



**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**NHA TRANG TEXTILE & GARMENT**

**JOINT STOCK COMPANY**

No.: 031 /BC.DMNT



*Khanh Hoa, April 20, 2026.*

**ANNUAL REPORT**  
*(Year 2025)*

**I. General Information**

**1. General Overview**

- Trading name: NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY
- Business Registration Certificate No.: 4200237973 (11th amendment dated July 23, 2025)
- Charter capital: 235,000,000,000 VND
- Owners' investment capital: 235,000,000,000 VND
- Address: Km1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, Vietnam
- Telephone: (+84) 2583.727236
- Fax: (+84) 2583.727227
- Website: [nhatrangtex.com](http://nhatrangtex.com)
- Stock code: NTT
- History of formation and development: Nha Trang Textile & Garment Joint Stock Company (the “Company”) was established on April 27, 1979, under the initial name of Nha Trang Spinning Factory, equipped with a modern, synchronous spinning line from TOYODA (Japan) consisting of 99,864 spindles and 800 rotors.

From 1989 to present, the Company has continuously invested in replacing new spinning equipment to improve product quality, while also investing in expansion to increase spinning capacity, and expanding investment into the production of knitted fabrics, dyeing, garments, and the service infrastructure of the Nha Trang Textile & Garment Cluster.

After a period of continuous development and expansion, on May 14, 1992, the Nha Trang Spinning Factory was renamed Nha Trang Textile Company.

From August 2006, the company converted its production ownership model according to the State's policy, changing its name to Nha Trang Textile & Garment Joint Stock Company. Currently, Nha Trang Textile & Garment Joint Stock Company is a joint stock enterprise, granted Business Registration Certificate No. 3703000219 by the Department of Planning and Investment

of Khanh Hoa Province, first issued on August 08, 2006. Since then, the Company has changed its business registration and tax registration, specifically as follows:

- Business Registration Certificate, 2nd amendment, No. 3703000219, issued by the Department of Planning and Investment of Khanh Hoa Province on September 27, 2007.
- Business Registration and Tax Registration Certificate, 3rd amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on December 22, 2009.
- Business Registration Certificate, 4th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on June 11, 2014.
- Business Registration Certificate, 5th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on March 23, 2018.
- Business Registration Certificate, 6th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on March 22, 2019.
- Business Registration Certificate, 7th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on August 03, 2020.
- Business Registration Certificate, 8th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on October 20, 2020.
- Business Registration Certificate, 9th amendment, No. 4200237973, issued by the Department of Planning and Investment of Khanh Hoa Province on April 15, 2022.
- Business Registration Certificate, 10th amendment, No. 4200237973, issued by the Khanh Hoa Provincial Department of Finance – Business Management Division on June 25, 2025.
- Business Registration Certificate, 11th amendment, No. 4200237973, issued by the Khanh Hoa Provincial Department of Finance – Business Management Division on July 23, 2025.

With nearly 40 years of experience in producing yarn and 30 years in producing finished textile, dyeing, and garment products, we have been trusted and satisfied by domestic customers and markets in the United States, Europe, Japan, South Korea, Turkey, China, Taiwan, Russia, etc., by ensuring the quality of our yarn, fabric, and garment products; continuous improvement; reliable delivery service; and commitment to social responsibility.

On May 31, 2005, the Company was granted a certificate for successfully building a product quality management system according to ISO-9001:2000. To date, the quality management system is operating actively.

Thanks to the unceasing efforts of the entire staff, the Board of Management of the Company is honored to have received the following awards:

- *The Company successfully built a product quality management system according to ISO-9001:2015 and has been granted a certificate since May 27, 2022. To date, the quality management system is operating actively.*
- *The Company achieved the TOP 500 (VNR500) largest private companies in Vietnam.*

- *The Company achieved OEKO-TEX certification.*
- *The Company achieved WRAP certification.*
- *The Company achieved certification as a member of the US Cotton Trust Protocol association.*
- *The Company is a member of the Better Cotton Initiative (BCI), a global non-profit organization with the goal of promoting sustainable cotton production worldwide.*



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VERITAS

Bureau Veritas Certification

## CÔNG TY CỔ PHẦN DỆT MAY NHA TRANG

KM 1447, QUỐC LỘ 1A, XÃ VINH PHƯƠNG, THÀNH PHỐ NHA TRANG,  
TỈNH KHÁNH HÒA, VIỆT NAM

Đây là giấy chứng nhận nhiều địa điểm, chi tiết của các địa điểm được liệt kê trong trang kế tiếp

*Bureau Veritas Certification Holding SAS - chi nhánh UK chứng nhận Hệ Thống Quản Lý của  
tổ chức nói trên đã được đánh giá và được công nhận phù hợp với những yêu cầu của tiêu  
chuẩn hệ thống quản lý sau đây*

### ISO 9001:2015

Phạm vi chứng nhận

THIẾT KẾ, SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM SỢI (COTTON, POLYESTE, SỢI PHA  
(CHI SỐ TỪ 14-80),

SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM MAY MẶC KNIT (ÁO POLO, ÁO T-SHIRT, ÁO  
JACKET).

Ngày chứng nhận ban đầu:	27-05-2022
Ngày hết hạn chu kỳ trước:	NA
Ngày đánh giá chứng nhận / tái chứng nhận:	NA
Ngày bắt đầu chu kỳ chứng nhận / tái chứng nhận:	27-05-2022
Dựa trên sự vận hành thỏa mãn liên tục của Hệ Thống Quản Lý của tổ chức, giấy chứng nhận có hiệu lực đến ngày:	26-05-2025

Số giấy chứng nhận: **VN009276** Phiên bản: 1 Ngày cấp: 27-05-2022

  
LƯU THỊ MAI HƯƠNG



0008

Địa chỉ tổ chức chứng nhận: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom

Văn phòng tại Việt Nam: Tầng 4, Tòa nhà Etown 1, Số 364 đường Cộng Hòa, Quận Tân  
Bình, Thành Phố Hồ Chí Minh, Việt Nam

Thông tin chi tiết hơn về phạm vi chứng nhận và hoạt động của giấy chứng nhận này, và việc áp dụng các yêu cầu về hệ  
thống quản lý, vui lòng liên hệ số: +84 28 3812 2246.





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## CÔNG TY CỔ PHẦN DỆT MAY NHA TRANG

### ISO 9001:2015

#### Phạm vi chứng nhận

Tên địa điểm	Địa chỉ	Phạm vi
TRỤ SỞ CHÍNH	KM 1447, QUỐC LỘ 1A, XÃ VINH PHƯƠNG, THÀNH PHỐ NHA TRANG, TỈNH KHÁNH HÒA, VIỆT NAM	THIẾT KẾ, SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM SỢI (COTTON, POLYESTE, SỢI PHA (CHI SỐ TỪ 14-80).
NHÀ MÁY MAY DỆT KIM XUẤT KHẨU NHA TRANG	KM 1447, QUỐC LỘ 1A, XÃ VINH PHƯƠNG, THÀNH PHỐ NHA TRANG, TỈNH KHÁNH HÒA, VIỆT NAM	SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM MAY MẶC KNIT (ÁO POLO, ÁO T-SHIRT, ÁO JACKET).

Số giấy chứng nhận: **VN009276**

Phiên bản: **1**

Ngày cấp:

**27-05-2022**

  
**LƯU THỊ MAI HƯƠNG**



0008

Địa chỉ tổ chức chứng nhận: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom

Văn phòng tại Việt Nam: Tầng 4, Tòa nhà Etown 1, Số 364 đường Cộng Hòa, Quận Tân Bình, Thành Phố Hồ Chí Minh, Việt Nam

Thông tin chi tiết hơn về phạm vi chứng nhận và hoạt động của giấy chứng nhận này, và việc áp dụng các yêu cầu về hệ thống quản lý, vui lòng liên hệ số: +84 28 3812 2246.





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## CÔNG TY CỔ PHẦN DỆT MAY NHA TRANG

### ISO 9001:2015

#### Phạm vi chứng nhận

Tên địa điểm	Địa chỉ	Phạm vi
TRỤ SỞ CHÍNH	KM 1447, QUỐC LỘ 1A, XÃ VINH PHƯƠNG, THÀNH PHỐ NHA TRANG, TỈNH KHÁNH HÒA, VIỆT NAM	THIẾT KẾ, SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM SỢI (COTTON, POLYESTE, SỢI PHA (CHI SỐ TỪ 14-80).
NHÀ MÁY MAY DỆT KIM XUẤT KHẨU NHA TRANG	KM 1447, QUỐC LỘ 1A, XÃ VINH PHƯƠNG, THÀNH PHỐ NHA TRANG, TỈNH KHÁNH HÒA, VIỆT NAM	SẢN XUẤT VÀ CUNG CẤP CÁC SẢN PHẨM MAY MẶC KNIT (ÁO POLO, ÁO T-SHIRT, ÁO JACKET).

Số giấy chứng nhận: **VN009276**

Phiên bản: **1**

Ngày cấp:

**27-05-2022**

  
**LƯU THỊ MAI HƯƠNG**



0008

Địa chỉ tổ chức chứng nhận: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom

Văn phòng tại Việt Nam: Tầng 4, Tòa nhà Etown 1, Số 364 đường Cộng Hòa, Quận Tân Bình, Thành Phố Hồ Chí Minh, Việt Nam

Thông tin chi tiết hơn về phạm vi chứng nhận và hoạt động của giấy chứng nhận này, và việc áp dụng các yêu cầu về hệ thống quản lý, vui lòng liên hệ số: +84 28 3812 2246.





Eurofins Assurance India Private Ltd.  
#540/1, 2nd Floor, Doddenakundi Industrial Area 2,  
Hoodi, Whitefield, Bengaluru 560048, Karnataka, India

Eurofins Assurance India Private Ltd.  
Certifies that

## Nha Trang Textile & Garment Joint Stock Company

Km 1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, Vietnam

has been audited and found to be in conformity with the

**Better Cotton Chain of Custody v1.0**  
and associated normative documents

BCP Number

1013487-1

Supply Chain Model(s)

Mass Balance, Controlled  
Blending, Segregation- Single  
country, Segregation- Multi  
country

Date of assessment

01-02 December 2025

Certificate Issue Date

12 December 2025

Certificate Expiry Date

11 December 2028

Certificate Number

EUI-2500034-BCI

Authorised By

ASHIT  
KUNDR  
A

Digitally signed  
by ASHIT  
KUNDRA  
Date:  
2025.12.19  
14:50:27 +05'30'

Ashit Kundra

Certification Body



Standard Logo



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#540/1, 2nd Floor, Doddenakundi Industrial Area 2,  
Hoodi, Whitefield, Bengaluru 560048, Karnataka, India

Certificate Number EUI-2500034-BCI (continued)  
Nha Trang Textile & Garment Joint Stock Company  
Better Cotton Chain of Custody Version 1.0

Product categories as mentioned below confirm with this standard:  
Greige Yarns

Process categories carried out under responsibility of the above-mentioned company for the certified products cover:  
Spinner

Under the scope of this certificate, the following sites have been audited and found to be in conformity.

Site/Facility

Facility Name	Address	Process Categories
Nha Trang Textile & Garment Joint Stock Company	Km 1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, Vietnam	Spinner

Associate Subcontractor

Facility Name	Address	Process Categories
NA		

Independently Certified Subcontractor

Facility Name	Address	Process Categories
NA		

Authorised By

ASHIT  
KUNDRA  
RA

Ashit Kundra

Certification Body



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CU Inspections & Certifications India Pvt. Ltd.  
22nd & 23rd Floor, B wing, Arihant Aura, plot 13/1, TTC Industrial Area, Turbhe MIDC, Opposite Turbhe Station, 400705,  
Navi Mumbai, Maharashtra, IN-MH, India, IN  
+91 22 61294200  
www.petersoncontrolunion.com

## SCOPE CERTIFICATE

Scope Certificate Number: CU1092205REGENAGRI-2025-00132722

Control Union Certifications declares that

### NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY

License Number: CB-CUI-1092205

Km 1447 National Highway 1A

Bac Nha Trang Ward, Khánh Hòa, VN-34, Vietnam, VN

has been inspected and assessed according to the

### regenagri Chain of Custody Criteria- Textiles Version 1.2

and that products of the categories as mentioned below conform with this standard:

Product categories: Greige yarns

Processing steps / activities carried out under responsibility of the above mentioned company for the certified products:

Packing, Spinning

This certificate is valid from: 2025-12-08 until 2026-12-07

Place and date of issue:



Navi Mumbai, 2025-12-08  
Last updated: 2025-12-08  
On behalf of the Managing Director  
Huy Ha Nguyen | Certifier

Stamp of the issuing body



regenagri Content Standard



This Scope Certificate provides no proof that any goods delivered by its holder are regenagriCS certified. Proof of certification of goods delivered by a valid Transaction Certificate (TC) covering them.



CU Inspections & Certifications India Pvt. Ltd.

POST · 22nd & 23rd Floor, B wing, Arihant Aura, plot 13/1, TTC Industrial Area, Turbhe

T · +91 22 61294200 · F · cuindia@controlunion.com

Issue Tex V1.2-01.04.2025

Scope Certificate CU1092205REGENAGRI-2025-00132722 and License Number CB-1092205

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CU Inspections & Certifications India Pvt. Ltd.  
22nd & 23rd Floor,B wing ,Arihant Aura, plot 13/1, TTC Industrial Area, Turbhe MIDC, Opposite Turbhe Station,400705,  
Navi Mumbai,Mahārāshtra,IN-MH,India,IN  
+91 22 61294200  
www.petersoncontrolunion.com

**Scope Certificate Number: CU1092205REGENAGRI-2025-00132722 (continued)**

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**

**regenagri Chain of Custody Criteria- Textiles Version 1.2**

In specific the certificate covers the following products.

**Products Annex to Certificate no.CU1092205REGENAGRI-2025-00132722**

Product category	Product details	Material composition(*)	Label grade	Facility number
Greige yarns	Carded yarns	100.0% Regenagri Cotton	Certification claim	1092205

\* Quantification (percentages) of material composition is optional.

Place and date of issue:



Navi Mumbai, 2025-12-08  
Name of the authorised person  
Huy Ha Nguyen | Certifier

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Stamp of the issuing body



License Number CB-1092205

regenagri Content Standard



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Navi Mumbai, Maharashtra, IN-MH, India, IN  
+91 22 61294200  
www.petersoncontrolunion.com

**Scope Certificate Number: CU1092205REGENAGRI-2025-00132722 (continued)**

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**

**regenagri Chain of Custody Criteria- Textiles Version 1.2**

Under the scope of this certificate the following facilities have been inspected and assessed. The listed processing steps/activities conform with the corresponding criteria of the regenagri Content Standard for the certified products.

**Facility Annex to Certificate no. CU1092205REGENAGRI-2025-00132722**

Name of facility	Address of operation	Processing steps / activities	Type of Relation
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY	Km 1447 National Highway 1A Bac Nha Trang Ward Khánh Hòa, VN-34 Vietnam, VN	Packing Spinning	main

Under the scope of this certificate the following facilities have been inspected and assessed. The listed processing steps/activities conform with the corresponding criteria of the regenagri Content Standard for the certified products:

**Associated Subcontractor Appendix to Certificate no. CU1092205REGENAGRI-2025-00132722**

Name of facility	Address of Operation	Processing Steps / Activities
No subcontractors		

The following independently certified subcontractors are listed under this scope certificate:

**Independently Certified Subcontractor Appendix to Certificate no. CU1092205REGENAGRI-2025-00132722**

License number	Expiry date	Name of facility	Address of operation	Processing Steps / Activities	Certification Body
No certified subcontractors					

Place and date of issue:



Navi Mumbai, 2025-12-08  
Name of the authorised person  
Huy Ha Nguyen | Certifier

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Stamp of the issuing body



License Number CB-1092205

regenagri Content Standard



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IDFL Laboratory and Institute Inc.  
1455 South 1100 East, Salt Lake City, UT 84105

# SCOPE CERTIFICATE

GOTS Scope Certificate Number SC-009656-1

IDFL Scope Certificate Reference Number (25-740866)

IDFL Laboratory and Institute Inc.

certifies that

## NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY

GOTS License Number GOTS-19937

IDFL License Number 018860

Km 1447  
National Highway 1A  
Vinh Phuong Commune,  
Nha Trang,  
Khánh Hòa, Vietnam

has been audited and found to be in conformity with the

### GLOBAL ORGANIC TEXTILE STANDARD (GOTS) Version 7.0

Product categories as mentioned below (and further specified in the product appendix) conform with this standard: **Greige Yarns** (PC0030)

Process categories carried out under the responsibility of the above-mentioned company for the certified products cover: **Spinning** (PR0027); **Trading** (PR0030)

\*The processes marked with an asterisk may be carried out by subcontractors.

This Certificate is valid until: 2026-01-18

Place and Date of Issue Salt Lake  
City, United States, 2025-05-02

Certification Body  
IDFL License No.: GOTS-IDFL-24

Standard

  
Wilford Lieber, CEO



Certification Body Accredited by: ANSI National Accreditation Board Accreditation Number: 9075  
This scope certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid transaction certificate (TC) covering them. The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed. For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'.

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Licence No. GOTS-19937

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GOTS Scope Certificate Number SC-009656-1 (continued)  
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY  
GOTS Version 7.0

Under the scope of this certificate, the following products are covered.

**Products Appendix**

Product Category	Product Details	Material Composition*	Label Grade
Greige Yarns (PC0030)	Carded yarns (PD0067)	Cotton, organic (RM0104) + Polyester, recycled pre-/post-consumer (RM0187)	organic
Greige Yarns (PC0030)	Carded yarns (PD0067)	100% Cotton, organic (RM0104)	organic
Greige Yarns (PC0030)	Carded yarns (PD0067)	Cotton, organic (RM0104) + Modal (RM0230)	organic
Greige Yarns (PC0030)	Combed yarns (PD0068)	Cotton, organic (RM0104) + Polyester, recycled pre-/post-consumer (RM0187)	organic
Greige Yarns (PC0030)	Combed yarns (PD0068)	Cotton, organic (RM0104) + Modal (RM0230)	organic
Greige Yarns (PC0030)	Combed yarns (PD0068)	100% Cotton, organic (RM0104)	organic
Greige Yarns (PC0030)	Core-spun yarns (PD0071)	Cotton, organic (RM0104) + Elastane (spandex) (RM0160)	organic
Greige Yarns (PC0030)	Open-end yarns (PD0066)	Cotton, organic (RM0104) + Modal (RM0230)	organic
Greige Yarns (PC0030)	Open-end yarns (PD0066)	Cotton, organic (RM0104) + Polyester, recycled pre-/post-consumer (RM0187)	organic
Greige Yarns (PC0030)	Open-end yarns (PD0066)	100% Cotton, organic (RM0104)	organic

\*Quantification (percentages) of material composition is optional.

Place and Date of Issue  
Salt Lake City, United States, 2025-05-02



Wilford Lieber, CEO

Certification Body  
IDFL License No: GOTS-IDFL-24



Standard



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Page 2 of 3

GOTS Scope Certificate Number SC-009656-1 (continued)  
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY  
GOTS Version 7.0

Under the scope of this certificate, the following facilities have been audited and found to be in conformity with the Standard.

**Facility Appendix**

Facility Name	Address	Process Categories
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY (main)	Km 1447 National Highway 1A Vinh Phuong Commune, Nha Trang Khánh Hòa, Vietnam	Spinning (PR0027); Trading (PR0030)

**Non-Certified Subcontractor Appendix**

- None -

**Independently Certified Subcontractor Appendix**

- None -

Place and Date of Issue  
Salt Lake City, United States, 2025-  
05-02



Wilford Lieber, CEO

Certification Body  
IDFL License No: GOTS-IDFL-24



Standard



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Cong Ty TNHH IDFL Viet Nam  
No.8, B4 Street,, An Loi Dong Ward, District 2, Ho Chi Minh City 70000, Vietnam

## SCOPE CERTIFICATE

Scope Certificate Number: 23-548907

IDFL  
certifies that

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**

**CÔNG TY CỔ PHẦN DỆT – MAY NHA TRANG**

**LICENSE NUMBER 018860**

Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City,  
Khanh Hoa, Vietnam

has been audited and found to be in conformity with the

**Global Organic Textile Standard (GOTS) Version 6.0**

Products categories as mentioned below (and further specified in the product appendix) conform with this standard:

**Greige Yarns (PC0030)**

Process categories carried out under responsibility of the above mentioned company for the certified products cover:

**Spinning (PR0027); Trading (PR0030)**

This certificate is valid until: 2025-01-18

Place and Date of Issue  
Cong Ty TNHH IDFL Viet Nam,  
2024-01-19

Wilford Lieber, CEO

Certification Body  
IDFL License No: GOTS-IDFL-24



Standard Logo



Certification Body Accredited by: ANAB Accreditation Number: 9075

This scope certificate provides no proof that any goods delivered by its holder are Global Organic Textile Standard (GOTS) certified. Proof of Global Organic Textile Standard (GOTS) certification of goods delivered is provided by a valid transaction certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'.

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Under the scope of this certificate, the following products are covered.

Products Appendix

Product Category	Product Details	Material Composition*	Label Grade	Facility Number
Greige Yarns (PC0030)	Open-end yarns (PD0066)	100% Organic Cotton (RM0104)	GOTS (Organic)	20519
Greige Yarns (PC0030)	Carded yarns (PD0067)	100% Organic Cotton (RM0104)	GOTS (Organic)	20519
Greige Yarns (PC0030)	Combed yarns (PD0068)	100% Organic Cotton (RM0104)	GOTS (Organic)	20519
Greige Yarns (PC0030)	Combed yarns (PD0068)	Organic Cotton (RM0104) + Modal (RM0230)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Open-end yarns (PD0066)	Organic Cotton (RM0104) + Modal (RM0230)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Open-end yarns (PD0066)	Organic Cotton (RM0104) + Recycled Post-Consumer Polyester (RM0189)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Combed yarns (PD0068)	Organic Cotton (RM0104) + Recycled Post-Consumer Polyester (RM0189)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Carded yarns (PD0067)	Organic Cotton (RM0104) + Modal (RM0230)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Core-spun yarns (PD0071)	Organic Cotton (RM0104) + Elastane (Spandex) (RM0160)	GOTS (Made with Organic) GOTS (Organic)	20519
Greige Yarns (PC0030)	Carded yarns (PD0067)	Organic Cotton (RM0104) + Recycled Post-Consumer Polyester (RM0189)	GOTS (Made with Organic) GOTS (Organic)	20519

\*Quantification (percentages) of material composition is optional.

Place and Date of Issue

Cong Ty TNHH IDFL Viet Nam, 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: GOTS-IDFL-24



Standard Logo



This certificate provides no proof that any goods delivered by its holder are certified to the listed standard. Proof of certification of goods delivered is provided by a valid Transaction Certificate (TC) covering them.

This electronically issued document is the valid original version.  
Scan QR Code to verify certificate.



Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name - Number	Address	Process Categories
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY (main) - 20519	Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City, Khanh Hoa, Vietnam	Spinning (PR0027); Trading (PR0030)

Place and Date of Issue

Cong Ty TNHH IDFL Viet Nam, 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: GOTS-IDFL-24



Standard Logo



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TAIWAN IDFL LABORATORY AND INSTITUTE LIMITED  
8F., No. 312, Sec. 2, New Taipei Blvd., Xinzhuang Dist., New Taipei City 242032 Taiwan

## SCOPE CERTIFICATE

Scope Certificate Number: IDF-23-548928

IDFL  
certifies that

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**  
**CÔNG TY CỔ PHẦN DỆT – MAY NHA TRANG**

Textile Exchange-ID (TE-ID): TE-99973404

IDFL Client Number: 018862

Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City  
Khánh Hòa, Vietnam

has been audited and found to be in conformity with the

**Global Recycled Standard (GRS) (Version 4.0)**

Products categories mentioned below (and further specified in the product appendix) conform with the standard(s):

**Greige Yarns (PC0030)**

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

**Spinning (PR0027); Trading (PR0030)**

This certificate is valid until: **2025-01-18**

Audit criteria: Global Recycled Standard V4.0; Content Claim Standard V3.1; Textile Exchange Standards Claim Policy V1.3

**Place and Date of Issue (YYYY-MM-DD)**

TAIWAN IDFL LABORATORY AND  
INSTITUTE LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

**Certification Body**

IDFL License No: CB-IDF



**Standard**



Certification Body Licensed by: Textile Exchange (TE); Licensing Code: CB-IDF

Certification Body Accredited by: TAF; Accreditation Number: PC054

Inspection Body: Công Ty TNHH IDFL Viet Nam

This scope certificate provides no proof that any goods delivered by its holder are Global Recycled Standard (GRS) certified. Proof of Global Recycled Standard (GRS) certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

To authenticate this certificate, please visit [www.TextileExchange.org/Certificates](http://www.TextileExchange.org/Certificates)

This electronically issued document is the valid original version.

Scan QR Code to verify certificate.

TE-ID TE-99973404



Under the scope of this certificate, the following products are covered.

Products Appendix

Product Number	Product Category - Product Details	Material Composition*	Standard (Label Grade)	Facility Number
1	Greige Yarns - Open-end yarns (PC0030 - PD0066)	Recycled Post-Consumer Acrylonitrile Styrene (AS) (RM0267)	GRS (GRS)	TE-99973404

Note: \*Quantification (percentages) of material composition is optional. [ ] Square brackets refer to certified components of a product.

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE  
LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



Standard



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Scan QR Code to verify certificate.



Scope Certificate Number IDF-23-548928, TE-ID TE-99973404

Page 2 of 3

Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name - TE-ID	Address	Process Categories
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY (main) - TE-99973404	Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City, Khanh Hoa, Vietnam	Spinning (PR0027); Trading (PR0030)

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE  
LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



Standard



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TAIWAN IDFL LABORATORY AND INSTITUTE LIMITED  
8F., No. 312, Sec. 2, New Taipei Blvd., Xinzhuang Dist., New Taipei City 242032 Taiwan

## SCOPE CERTIFICATE

Scope Certificate Number: IDF-23-548922

IDFL  
certifies that

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**  
**CÔNG TY CỔ PHẦN DỆT – MAY NHA TRANG**

Textile Exchange-ID (TE-ID): TE-99973404

IDFL Client Number: 018861

Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City  
Khánh Hòa, Vietnam

has been audited and found to be in conformity with the

**Organic Content Standard (OCS) (Version 3.0)**

Products categories mentioned below (and further specified in the product appendix) conform with the standard(s):

**Greige Yarns (PC0030)**

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

**Spinning (PR0027); Trading (PR0030)**

This certificate is valid until: **2025-01-18**

Audit criteria: Organic Content Standard V3.0; Content Claim Standard V3.1; Textile Exchange Standards Claim Policy V1.3

**Place and Date of Issue (YYYY-MM-DD)**

TAIWAN IDFL LABORATORY AND  
INSTITUTE LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

**Certification Body**

IDFL License No: CB-IDF



**Standard**



Certification Body Licensed by: Textile Exchange (TE); Licensing Code: CB-IDF

Certification Body Accredited by: TAF; Accreditation Number: PC054

Inspection Body: Công Ty TNHH IDFL Viet Nam

This scope certificate provides no proof that any goods delivered by its holder are Organic Content Standard (OCS) certified. Proof of Organic Content Standard (OCS) certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

To authenticate this certificate, please visit [www.TextileExchange.org/Certificates](http://www.TextileExchange.org/Certificates)

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Scan QR Code to verify certificate.

TE-ID TE-99973404



Under the scope of this certificate, the following products are covered.

Products Appendix

Product Number	Product Category - Product Details	Material Composition*	Standard (Label Grade)	Facility Number
1	Greige Yarns - Open-end yarns (PC0030 - PD0066)	Organic Cotton (RM0104)	OCS (OCS 100)	TE-99973404
2	Greige Yarns - Carded yarns (PC0030 - PD0067)	Organic Cotton (RM0104)	OCS (OCS 100)	TE-99973404
3	Greige Yarns - Combed yarns (PC0030 - PD0068)	Organic Cotton (RM0104)	OCS (OCS 100)	TE-99973404
4	Greige Yarns - Core-spun yarns (PC0030 - PD0071)	Organic Cotton (RM0104) + Elastane (spandex) (RM0160)	OCS (OCS 100) OCS (OCS Blended)	TE-99973404
5	Greige Yarns - Carded yarns (PC0030 - PD0067)	Organic Cotton (RM0104) + Polyester (RM0186)	OCS (OCS 100) OCS (OCS Blended)	TE-99973404
6	Greige Yarns - Combed yarns (PC0030 - PD0068)	Organic Cotton (RM0104) + Polyester (RM0186)	OCS (OCS 100) OCS (OCS Blended)	TE-99973404
7	Greige Yarns - Sewing threads (PC0030 - PD0041)	Organic Cotton (RM0104) + Polyester (RM0186)	OCS (OCS 100) OCS (OCS Blended)	TE-99973404
8	Greige Yarns - Sewing threads (PC0030 - PD0041)	Organic Cotton (RM0104)	OCS (OCS 100)	TE-99973404

Note: \*Quantification (percentages) of material composition is optional. [ ] Square brackets refer to certified components of a product.

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE  
LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



Standard



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This electronically issued document is the valid original version.  
Scan QR Code to verify certificate.



Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name - TE-ID	Address	Process Categories
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY (main) - TE-99973404	Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City, Khanh Hoa, Vietnam	Spinning (PR0027); Trading (PR0030)

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



Standard



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TAIWAN IDFL LABORATORY AND INSTITUTE LIMITED  
8F., No. 312, Sec. 2, New Taipei Blvd., Xinzhuang Dist., New Taipei City 242032 Taiwan

## SCOPE CERTIFICATE

Scope Certificate Number: IDF-23-548936

IDFL  
certifies that

**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**  
**CÔNG TY CỔ PHẦN DỆT – MAY NHA TRANG**

Textile Exchange-ID (TE-ID): TE-99973404

IDFL Client Number: 018863

Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City  
Khánh Hòa, Vietnam

has been audited and found to be in conformity with the

**Recycled Claim Standard (RCS) (Version 2.0)**

Products categories mentioned below (and further specified in the product appendix) conform with the standard(s):

**Greige Yarns (PC0030)**

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

**Spinning (PR0027); Trading (PR0030)**

This certificate is valid until: **2025-01-18**

Audit criteria: Recycled Claim Standard V2.0; Content Claim Standard V3.1; Textile Exchange Standards Claim Policy V1.3

**Place and Date of Issue (YYYY-MM-DD)**

TAIWAN IDFL LABORATORY AND  
INSTITUTE LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

**Certification Body**

IDFL License No: CB-IDF



**Standard**



Certification Body Licensed by: Textile Exchange (TE); Licensing Code: CB-IDF

Certification Body Accredited by: TAF; Accreditation Number: PC054

Inspection Body: Công Ty TNHH IDFL Viet Nam

This scope certificate provides no proof that any goods delivered by its holder are Recycled Claim Standard (RCS) certified. Proof of Recycled Claim Standard (RCS) certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

To authenticate this certificate, please visit [www.TextileExchange.org/Certificates](http://www.TextileExchange.org/Certificates)

This electronically issued document is the valid original version.

Scan QR Code to verify certificate.

TE-ID TE-99973404



Under the scope of this certificate, the following products are covered.

Products Appendix

Product Number	Product Category - Product Details	Material Composition*	Standard (Label Grade)	Facility Number
1	Greige Yarns - Filament (PC0030 - PD0069)	100% Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
2	Greige Yarns - Filament (PC0030 - PD0069)	Recycled Post-Consumer Polyester (RM0189) + Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
3	Greige Yarns - Filament (PC0030 - PD0069)	Recycled Pre-Consumer Cotton (RM0106) + Modal (RM0230)	RCS (RCS 100) RCS (RCS Blended)	TE-99973404
4	Greige Yarns - Open-end yarns (PC0030 - PD0066)	100% Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
5	Greige Yarns - Open-end yarns (PC0030 - PD0066)	Recycled Post-Consumer Polyester (RM0189) + Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
6	Greige Yarns - Open-end yarns (PC0030 - PD0066)	Recycled Pre-Consumer Cotton (RM0106) + Modal (RM0230)	RCS (RCS 100) RCS (RCS Blended)	TE-99973404
7	Greige Yarns - Carded yarns (PC0030 - PD0067)	100% Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
8	Greige Yarns - Carded yarns (PC0030 - PD0067)	Recycled Post-Consumer Polyester (RM0189) + Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
9	Greige Yarns - Open-end yarns (PC0030 - PD0066)	Recycled Post-Consumer Copolyester (RM0267)	RCS (RCS 100)	TE-99973404
10	Greige Yarns - Carded yarns (PC0030 - PD0067)	Recycled Pre-Consumer Cotton (RM0106) + Modal (RM0230)	RCS (RCS 100) RCS (RCS Blended)	TE-99973404
11	Greige Yarns - Combed yarns (PC0030 - PD0068)	100% Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
12	Greige Yarns - Combed yarns (PC0030 - PD0068)	Recycled Post-Consumer Polyester (RM0189) + Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
13	Greige Yarns - Combed yarns (PC0030 - PD0068)	Recycled Pre-Consumer Cotton (RM0106) + Modal (RM0230)	RCS (RCS 100) RCS (RCS Blended)	TE-99973404
14	Greige Yarns - Core-spun yarns (PC0030 - PD0071)	100% Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE  
LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



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Product Number	Product Category - Product Details	Material Composition*	Standard (Label Grade)	Facility Number
15	Greige Yarns - Core-spun yarns (PC0030 - PD0071)	Recycled Post-Consumer Polyester (RM0189) + Recycled Pre-Consumer Cotton (RM0106)	RCS (RCS 100)	TE-99973404
16	Greige Yarns - Core-spun yarns (PC0030 - PD0071)	Recycled Pre-Consumer Cotton (RM0106) + Modal (RM0230)	RCS (RCS 100) RCS (RCS Blended)	TE-99973404

Note: \*Quantification (percentages) of material composition is optional. [ ] Square brackets refer to certified components of a product.

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE  
LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



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Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name - TE-ID	Address	Process Categories
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY (main) - TE-99973404	Km 1447, National Highway 1A, Vinh Phuong Commune, Nha Trang City, Khanh Hoa, Vietnam	Spinning (PR0027); Trading (PR0030)

Place and Date of Issue (YYYY-MM-DD)

TAIWAN IDFL LABORATORY AND INSTITUTE LIMITED, 2024-01-19  
Last Updated: 2024-01-19

  
Wilford Lieber, CEO

Certification Body

IDFL License No: CB-IDF



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PT Indorama Polychem Indonesia  
Desa Kembang Kuning, Kel.  
Kembangkuning, Kec. Jatiluhur  
Jawa Barat  
41152 Purwakarta, INDONESIA



SHIRLEY TECHNOLOGIES LIMITED  
SAGAR BUILDING, UNIT 11, WESTPOINT  
ENTERPRISE PARK  
CLARENCE AVENUE  
M17 1QS MANCHESTER, UNITED KINGDOM

# Certificate

## OEKO-TEX® STANDARD 100

**PT Indorama Polychem Indonesia**

is granted the OEKO-TEX® STANDARD 100 certification  
and the right to use the trademark.

### SCOPE

Polyester Semi-Dull Chips, Polyester Staple Fiber (PSF)  
and Polyester Filament Yarns - Partially Oriented Yarn  
(POY), Spin Drawn Yarn (SDY) and Draw Textured Yarn  
(DTY)- All Undyed.

### PRODUCT CLASS

I (baby articles) - Annex 6



This certificate 11-36035 is valid until 29.02.2024.

### SUPPORTING DOCUMENTS

- ✓ Test report : 67105
- ✓ Declaration of conformity in accordance with  
EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Agustina Oliver  
Senior Technical Officer

Joe Prince  
Ecology Services Manager

Further compliance information (REACH, SVHC, POP, GB18401  
etc.) can be found on [oeko-tex.com/en/faq](https://oeko-tex.com/en/faq).

The certificate is based on the test methods and requirements of  
the OEKO-TEX® STANDARD 100 that were in force at the time of  
evaluation.

Manchester, 2023-02-21

OEKO-TEX Service GmbH Genferstrasse 23, CH-8002 Zurich



**ISO2000 CERTIFICATION**

# CERTIFICATION



N° QUAL/2005/24822

## NHA TRANG TEXTILE COMPANY (NHATEXCO)

DESIGN, PRODUCTION AND SALES (FOR DOMESTIC MARKET AND EXPORT MARKET) OF TEXTILE PRODUCTS AND GARMENTS INCLUDING:

- YARNS SUCH AS COTTON, CVC, P/C, A/C, PE, TR (ENGLISH COUNT NE FROM 7 TO 60)
- FABRICS FOR APPAREL, KNITWEAR AND TOWELLING
- FINISHED GARMENTS SUCH AS SHIRTS, T- SHIRTS, POLO- SHIRTS AND OTHER READY-TO-WEAR ITEMS.

Km 1447 Highway 1A, Vinh Phuong Village NHA TRANG CITY VIET NAM

AFAQ AFNOR INTERNATIONAL certifies that all the arrangements covering the above-mentioned activities and locations established to meet the requirements of the international standard :

*AFAQ AFNOR INTERNATIONAL certifie que pour les activités et les sites référencés ci-dessus toutes les dispositions mises en œuvre pour répondre aux exigences requises par la norme internationale :*

**ISO 9001 : 2000**

have been examined and found conform.  
*ont été examinées et jugées conformes.*

**2005-05-31**

(année/mois/jour) Il est valable jusqu'à/\*  
*It is valid until\**

**2008-05-30**

(year/month/day)

On behalf of AAI  
*Le Représentant de AAI*

F. de LAUZON

Chief Executive Officer of AAI SA  
*La Présidente du Directoire de AAI SA*

F. NICOLAS

On Behalf of the firm  
*Le Représentant de l'Entreprise*

MR. NGUYEN DIIC DA

**Certificate of Top 500 largest private companies in Vietnam in 2015**



*Certificate of Top 500 largest private companies in Vietnam in 2016*



*Certificate of Top 500 largest private companies in Vietnam in 2018*



2018

# CHỨNG NHẬN CERTIFICATE

Hạng/ rank: 440

CÔNG TY CP DỆT MAY NHA TRANG  
NHA TRANG TEXTILE & GARMENT JSC

Nằm trong bảng xếp hạng / Was ranked

500 DOANH NGHIỆP TƯ NHÂN LỚN NHẤT VIỆT NAM  
500 LARGEST PRIVATE ENTERPRISES IN VIETNAM



TỔ CHỨC XẾP HẠNG  
VIETNAM REPORT



  
VŨ ĐĂNG VINH  
CEO



BÁO VIETNAMNET



  
PHẠM ANH TUẤN  
EDITOR IN CHIEF

SỐ: 2219/VNR - 2018

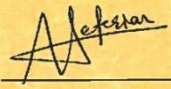
**WRAP Certification**

# GOLD CERTIFICATE OF COMPLIANCE

## Nha Trang Textile & Garment Joint Stock Company

WRAP #: 18343  
Certification Period: March 30, 2020 to March 30, 2021  
Facility Address: Km 1447, National Road 1A, Vinh Phuong Ward  
Nha Trang City, Khanh Hoa Province  
Vietnam  
Production Processes: Fabric Spinning, Yarns, Cutting, Sewing, Finishing, and Packing  
Sample Size: 30  
Average Weekly Hours in Periods Reviewed: November 2019: 48 December 2019: 48 January 2020: 48

Please refer to the full audit report for details.



Avedis H. Seferian  
President & CEO



Charles C. Masten  
Chairman

Subject to the terms and conditions of the WRAP Certification Program and full compliance with the WRAP Production Principles

# CERTIFICATE OF MEMBERSHIP



U.S. COTTON  
TRUST PROTOCOL®  
Trust in a smarter cotton future

This certificate attests that

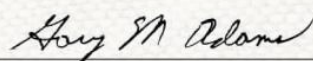
## Nha Trang Textile & Garment Joint Stock Company

is an official member of the U.S. Cotton Trust Protocol.

USCTP ID **3NXPM6EB**  
MEMBER SINCE **2022-09-02**

The U.S. Cotton Trust Protocol provides mills and manufacturers critical assurances they need to prove to their customers that they are an approved supply chain partner for brands and retailers who are sourcing more sustainably grown cotton.

ISSUE DATE  
**2023-08-01**



Gary Adams  
President, U.S. Cotton Trust Protocol

EXPIRATION DATE  
**2024-07-31**

3NXPM6EB

## 2. *Business lines and locations of the business:*

2.1 Business lines: Pursuant to Resolution No. 66/NQ-DMNT dated March 20, 2026 of the General Meeting of Shareholders (“GMS”), the Company approved the update of business lines according to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister on the issuance of the detailed Vietnam Standard Industrial Classification system below:

No.	Name of business lines	Industry code
1.	Yarn production Details: Production of various types of cotton, fibers, and yarns	1311
2.	Woven fabric production Details: Production of various types of fabrics	1312
3.	Textile product finishing	1313
4.	Production of knitted fabrics, crocheted fabrics, and other non-woven fabrics	1391
5.	Production of ready-made textile goods (except apparel) Details: Production of garments	1392
6.	Production of other textile goods not elsewhere classified Details: Production of various types of raw materials and auxiliary materials for the textile and garment industry	1399
<b>7.</b>	<b>Production of apparel (except fur apparel)</b>	<b>1410 (Main)</b>
8.	Production of knitted apparel	1430
9.	Footwear production	1520
10.	Printing Details: Printing directly on textile fabrics	1811
11.	Production of other chemical products not elsewhere classified Details: Production of chemicals (except highly toxic chemicals) and dyes for the textile and garment industry	2029
12.	Production of machinery for the textile, garment, and leather industries Details: Production of machinery, equipment, supplies, spare parts, and packaging for the textile and garment industry	2826
13.	Installation of industrial machinery and equipment Details: Installation and repair services for factory machinery and equipment	3320

14.	Water extraction, treatment, and supply	3600
15.	Drainage and sewage treatment Details: Industrial liquid waste treatment and domestic wastewater treatment	3700
16.	Construction of other civil engineering works Details: Construction of civil works, industrial works, industrial parks, urban areas, and tourist areas	4299
17.	Agents, brokers, and auctioneers Details: Commercial brokerage, commission-based buying and selling, and consignment agency	4610
18.	Wholesale of fabrics, ready-made goods, and footwear Details: Buying and selling of various types of fabrics, garments, and footwear	4641
19.	Wholesale of other machinery, equipment, and spare parts Details: Buying and selling of machinery, equipment, supplies, spare parts, and packaging for the textile and garment industry	4659
20.	Wholesale of solid, liquid, and gaseous fuels and related products Details: Trading in gasoline, oil, and fuels	4671
21.	Wholesale of other construction materials and installation equipment Details: Trading in construction materials	4673
22.	Wholesale of other specialized goods not elsewhere classified Details: Buying and selling of chemicals (except highly toxic chemicals) and dyes for the textile and garment industry; Buying and selling of various types of cotton, fibers, yarns, raw materials, and auxiliary materials for the textile and garment industry	4679
23.	Road freight transport Details: Road freight transport services	4933
24.	Hotels and similar accommodation services	5510
25.	Restaurants and mobile catering services Details: Restaurants	5610
26.	Other catering services Details: Operation of canteens and self-service eateries	5629
27.	Real estate business, land use rights owned, used, or leased Details: Real estate and commercial center business. Leasing of office	6810

	buildings, factories, and warehouses	
28.	<p>Laundering and cleaning of textile and fur products</p> <p>Details: Dry cleaning, wet cleaning, ironing, etc., of various types of clothing and textile goods, washed by hand or machine</p>	9610

## 2.2 Locations of the business:

### ○ **DOMESTIC MARKET DISTRIBUTION SYSTEM**

#### In the Central Region

- ◆ Head Office of NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY
  - Address: Km 1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province.
  - Telephone: 02583.727.236 - Fax: 02583.727.227

#### In the Southern Region

- ◆ Branch in Ho Chi Minh City:
  - Address: No. 54 Ton That Tung, Ben Thanh Ward, Ho Chi Minh City
  - Telephone: 02838.396.780 Fax: 02838.356.835
- **EXPORT MARKET DISTRIBUTION SYSTEM**
  - Yarn export: Malaysia, Turkey, Taiwan, China...
  - Garment export: USA, Europe (UK, France, Belgium), Taiwan, Norway, Canada...

## 3. **Information about governance model, business organization and managerial apparatus**

### 3.1 Governance model:

- Board of Directors (“BOD”): Headed by the Chairman of the BOD, who has the right and obligation to manage and direct the implementation of the Company's activities in the position of a group representing and acting in the interest of all voting shareholders of the Company. The BOD is the body with full authority to exercise all rights on behalf of the Company except for powers belonging to the GMS. The rights and obligations of the BOD are stipulated by law, the Company Charter, the Company's internal regulations, and Resolutions of the GMS.

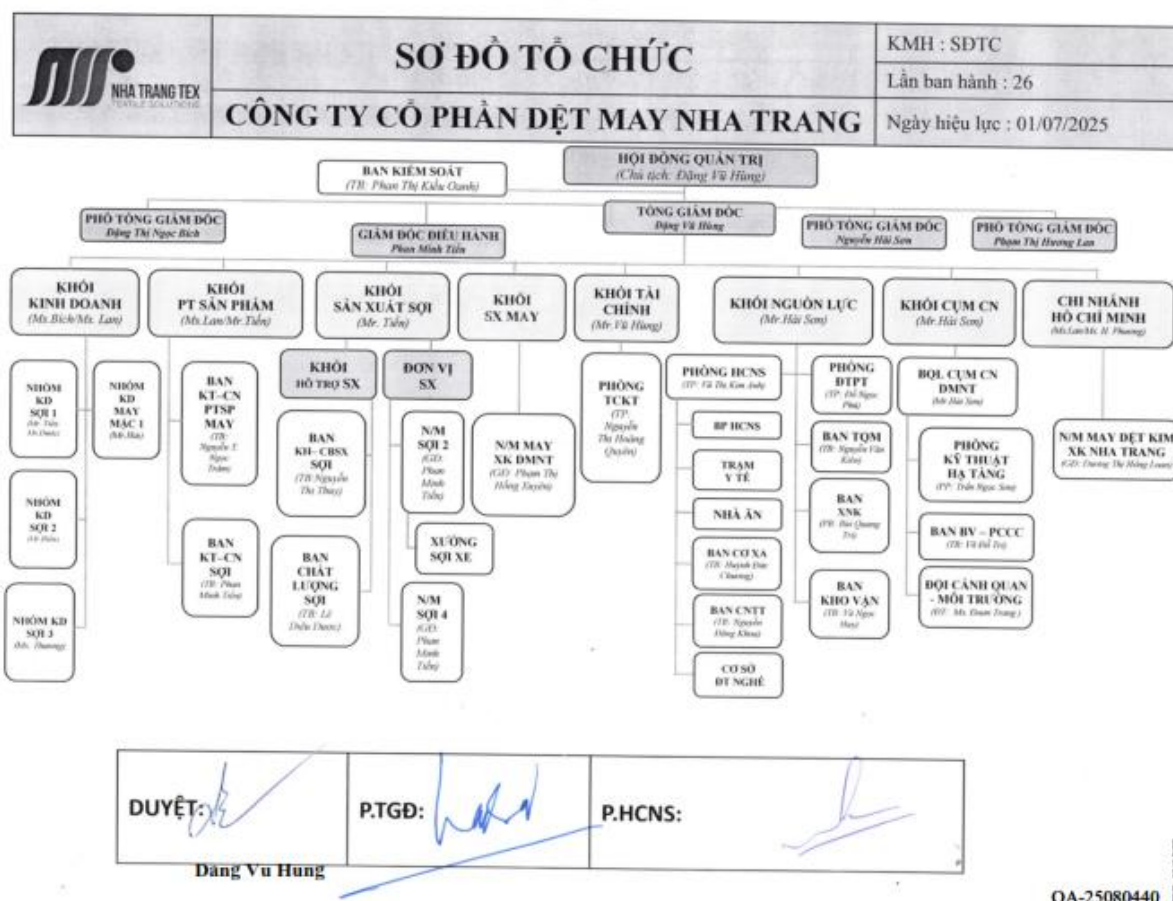
- Board of Supervisors (“BOS”): is the body elected by the GMS. The BOS has the duty to inspect the reasonableness and legality of the Company's business activities and financial statements. The BOS operates independently of the BOD.

- Chairman of the BOD: is the person representing the Company in managing all production and business activities. The Chairman of the BOD is responsible to the BOD and the law for the Company's business results.

- Deputy General Director, Executive Director: these individuals assist the Chairman of the BOD in managing all activities of the Company in areas assigned and authorized by the Chairman of the BOD, and are responsible to the Chairman of the BOD and the law for the tasks assigned and authorized.

- Functional departments: Functional departments are responsible for implementing and advising the Chairman of the BOD on tasks within their scope of functions, while coordinating with affiliated units in implementing the Company's general goals and strategies.

3.2 Managerial apparatus structure: Nha Trang Textile & Garment Joint Stock Company, with its head office at Km1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, has the following functional departments:



- And subordinate units including:

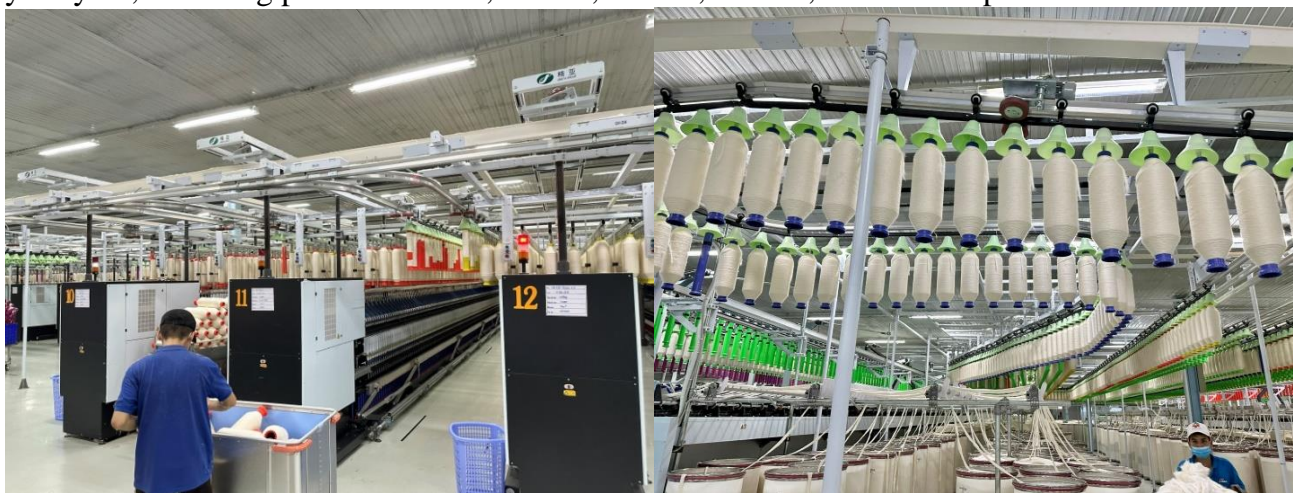
### SPINNING FACTORY 2

- Area: 6,384 m2, in operation since 2002.
- Main equipment: Spinning lines from Trutzschler (Germany), Saurer Rieter (Switzerland), Toyota (Japan), Zinser (Germany), Savio (Italy), number of spindles: 14,000 spindles, and 1,080 TFO twisting spindles.
- Designed capacity: 1,610 tonnes of yarn/year including PE, PECM yarn products, count Ne 32-82 PEs, PECM; Ne 30,32 CD; Ne: 26, 40 CM compact; PE, PECM twisted yarn: Ne 22-60/2.



#### **SPINNING FACTORY 4:**

- Area: 13,927 m<sup>2</sup>; in operation since 2023.
- Main equipment, including 2 systems:
  - Spinning line system from Saurer (China), Tianmen (China), Rieter (Switzerland), Saurer (Germany), Savio (Italy); number of spindles: 18,800 spindles (new line).
  - Spinning line system from Saurer (China), Trutzschler (Germany), Haochang, Tianmen (China), Rieter (Switzerland), Best (China), Murata (Japan); number of spindles: 4,800 spindles.
- Designed capacity:
  - Production line system of 18,800 spindles – Saurer: output of 6,578 tonnes of yarn/year, including products: Ne 8, 10, 12, 14, 16, 17, 20, 32 CD siro; Slub yarn: Ne 8, 10, 12, 16 CD; Spandex-covered yarn Ne 12-16CD (covering 40D-70D spandex yarn); Ne 30, 32 CD; Ne: 26, 40 CM compact.
  - Production line system of 04 Best spinning frames – 4,800 spindles: output of 460 tonnes of yarn/year, including products Ne 30, 32 CD; Ne: 26, 30 CM, 40 CM compact.



#### **NHA TRANG EXPORT KNITWEAR FACTORY - HCMC BRANCH**

- Address: Km 1447 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, Vietnam.
  - Area: 8,926 m<sup>2</sup>; in operation since 2014.
  - Production line system using Brother, Juki, Kingtex sewing equipment. Quantity: 12 sewing lines.
  - Main products are T-shirts, Polo shirts, men's and women's sportswear, various types of clothing...
- Factory production output: 4 to 6 million products/year.



### **HO CHI MINH CITY BRANCH**

*Address: No. 54 Ton That Tung – Ben Thanh Ward - HCMC*

*Telephone: 02838.396.780. Fax: 02838.356.835*

### ***NHA TRANG TEXTILE AND GARMENT INDUSTRIAL CLUSTER SYSTEM***

*Including: Industrial Cluster Management Board; Technical - Infrastructure Department; Security - Fire Prevention and Fighting Board; Landscape - Environment Team*

**3.3 Subsidiaries, associated companies: None**

### **4. *Development orientations:***

Responding to Decision No. 1643/QĐ-TTg approving the “Strategy for development of Vietnam's textile and footwear industry to 2030, with a vision to 2035”; in light of the major policies of the Vietnam National Textile and Garment Group and Phong Phu International Joint Stock Company; and seizing market opportunities in the coming time.... The Company is focusing on developing projects to build spinning and garment factories.... of the Nha Trang Textile and Garment Production Cluster, aiming to develop into the Textile and Garment Center of the Central Region in Nha Trang, Khanh Hoa. In parallel with the core business of Textile and Garment, the Company also engages in joint ventures and associations in the fields of Finance and Real Estate.

#### **4.1 Major objectives of the Company:**

- Leverage and maximize the advantages of a large-scale, vertically integrated production enterprise from spinning to weaving, dyeing, and garment manufacturing with extensive experience to anticipate and effectively exploit strengths when FTAs become effective and the CPTPP and EVFTA agreements are signed.

- Create strong development in production and business in the direction of expansion and increasing professionalization to become a leading spinning, weaving, dyeing, and garment manufacturing enterprise in the Central Region.

#### 4.2 Medium and long-term development strategy:

- Invest in developing the Company in the direction of specialization, step-by-step modernization, ensuring stable and sustainable growth.
- Improve income, material and spiritual life for employees.
- Improve efficiency, ensure sustainable development of the enterprise, and strengthen competitiveness.

4.3 Objectives regarding the environment, society, and community of the Company: The Company always strives to become a typical enterprise in fulfilling social responsibilities in the Textile and Garment industry in general and in the province in particular. Ensure that production activities comply with environmental laws; take the best care of the lives and welfare benefits for employees.

### 5. ***Risks:***

The Company's core business is the production of yarn, fabric, and garments, so it is subject to the general impact of the Vietnamese economy in particular and the volatile global economic situation in general. In particular, fluctuations in interest rates, exchange rates, and raw material prices due to insufficient domestic supply, as well as customer requirements for quality, mean that most input materials for production must be imported, so exchange rate fluctuations also significantly affect the prices of input materials.

## II. **Operations in the Year**

### 1. ***Situation of production and business operations:***

The Vietnamese textile and garment industry in 2025 still faces difficulties, but thanks to the effective utilization of trade agreements, such as the EVFTA, global market demand has increased strongly. Enterprises in the industry have overcome challenges, maintained positive growth, and achieved impressive export levels, contributing to the recovery and development of the Vietnamese economy in 2024.

- In 2024 - 2025, Vietnam will be a country with tax exemptions for most product lines for major nations. Vietnam is implementing 16 FTAs, in addition to 3 FTAs currently under negotiation. Vietnam is also the only country to have signed bilateral and multilateral trade agreements with major economies globally such as: the US, EU, Japan, South Korea, Australia, China, UK, Russia... This is a major opportunity and competitive advantage for Vietnam compared to other countries.

- In particular, the Strategy for development of Vietnam's Textile and Garment industry to 2030, with a vision to 2035, approved by the government, will be the foundation for attracting

foreign investment into the spinning – weaving – dyeing sector, creating opportunities for the Textile and Garment industry to take advantage of incentives from FTA agreements.

- The biggest challenge is the ability to manage digital transformation, technologicalization, and automation of production lines to ensure fast delivery, small-batch production, and high quality.

- More and more markets are introducing new mandatory regulations related to human rights due diligence, environment in the supply chain, sustainable eco-design regulations, recycled products, textile waste treatment...

In that context, the Company has achieved the following results:

- Broke the chain of continuous losses in recent years and started to be profitable;
- Ensured employment, income, and life for employees, preserved the workforce, and continued to be a year with a higher number of employees at the end of the year than at the beginning;
- Implemented investment programs.

The results of achieving targets according to the plan in the Resolution of the 2025 Annual GMS are shown in the table below:

No.	Indicator	Unit	GMS Resolution	Implemented	% Implemented compared to Resolution
1	Total revenue	Billion	1,417	1,526	107.7
2	Profit before tax	Billion	50	50	100
3	Profit after tax	Billion	40	39.5	98.8

(Source: Audited consolidated financial statements for the fiscal year ended December 31, 2025, of NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY)

## 2. **Organization and Human resource:**

- List of the Executive Board and changes in the Executive Board:

### o **Board of Directors:**

Name	Position	Appointment date	Dismissal date
Mr. Dang Vu Hung	Chairman	February 18, 2020	
Mr. Tran Hoang Thao	Member	February 18, 2020	
Ms. Nguyen Thi Hong Phuong	Member	June 27, 2020	
Mr. Phan Minh Tien	Member	April 29, 2022	

○ **Board of Supervisors:**

Name	Position	Appointment date	Dismissal date
Ms. Phan Thi Kieu Oanh	Head of the BoS	February 18, 2020	
Ms. Mai Thi Tinh	Member of the Board of Supervisors	April 26, 2019	April 25, 2025
Ms. Nguyen Thi Cam Van	Member of the Board of Supervisors	April 26, 2019	
Ms. Le Thi Ha Anh	Member of the Board of Supervisors	April 25, 2025	

○ **The Board of Management:**

Name	Position	Appointment date	Dismissal date
Ms. Dang Thi Ngoc Bich	Deputy General Director	September 25, 2019	
Ms. Pham Thi Huong Lan	Deputy General Director	August 04, 2020	
Mr. Nguyen Hai Son	Deputy General Director	February 24, 2021	
Mr. Phan Minh Tien	General Director	March 18, 2019	

○ **Chief Accountant:**

Name	Position	Appointment date	Dismissal date
Ms. Nguyen Thi Hoang Quyen	Chief Accountant	May 01, 2020	

- Number of officers and employees: As of December 31, 2025, the total number of employees of the Company is 1,260 people.

- Changes in policies for employees: None

**3. Investment activities, project implementation**

*a. Major investments:*

Over the past year, the Company has focused on intensive plans to improve and upgrade equipment, expand production lines to enhance production efficiency, and focus on product quality. Invested in building workshops for lease and renovating the infrastructure of the Nha Trang Textile and Garment Production Cluster.

With the above investments, the Company hopes to improve quality and diversify products, and renovate service infrastructure to promote revenue and profit growth for the Company in the following years, creating more jobs for local workers.

*b. Subsidiaries, associated companies: None*

#### **4. Financial situation:**

a. Financial situation:

<b>Indicator</b>	<b>Unit</b>	<b>2025</b>	<b>2024</b>	<b>Percentage (%)</b>
Total asset	billion VND	1,123.85	1,234.81	91.01
Net revenue from sales and service provision	billion VND	1,526.22	1,232.37	123.84
Operating profit	billion VND	46.76	33.26	140.59
Other profit	billion VND	3.32	0.64	519.74
Total accounting profit before tax	billion VND	50.08	33.90	147.75
Profit after tax	billion VND	39.50	29.51	133.85

*(Source: Audited consolidated financial statements for the fiscal year ended December 31, 2025, of Nha Trang Textile & Garment Joint Stock Company)*

b. Major financial indicators:

<b>Indicator</b>	<b>Unit</b>	<b>2025</b>	<b>2024</b>
<u>1. Solvency ratio</u>			
+ <i>Current ratio</i>	<i>times</i>	<i>1.02</i>	<i>1.02</i>
+ <i>Quick ratio</i>	<i>times</i>	<i>0.62</i>	<i>0.48</i>
<u>2. Capital structure ratio</u>			
+ <i>Liabilities / Total assets</i>	<i>times</i>	<i>0.82</i>	<i>0.85</i>
+ <i>Liabilities / Owners's equity</i>	<i>times</i>	<i>3.95</i>	<i>5.58</i>
<u>3. Operation capability Ratio</u>			
+ <i>Inventory turnover</i>	<i>times</i>	<i>4.45</i>	<i>3.49</i>
+ <i>Total asset turnover</i>	<i>times</i>	<i>1.29</i>	<i>1.08</i>
<u>4. Profitability</u>			
+ Profit after tax / Net revenue	times	0.026	0.024

+ Profit after tax / Owners's equity	times	0.174	0.157
+ Profit after tax/ Total asset ratio	times	0.035	0.024
+ Profit from operating activities/ Net revenue ratio	times	0.031	0.027

(Source: Audited consolidated financial statements for the fiscal year ended December 31, 2025, of Nha Trang Textile & Garment Joint Stock Company)

## **5. Shareholders structure, change in the owner's equity**

### **5.1 Shares:**

- Total number of shares: 23,500,000 shares.
- Number of outstanding shares: 23,500,000 shares
- Type of shares: Common shares

### **5.2 Shareholders structure:**

- Major shareholders: 19,637,007 shares (equivalent to 83.56%)
- Shareholders holding less than 5% of shares: 3,862,993 shares (equivalent to 16.44%)

Of which:

- Institutional shareholders: 21,968,184 shares (equivalent to 93.48%)
- Individual shareholders: 1,531,816 shares (equivalent to 6.52%)

(Source: List of NTT securities owners closed on January 05, 2026, provided by VSDC)

### **5.3 Situation of change in owner's equity: None.**

### **5.4 Treasury shares transactions: None.**

### **5.5 Other securities: None.**

## **6. Environment-Social-Governance (ESG) Report of the Company**

### **6.1 Impact on the environment.**

Total direct and indirect greenhouse gas emissions: None

Initiatives and measures to reduce greenhouse gas emissions:

- Replacing the lighting system.
- Applying new Solatube lighting system technology
- Installing solar power system
- Optimizing operation mode, fixing leaks in the compressed air system
- Applying lean manufacturing method
- Installing inverters to optimize the operation of 3 37 kW air compressors.

### **6.2 Management of raw materials.**

- Total amount of raw materials used to produce and package the organization's main products and services during the year: 840,659,491,876 VND

- Report on the percentage of recycled raw materials used to produce the organization's main products and services:

### **6.3 Energy consumption.**

- Direct and indirect energy consumption: Due to the nature of production, in 2025 the Company primarily used electricity. In addition, the Company also used steam and heat.
- Energy saved through energy efficiency initiatives.
- Reports on energy-saving initiatives (providing energy-saving products and services or using renewable energy); results report of these initiatives:

No.	Energy saving solutions	Energy savings [kWh/year]	Total investment cost [million VND]	Savings [million VND]	Payback period [months]	Emission reduction [tonnes/year]
1	Energy savings by replacing the lighting system	411,523	1,212	778	19	177
2	Energy savings by applying Solartube new lighting technology	5,680	104	20,7	60	2,4
3	Energy savings by installing inverters to optimize the operation of 3 37 kW air compressors	36,849	165	209	9,3	15,8
4	Energy savings by optimizing operating modes and fixing leaks in the compressed air system	44,219	180	84	26	19,0
5	Energy savings by installing a rooftop solar power system for the factory	6,006,000	34,957	10,084	42	2,852
6	Energy saving opportunities by applying an energy management system c1beafd#420: Negligible cost - No cost	Negligible cost - No cost incurred				
7	Energy saving opportunities by applying Lean Manufacturing methods	Negligible cost - No cost				
	<b>Total</b>	<b>1,756,920</b>	<b>18,072</b>	<b>3,546,85</b>	<b>61</b>	<b>1,207</b>

(Source: 2025 Energy Audit Report – Nha Trang Textile & Garment Joint Stock Company)

- The Company calls on employees to save production costs, use electricity reasonably, especially during peak hours, and operate the air conditioning system appropriately.

#### 6.4 Water consumption (water consumption level of business activities during the year).

- Water supply and water usage: To ensure water consumption for production, business, and daily life, the Company signed a clean water supply contract with Khanh Hoa Water Supply and Sewerage Joint Stock Company. In addition, the Company operates a clean water treatment system to serve production and a wastewater treatment system to treat water from production to ensure environmental hygiene.

- Percentage and total volume of recycled and reused water.

#### 6.5 Compliance with the law on environmental protection.

- During its operations, the Company has always strictly implemented the Law on Environmental Protection, applied environmental protection measures set out in environmental impact assessment reports, completed the wastewater treatment system, ensured water quality meets grade A standards, and caused no pollution or negative impact on the environmental quality of the area.

#### 6.6 Policies related to employees.

Always identifying people as an important factor for the development of the Company, the Board of Management always cares for the lives of employees. The Company fully implements policies for employees in accordance with the Law along with other welfare regimes such as:

- Bonuses for holidays, Tet, and 13th-month salary;
- Caring for mid-shift meals for employees;
- Allowances for employees working in hazardous and heavy conditions;
- Periodic health check-ups for employees;
- Providing uniforms and labor protection equipment annually;
- Organizing periodic vacation trips every two years for all employees of the Company.
- Subsidies for employees in difficult circumstances, funeral and wedding allowances, support for raising minor children, shuttle buses for employees, gifts for retired employees, etc.;

In addition, the Company also creates conditions for employees to participate in cultural, sports, and other spiritual activities organized by the Trade Union and the Youth Union.

#### 6.7 Report on responsibility for local community.

Community investment activities and other community development activities, including financial support for the community: The Company understands that a business is a small part of the economy and an active subject in society, so responsibility for the environment is not only limited to moral obligations or image values but also a substantive and internal responsibility. Therefore, responsibility for the environment should be considered the Company's responsibility to itself.

The Company commits to fully complying with the provisions of the law on Environmental Protection, continuously implementing requirements for plans, measures, prevention, and

response to environmental incidents in accordance with the law. Regularly conducting inspections and applying measures to improve production processes to ensure full compliance with green, clean, and beautiful environmental standards.

Organizing the implementation of solutions to prevent and treat wastewater, as well as overcoming all environmental incidents. Voluntarily managing the collection, transportation, and treatment of hazardous waste to protect the environment and public health. Using resources economically: clean water, energy. Guiding and creating awareness for employees, advising customers on using environmentally friendly and energy-saving products to raise awareness of environmental protection in the community. The Company realizes that the support and trust of the community and society is one of the important tasks contributing to the sustainable development of the Company. Therefore, the Company is always ready to accompany community-meaningful programs; contributing to supporting difficult circumstances, creating conditions for families and individuals to have opportunities to rise in life, and sharing material and spiritual achievements with the local community. Carrying out community and social activities such as contributing to charity funds; supporting the poor and Minor in difficult circumstances; sharing and helping victims of Agent Orange to partly share difficulties with the community and society.

6.8 Report on green capital market activities under the guidance of the SSC.

**III. Report and assessments of the Board of Management:**

***1. Assessment of 2025 operating activities:***

In 2025, the Vietnamese textile and garment industry recorded a strong recovery with export turnover estimated at 46 billion USD, an increase of more than 5% compared to 2024, maintaining its Top 3 position in the world. Business results were clearly differentiated, positive in the garment industry thanks to recovering orders, while the spinning industry still faced many difficulties and profit declines due to weak demand.

Besides the pressure of reciprocal tax policies from major markets (US, EU), recruiting new labor causing productivity decline also put pressure on production costs.

Facing these difficulties and challenges, the Vietnamese textile and garment industry has made efforts to self-manage and handle obstacles, allowing the industry's bottlenecks and difficulties to be cleared.

Nha Trang Textile & Garment Joint Stock Company, with the close and decisive direction of the Board of Management and the determination and efforts of all employees, has completed a number of targets set by the 2025 Annual General Meeting of Shareholders. Specifically as follows:

No.	Criteria	Unit	GMS Resolution	Implemented	Percentage compared to Resolution
1	Total revenue	Billion	1.417	1.526	107,7

2	Profit before tax	Billion	50	50	100
3	Profit after tax	Billion	40	39,5	98,8

(Source: Audited consolidated financial statements for the fiscal year ended December 31, 2025 of Nha Trang Textile & Garment Joint Stock Company)

## **2. Financial situation:**

### **2.1 Asset situation:**

As of December 31, 2025, the total asset value of the Company reached 1.123 billion VND, a decrease of 9% compared to the beginning of 2025. The total value of Inventories as of December 31, 2025, was 239 billion VND, accounting for 21.3% of total assets, a decrease of 38.6% compared to the beginning of 2025, corresponding to a decrease of 150 billion VND compared to the beginning of 2025.

### **2.2 Liabilities situation:**

As of December 31, 2025, the total Liabilities value of the Company reached 896.6 billion VND, a decrease of 14% compared to the beginning of 2025. In which, Current liabilities decreased by 133.7 billion VND, Non-current liabilities decreased by 16.8 billion VND.

Owners's equity is 227 billion VND, an increase of 39.5 billion compared to the previous year.

## **3. Changes in organizational structure:**

During the year, the Company continued the planning of leadership and key personnel to ensure the development requirements of the Company in the coming time. The Board of Management focuses on rearranging and allocating labor in a specialized, flexible, lean, effective, right person, right job direction. Organizing recruitment and training of high-quality human resources to meet the needs of the unit.

## **4. Future development plan:**

### **4.1 Regarding management and administration:**

- Reviewing and evaluating to streamline labor across all units in the Company.
- Thoroughly and synchronously implementing solutions to increase labor productivity across the Company, researching solutions to reduce the resignation rate at factories, and increasing labor productivity.
- Focusing on quality, putting customer needs first.
- Implementing savings thoroughly to minimize costs during production.

### **4.2 Regarding market work:**

- For the Yarn market: The Company continues to maintain the strategy of focusing on the export market but still attaches importance to expanding the domestic consumption market to reduce non-production costs, especially at a time when import-export transport costs are increasing.

- For the Garment market: Strengthening solutions to increase production efficiency, aiming at export orders, especially FOB orders; gradually bringing the garment system to quickly stabilize to meet orders in a timely manner in terms of both quality and time.

#### **4.3 Regarding personnel, training, and salary:**

- Selecting, planning, training, and fostering personnel to supplement the successor key positions of the Company and units, factories.
- Organizing training to improve professional qualifications and skills; promoting the spirit of learning and cultivating professional skills for staff and employees.

#### **4.4 Regarding financial work:**

- Financial management, cash flows management from the stage of purchasing raw materials, organizing production to the consumption stage, shortening the collection time.
- Having a plan to borrow and use capital effectively, consolidating and improving the financial capacity of the Company.

#### **5. Explanation of the Board of Management for auditor's opinions: None**

#### **IV. Assessments of the Board of Directors on the Company's operation:**

In 2025, the Board of Directors had 4 members of the Board of Directors, but the operations of the Board of Directors and the Board of Management remained stable.

Assessment:

- The Board of Management has managed the Company's operations with a high sense of responsibility, providing timely and effective advice according to the functions, duties, and assigned areas.
- The Board of Management of the Company has operated and complied with the Company Charter and the provisions of the law.
- The Board of Management has made significant efforts in achieving the targets of the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors in managing the production and business operations and other aspects of the Company's work.

#### **V. Corporate Governance:**

##### **1. Board of Directors:**

##### **1.1 Members and structure of the Board of Directors:**

No.	Member Board of Directors	Position	Date of joining/leaving the Board of Directors	
			Appointment date	Dismissal date
1	Mr. Dang Vu Hung	Chairman	February 18, 2020	-
2	Mr. Tran Hoang Thao	Non-executive member	February 18, 2020	-
3	Ms. Nguyen Thi Hong Phuong	Non-executive member	June 27, 2020	-

4	Mr. Phan Minh Tien	Member and Executive Director	April 29, 2022	-
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**Management positions held by each member of the Board of Directors of the Company at other companies**

No.	Member Board of Directors	Ownership percentage (%)	Position	Position at other enterprises
1	Mr. Dang Vu Hung	-	Chairman	Member of the Board of Directors of Vietnam National Textile and Garment Group, Vice Chairman of the Board of Directors of May 10 Corporation, Chairman of the Board of Directors of Phong Phu International Joint Stock Company; Vinatex International Joint Stock Company, Vinatex International Knit Fabric Joint Stock Company, and Sinnika Vietnam Joint Stock Company.
2	Mr. Tran Hoang Thao	-	Member	Production Director of Phong Phu Corporation, Director of Vinh Phuong Trading and Production Co., Ltd., Deputy General Director of Phong Phu Household Textile Joint Stock Company, Director of Tan Thanh Yarn Co., Ltd.
3	Ms. Nguyen Thi Hong Phuong	-	Member	Member of the Board of Directors and Deputy General Director of Phong Phu International Joint Stock Company and Vinatex International Joint Stock Company.
4	Mr. Phan Minh Tien	-	Member	

**1.2 Sub-committees of the Board of Directors: None**

**1.3 Activities of the Board of Directors:**

The Board of Directors fully performs its functions and duties as prescribed, complying with the law, the Company Charter, and the Resolutions of the General Meeting of Shareholders.

- Meetings of the Board of Directors:

No.	Member Board of Directors	Position	Date of joining the Board of	Number of meetings	Meeting attendance rate	Reasons for absence
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			<b>Directors</b>	<b>attended by Board of Directors</b>	<b>(%)</b>	
1	Mr. Dang Vu Hung	Chairman	February 18, 2020	8	100	-
2	Mr. Tran Hoang Thao	Member	February 18, 2020	8	100	-
3	Ms. Nguyen Thi Hong Phuong	Member	June 27, 2020	8	100	-
4	Mr. Phan Minh Tien	Member	April 29, 2022	8	100	

- Resolutions/Decisions of the Board of Directors:

<b>No.</b>	<b>Resolution/Decision number</b>	<b>Date</b>	<b>Content</b>	<b>Approval rate</b>
1	008/2025/NQ-HĐQT	January 09, 2025	Resolution of the Board of Directors on the termination of operation of the Khanh Hoa branch	100%
2	027/NQ-HĐQT	March 10, 2025	Resolution of the Board of Directors on organizing the 2025 Annual General Meeting of Shareholders	100%
3	075/NQ-HĐQT	June 06, 2025	Resolution of the Board of Directors on selecting an audit firm for the 2025 financial statements	100%
4	80/NQ-HĐQT	June 19, 2025	Resolution of the Board of Directors on borrowing/issuing guarantees/issuing letters of credit/discounting at VCB – Khanh Hoa Branch	100%
5	81/NQ-HĐQT	June 19, 2025	Resolution of the Board of Directors on proposing credit facilities at Asia Commercial Joint Stock Bank	100%
6	124/NQ-HĐQT	August 15, 2025	Resolution on adjusting credit limits/issuing guarantees/issuing letters of credit/discounting at Joint Stock Commercial Bank for Foreign Trade of Vietnam - Khanh Hoa Branch	100%
7	153/NQ-HĐQT	September 16, 2025	Resolution on approving the policy for the project: "Investment in installing a 4.4 MWp solar power system"	100%
8	165/NQ-HĐQT	December 11, 2025	Resolution on organizing the 2026 Extraordinary General Meeting of Shareholders.	100%

#### 1.4 Activities of non-executive members of the Board of Directors:

- In 2025, non-executive members of the Board of Directors attended 100% of the Board of Directors' meetings. Non-executive members of the Board of Directors are individuals with deep knowledge of the textile and garment industry, which is very favorable for contributing opinions

to the Board of Directors during the direction and development of the goals and tasks assigned by the General Meeting of Shareholders. Non-executive members of the Board of Directors exercise their assigned rights and obligations in accordance with relevant laws, the Company Charter, and the Resolutions of the General Meeting of Shareholders.

In 2025, non-executive members of the Board of Directors completed the following tasks:

- + Exercised assigned rights and obligations honestly, cautiously, and in the best manner to ensure the maximum legitimate interests of the Company.
- + Remained loyal to the interests of the Company and shareholders; did not use information, know-how, or business opportunities of the Company for personal gain or to serve the interests of other organizations or individuals.
- + Provided an overall perspective covering the interests of all related parties, offered opinions and decisions to enhance the effectiveness and feasibility of the Board of Directors' decisions, improved the Company's business performance, and ensured the rights and interests of the Company and its shareholders.
- + Other obligations as prescribed by law and the Company Charter.

Non-executive members of the Board of Directors perform management functions through the process of participating in discussions and decision-making of the Board of Directors, while ensuring that such decisions are made fairly and reasonably.

1.5 Activities of sub-committees within the Board of Directors: None

1.6 List of members of the Board of Directors with certificates of training courses on corporate governance. List of members of the Board of Directors participating in corporate governance programs during the year: None

## **2. Board of Supervisors:**

### **2.1 Members and structure of the Board of Supervisors:**

No.	Member	Position	Date of becoming a member	Number of meetings attended	Meeting attendance rate (%)	Reasons for absence
1	Ms. Phan Thi Kieu Oanh	Head of the BoS	February 18, 2020	3	100	
2	Ms. Mai Thi Tinh	Member of the Board of Supervisors	April 26, 2019	2	100	Resigned from April 25, 2025
3	Ms. Nguyen Thi Cam Van	Member of the Board of	April 26, 2019	3	100	

		Supervisors				
4	Ms. Le Thi Ha Anh	Member of the Board of Supervisors	April 25, 2025	1	100	Member of the Board of Supervisors from April 25, 2025

## 2.2 Activities of the Board of Supervisors:

The Board of Supervisors performs supervisory activities over the Board of Directors and the Board of Management of the Company in accordance with the Company Charter, through one or more different methods:

- Through exchanges and discussions between the Board of Supervisors and the Board of Directors and the Board of Management of the Company.
- Through periodic reports and detailed, complete, and timely requested reports of the Company regarding the financial situation, situation of production and business operations, and investment of the Company.
- Checking the reasonableness and legality of accounting books and annual, semi-annual, and quarterly financial statements before submitting them to the Board of Directors.

In addition, when unusual issues related to the Company's operations arise, the Board of Supervisors reports immediately to the Board of Directors so that the Board of Directors is aware of the situation and provides timely guidance.

The Board of Supervisors also contributes independent opinions to ensure that decisions are optimal in maintaining the rights and interests of shareholders and related parties.

## 3. Transactions, remuneration, and benefits of the Board of Directors, Board of Management, and Board of Supervisors:

a. Salaries, bonuses, remuneration, and benefits:

	2025 VND	2024 VND
<b>Remuneration of the Board of Directors</b>		
Mr. Dang Vu Hung	120,000,000	120,000,000
Mr. Phan Minh Tien	96,000,000	96,000,000
Mr. Tran Hoang Thao	96,000,000	96,000,000
Ms. Nguyen Thi Hong Phuong	96,000,000	96,000,000
<b>Board of Supervisors</b>		
Ms. Phan Thi Kieu Oanh	84,000,000	84,000,000
Ms. Mai Thi Tinh	12,000,000	36,000,000
Ms. Nguyen Thi Cam Van	36,000,000	36,000,000

Ms. Le Thi Ha Anh

24,000,000

-

**Member of the Board of****Management**

2,897,542,464

2,601,657,233

Salary and bonus

b. Stock transactions of internal shareholders:

No.	Transaction executor transaction	Relationship with internal shareholders/major shareholders	Number of shares owned beginning balance		Number of shares owned at the end of the period		Reasons for increase, decrease (purchase, sale, conversion, bonus...)
			Number of shares	Percentage (%)	Number of shares	Percentage (%)	
01	Nguyen Hai Son	Deputy General Director	13,600	0.0579	63,081	0.2684	Additional purchase

c. Contracts or transactions with internal shareholders:

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Transaction executor	Relationship with internal shareholders, major shareholders	Content, quantity	Total value of the transaction	Note
1	Phong Phu Corporation	Affiliated organization	Total, of which:	6,350,810,835 VND	
1.1			Purchase of raw materials, goods and services	1,236,048,000 VND	
1.2			Sale of goods, tools, finished goods and provision of services	5,114,762,835 VND	
2	Phong Phu International Joint Stock Company	Affiliated organization	Total, of which:	391,338,421,328 VND	
2.1			Sale of goods, finished goods and provision of services	60,100,269,343 VND	
2.2			Factory lease	17,908,718,732 VND	
2.3			Purchase of raw materials, goods	262,919,853,686 VND	
2.4			Garment processing	21,562,156,280 VND	
2.5			Long-term loans payable	24,315,000,000 VND	

2.6			Interest payable	4,532,423,287 VND	
3	Vinatex International Joint Stock Company	Affiliated organization	Total, of which:	27,864,979,599 VND	
3.1			Sale of goods, finished goods and provision of services	4,745,812,046 VND	
3.2			Factory lease	1,036,883,856 VND	
3.3			Garment processing	8,817,394,106 VND	
3.4			Outsourcing lease	13,264,889,591 VND	
4	Vinatex International Textile One Member Limited Liability Company	Affiliated organization	Total, of which:	311,623,824,226 VND	
4.1			Sale of goods, finished goods	308,667,427,900 VND	
4.2			Outsourcing lease	2,642,410,830 VND	
4.3			Lease	313,985,496 VND	
5	Sinnika Vietnam Joint Stock Company	Affiliated organization	Total, of which:	244,123,422,770 VND	
5.1			Factory lease	25,216,042,148 VND	
5.2			Provision of services	185,093,481,540 VND	
5.3			Purchase of goods, services	33,813,899,082 VND	
6	Vinatex International Knitted Fabric Joint Stock Company	Affiliated organization	Total, of which:	34,187,544,086 VND	
6.1			Sale of goods, finished goods	6,160,699,625 VND	
6.2			Factory lease	331,067,673 VND	
6.3			Purchase of goods, services	27,695,776,788 VND	

Transactions between the Company and companies where members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have been or are

founding members or members of the Board of Directors, General Director within the last three (03) years (calculated at the time of reporting)

No.	Name of organization/individual	Relationship with the Company	Content, quantity	Total value of the transaction	Note
1	Phong Phu International Joint Stock Company	+Affiliated organization of Mr. Dang Vu Hung (Mr. Dang Vu Hung is the Chairman of the Board of Directors of Phong Phu International Joint Stock Company) +Affiliated organization of Ms. Nguyen Thi Hong Phuong (Ms. Nguyen Thi Hong Phuong is a member of the Board of Directors of Phong Phu International Joint Stock Company)	Total, of which	391,338,421,328 VND	
1.1			Sale of goods, finished goods and provision of services	60,100,269,343 VND	
1.2			Factory lease	17,908,718,732 VND	
1.3			Garment processing	21,562,156,280 VND	
1.4			Purchase of raw materials, goods	262,919,853,686 VND	
1.5			Short-term and long-term loans	24,315,000,000 VND	
1.6			Interest payable	4,532,423,287 VND	
2	Vinatex International Joint Stock Company	+Affiliated organization of Mr. Dang Vu Hung (Mr. Dang Vu Hung is the Chairman of the Board of Directors of Vinatex International Joint Stock Company) +Affiliated organization of Ms. Nguyen Thi Hong Phuong (Ms. Nguyen Thi Hong Phuong is a member of the Board of Directors of Vinatex International Joint	Total, of which	27,864,979,599 VND	

		Stock Company)			
2.1			Sale of goods, finished goods and provision of services	4,745,812,046 VND	
2.2			Factory lease	1,036,883,856	
2.3			Garment and yarn processing	8,817,394,106	
2.4			Processing lease	13,264,889,591	
3	Sinnika Vietnam Joint Stock Company	+Affiliated organization of Mr. Dang Vu Hung (Mr. Dang Vu Hung is the Chairman of the Board of Directors of Sinnika Vietnam Joint Stock Company)	Total, of which	244,123,422,770	
3.1			Factory lease and service provision	25,216,042,148	
3.2			Service provision	185,093,481,540	
3.3			Purchase of goods and services	33,813,899,082	
4	Vinatex International Textile Co., Ltd.	+Affiliated organization of Ms. Phan Thi Kieu Oanh (Ms. Phan Thi Kieu Oanh is the Deputy Director of Vinatex International Textile Co., Ltd.)	Total, of which	311,623,824,226	
4.1			Sale of goods and finished goods	308,667,427,900	
4.2			Processing lease	2,642,410,830	
4.3			lease	313,985,496	
5	Vinatex International Knit Fabric Joint Stock Company	+Affiliated organization of Mr. Dang Vu Hung (Mr. Dang Vu Hung is the Chairman of the Board of Directors of Vinatex International Knit Fabric Joint Stock Company)	Total, of which	34,187,544,086	

5.1			Sale of goods and finished goods	6,160,699,625	
5.2			Factory lease and service provision	331,067,673	
5.3			Purchase of goods and services	27,695,776,788	

d. Assessment of the implementation of regulations on corporate governance: Implemented in accordance with the regulations of the law on corporate governance.

## **VI. Financial statements:**

### **1. Auditor's opinion:**

In our opinion, the consolidated financial statements present fairly and reasonably, in all material respects, the financial situation of Nha Trang Textile & Garment Joint Stock Company as of December 31, 2025, as well as the consolidated operating activities and consolidated cash flows for the fiscal year ended on the same date, in accordance with Vietnamese accounting standards, the enterprise accounting system, and relevant legal regulations regarding the preparation and presentation of consolidated financial statements.

**2. Audited financial statements:** Detailed reports are attached and simultaneously published at the address: <http://nhatrangtex.com/quan-he-co-dong-420dacd.html>

**Confirmation of the Company's legal representative**

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**ĐẶNG VŨ HÙNG**