerce and increase localization in the supply chain.

Regarding Party tasks, grassroots are actively preparing for the 2025–2030 congress term, including personnel planning, document development, and organizing events such as the 30th anniversary of Vinatex's founding and the Group General Shareholders' Meeting.

## PEAK EMULATION CAMPAIGN – UNLEASHING INTERNAL STRENGTHS TOWARDS DUAL GOALS

The Party Committee launched a peak emulation campaign from April to December 2025, aiming to fulfill economic and social development targets for 2025 and the resolutions of the 2020–2025 term. Emulation movements focus on innovation, revolutionary ethics training, anti-corruption, discipline enhancement and boosting business efficiency.

The 2025 targets include revenue of VND 18,315 billion and pre-tax profit of VND 910 billion. For the 2025–2030 period, the Group aims for an average annual revenue growth of 8–10% and profit growth of over 10% per year.

Subordinate Party committees are actively registering key projects and products in celebration of upcoming congresses, fostering practical and effective competition throughout the system.





# SaigonTex - SaigonFabric 2025

## EMBRACING INNOVATION AND TRENDS IN THE TEXTILE & GARMENT INDUSTRY



From April 9 to 12 in Ho Chi Minh City, the International Exhibition on Textile & Garment Industry – Equipment, Materials & Fabrics 2025 (SaigonTex - SaigonFabric 2025) officially took place, marking its 35th anniversary. The exhibition gathered over 1,100 exhibitors from 25 countries, with 34,000m<sup>2</sup> of display space showcasing the newest technologies and products in the textile and garment sector.

This year's exhibition highlights 10 major product categories, including garment

machinery, spinning – weaving – dyeing equipment, supporting software, accessories, chemicals, and fashion trends. A notable innovation is the creation of dedicated regional business-matching zones to help companies find suitable partners for their target markets.

According to Mr. Tran Ngoc Liem, Director of VCCI Ho Chi Minh City, the textile and garment industry is one of Vietnam's key economic sectors, significantly contributing to exports and attracting foreign investment. In 2024, the industry recorded nearly USD 44 billion in export turnover, an increase of over 11% compared to 2023.

Despite this success, the industry faces major challenges such as labor shortages, unpredictable orders, strict rules of origin, and rising trade barriers. To overcome these, businesses must strengthen supply chain connectivity, adopt advanced technologies, implement green manufacturing, and integrate more deeply into the global value chain. Between 2025 and 2030, the industry will shift from rapid growth to sustainable development, and from 2031 to 2035, it aims to operate under a circular economy model.

Mr. Cao Huu Hieu, CEO of Vinatex, emphasized the important role of SaigonTex in promoting the development of Vietnam's textile and garment sector. The exhibition acts as a reputable and efficient bridge between domestic manufacturers and international

suppliers, facilitating integration into the global value chain. Moving forward, digital and green transitions will be essential for the global textile market, and Vietnamese businesses must prepare thoroughly to adapt and produce high-value products.

Many participating companies praised the exhibition's scale, quality, and professionalism. At SaigonTex, Ms. Claudia Anselmi (Hung Yen Knitting & Dyeing Co., Ltd.,) introduced environmentally friendly products made from sugarcane and corn-based spandex and expressed her hope to connect with more global partners. Meanwhile, Sustainable Fashion Solutions Co., participating for the first time, aimed to explore new technologies, diversify raw material sources, and expand new market. □



*At Global Student Fashion Week 2025 (GSFW25), two standout students from Hanoi Industrial Textile and Garment University– Thanh Hoa and Cuc Xuka captivated the audience with creative fashion collections that reflected both personal expression and innovative spirit.*

#### **"DONG – MYSTERIOUS BEAUTY WITH A REBELLIOUS SPIRIT"**

Designer Thanh Hoa presented a collection titled "Dông" (Thunderstorm), inspired by the chaos and order found in nature. Through denim as the main fabric, paired with leather and chiffon, and using bleaching techniques, she recreated the turbulent beauty of a storm – a metaphor for the inner emotional world.

Dominated by black and white tones, the collection evoked mysterious storm clouds. A striking element was the use of cloud-shaped bleach patterns across the pieces. Thanh Hoa poured her heart into the collection, fully immersed in the creative process with strong support from her mentors and a professional model team.

She shared: "Fashion is storytelling – it's where the past and present meet. True creativity doesn't discard tradition;

# Young Designers **A CREATIVE EXPLOSION**



it builds on it to shape sustainable, meaningful design."

#### **"REBELLIOUS PATCHWORK" – FASHION AS A DECLARATION OF IDENTITY**

In contrast to the deep and moody tone of "Dong," designer Cuc Xuka unveiled her collection "Rebellious Patchwork",



inspired by the art of quilting. Traditionally used for blankets and warm wear, quilting was reimagined in a bold, modern way. By fusing different fabrics and textures, Cuc celebrated freedom and individuality.

The collection featured cotton, taffeta, and mesh, creating contrast and volume. The use of classic black and white emphasized themes of order versus

chaos, and softness versus strength. A highlight was a layered bomber jacket and patchwork skirt combo paired with tall leather boots – powerful yet feminine.

Cuc reflected: "I never imagined my work would walk an international runway. Seeing it recognized was overwhelming. This wasn't just a competition – it was a milestone in my creative journey."

With guidance from her teacher Ms. Khuc Thi Minh Phuong and other tutors, Cuc applied classroom knowledge to bring her vision to her designs.

#### **FASHION AS A PERSONAL AND CULTURAL JOURNEY**

Both designers offered fresh perspectives: one drew from the raw power of nature and emotion, the other from personality and sustainable artistry. Their collections were more than clothing – they told stories of Vietnamese culture, modern vision, and the future of sustainable design. □





# AI ELEVATES

## THE FASHION EXPERIENCE AND SPREADS THE SPIRIT OF VIETNAMESE CULTURE



### SMART FASHION EXPERIENCE WITH AI

Launched in early 2025, FitRoom quickly surpassed 2 million downloads with an average rating of 4.7/5. Created by Vietnamese founders Phan Sy Quang and Le Tien Nam, the app was born from a desire to simplify the clothing try-on process using advanced AI. FitRoom allows users to virtually try on and mix outfits with high accuracy in terms of fit and fabric texture.

*In the digital era, FitRoom — a Vietnamese AI-powered fashion app — is making waves not only by revolutionizing the virtual try-on experience but also by preserving and promoting traditional Vietnamese clothing to the world.*

More than just a try-on tool, FitRoom acts as a “digital wardrobe” where users can upload their own clothing images to test more styles freely.

### DIGITIZING TRADITIONAL VIETNAMESE ATTIRE

What sets FitRoom apart is feature that allows users to experience and learn about Vietnamese traditional clothing, including Ao Dai and ethnic costumes like the Hmong, Dao, Cham and Khmer. Digitizing these outfits requires sophisticated AI modeling to accurately replicate fabric textures, patterns and draping effects.

In addition to realistic 3D visuals, FitRoom provides cultural context such as historical background, symbolic



meanings and proper ways to wear each traditional costume, helping users deepen their understanding of Vietnamese heritage.

### TOWARD A COMPREHENSIVE FASHION PLATFORM

FitRoom is evolving beyond a virtual fitting room to become a platform that connects consumers with designers and fashion brands. If users like a particular look, they can purchase it directly through integrated links to partner websites.

Looking ahead, FitRoom plans to integrate augmented reality (AR) and smart mirror technology to enhance the in-store and online shopping experience. Features like personalized style suggestions, online fashion consultation and the expansion into accessories are also in development.

FitRoom exemplifies the seamless fusion of technology, fashion, and culture. It enhances shopping convenience while also serving as a powerful tool to preserve and spread Vietnamese cultural heritage in the digital era. □

# “Soi May Tac Lua” & “Mong Thien Chuong”

## A SYMBIOSIS OF FASHION, VISUAL ART, AND MUSIC

Held at Furama Resort Da Nang, the special art event featuring the collections “Soi Mây Tạc Lụa” and “Mộng Thiên Chương” offered a unique multisensory experience. This artistic journey blended fashion, visual arts and music to celebrate the beauty and cultural heritage of Vietnam, creating a space where the past and present intertwined in emotional harmony.



Fashion designer Pham Ngoc Anh and visual artist Pham Tuan Ngoc intricately reimagined traditional Vietnamese heritage patterns on Vietnamese silk. Employing the rare Western cyanotype printing technique (“Prussian Blue”), they captured delicate, cloud-like motifs on shimmering ivory silk. The result was a visual allure full of mystery and poetic elegance, evoking the ethereal beauty of Eastern culture through a modern lens.

This creative endeavor, initiated in 2019, involved over 100 trials in technique and fabrics. It was a persistent, passionate journey, aiming to embody the harmonious blend of softness and strength, East and West, tradition and modernity.



More than just fashion collections, “Soi Mây Tạc Lụa” and “Mộng Thiên Chương” serve as cultural manifestos. Through these works, the artists aspire to elevate Vietnam’s global presence- not only as a hub of learning and manufacturing but as a source of original creativity.



They highlight how traditional materials and cultural values can be reimagined and transformed into powerful, contemporary artistic expressions.□