

ANUAL REPORT 2024

EMBRACING CHANGES
TRANSFORMING STRONGLY

LIST OF ABBREVIATIONS

5	GENERAL INFORMATION
30	ECONOMIC SITUATION IN 2024
55	STRATEGIC DEVELOPMENT
75	RISK MANAGEMENT
84	REPORT OF THE BOARD OF MANAGEMENT OF THE COMPANY'S PERFORMANCE
104	INVESTMENT PROGRESS AND PROJECT IMPLEMENTATION
107	STOCK VIEW AND INVESTOR RELATION
123	CORPORATE GOVERNANCE
139	REPORT OF THE BOARD OF SUPERVISORS
144	PREVENTION OF CONFLICT OF INTEREST AND TRANSACTIONS WITH RELATED PARTY
147	ENVIRONMENTAL - SOCIAL IMPACT REPORT
165	AUDITED CONSOLIDATED FINANCIAL STATEMENTS


List of abbreviations

BOD	Board of Directors
BOM	Board of Management
BOS	Board of Supervisors
DTY	Drawn Textured Yarn
FDY	Fully Drawn Yarn
GDP	Gross Domestic Product
GRS	Global Recycle Standard
GPM	Gross profit margin

y-o-y	Year over year
HOSE	Ho Chi Minh stock exchange
IMF	International Monetary Fund
POY	Partially Oriented Yarn
MD	Managing Director
ROE	Return on Equity
ROS	Return on Sales
ROA	Return on Assets



Unitex factory



GENERAL INFORMATION

Annual report for the fiscal year 2024	6
Assurance of reliability and standards applied in the report	6
Message from the Chairwoman	7
Message from Managing Director	8
2024 Journey	9
Performance highlights in 2024	10
About the Company	11
Key milestones	12
Industry and Business Areas	14
Value chain of textile industry	17
Business philosophy	20
Business model	25
Market position – Key growth drivers	26
Organizational structure	28
The Subsidiaries/affiliates	29

“

EMBRACING CHANGES TRANSFORMING STRONGLY

For a business to thrive in a competitive market, it must understand external factors and its internal resources.

We prioritize customer satisfaction, using it as both motivation and a guiding principle for our strategies – embracing changes, transforming strongly.

Annual report for the fiscal year 2024

The 2024 Annual Report of Century Synthetic Fiber Corporation provides a comprehensive overview of financial and non-financial information related to the environment, labor, and society for the fiscal year 2024.

We have released the electronic report in PDF format, prepared in Vietnamese and translated into English to reach a diverse range of stakeholders. Investors can access the report via the link published on the Company's website:
<https://theky.vn/index.php/2020/08/31/bao-cai-thuong-nien/>.



Or scan the QR Code below

Assurance of reliability and standards applied in the report

REPORT COMPONENTS

- Annual Report
- Report of the BOM
- Report of the BOS
- Corporate Governance Report
- Sustainability Report
- Audited Consolidated Financial Statements
- Audited Financial Statements in compliance with international standards.

REPORT SCOPE

Fiscal year: From January 01, 2024 to December 31, 2024.

APPLICABLE STANDARDS

- Circular 96/2020/TT-BTC dated November 16, 2020, guiding information disclosure in the securities market;
- Vietnamese Accounting Standards (VAS)
- International Financial Reporting Standards (IFRS)
- ASEAN Corporate Governance Scorecard
- ISO Standardized Processes
- GRS and Oeko-Tex 100 Certifications
- Global Reporting Initiative (GRI) Standards

RESPONSIBILITY FOR ENSURING REPORT RELIABILITY

- Financial Data: Consistent with the 2024 Financial Statements audited independently by EY Vietnam.
- Industry Data (Domestic & International): Cross-referenced with customs import-export data, UN Comtrade database, and publicly available textile and economic reports.
- Company Operational Data
- Board of Directors & Board of Supervisors Data: Aligned with the 2024 Corporate Governance Report. Shareholder Data: Provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

Message from the Chairwoman

Dear Esteemed Shareholders, Investors, Valued Customers, Partners, and All Employees of Century Synthetic Fiber Corporation,

The year 2024 has come to a close with results that fell short of expectations. Nevertheless, I would like to extend my sincere gratitude to all of you for your unwavering support and companionship during this challenging period. I firmly believe that “after the rain comes the sunshine,” and together with the leadership team of CENTURY, I am confident that 2025 will mark a significant turning point for the Company, enabling CENTURY to gradually recover and develop after the post-Covid uncertainties, despite the ongoing impacts of political fluctuations, declining consumer demand, supply chain disruptions, and intense competition from Chinese yarn manufacturers.

In 2025, with the support of the Unitex factory, which is expected to commence commercial operations in the second quarter of 2025, we are confident in our ability to provide customers with higher-quality, more diverse products with greater added value.

Although revenue declined in 2024, CENTURY managed to maintain a stable profit margin of 13.5%. The contribution of recycled yarn to total revenue reached 44.5%, a decrease from 49.5% in 2023 due to the global downturn in recycled yarn demand and the prioritization of pricing factors throughout 2024.

Amid competitive pressures from Chinese recycled yarn, CENTURY, along with several industry peers, submitted a request to the Ministry of Industry and Trade to review anti-dumping duties on yarn imports originating from China. The Ministry has now approved the review, which is a positive signal for the domestic yarn industry.

In terms of corporate governance, we are implementing stringent measures to enhance the Company’s operational efficiency. In the near future, we will present key adjustments related to the Company’s charter and organizational structure for review and approval at the General Meeting of Shareholders (GMS).

I also regret that the planned dividend payment for 2023 could not be executed as scheduled due to the prolonged process of private placement. However, the Company will propose to the GMS a dividend payout plan for 2024, with an expected rate of 45%, significantly higher than the previous annual rate of 15%.

Furthermore, in 2024, CENTURY successfully sold 1,500,000 treasury shares to independent investors and 1,041,650 treasury shares under the ESOP program, enabling employees to acquire Company shares.

The Unitex factory was also honored to welcome numerous individual and institutional investors for site visits throughout the past year. This serves as a great source of encouragement and a positive indication of the potential to attract additional strategic investors. Once operational, Unitex will significantly enhance the Company’s production capacity, facilitate business expansion, and strengthen competitive capabilities. This will be a crucial stepping stone for CENTURY to seize new opportunities, drive robust revenue and profit growth, and progressively achieve its 2025 business targets.



To accomplish these goals, we look forward to your continued trust, companionship, and support. With the guidance of an experienced leadership team and an unwavering spirit of innovation and creativity, I firmly believe that CENTURY will continue to reach important milestones and solidify its strong position in the market.

Sincerely,

CHAIRWOMAN OF THE BOB

A handwritten signature in blue ink, consisting of a series of fluid, connected loops and strokes, representing the name Dang My Linh.

DANG MY LINH

Message from Managing Director

Dear Esteemed Investors and Stakeholders,

We are honored to present to you the 2024 Annual Report of Century Synthetic Fiber Corporation (CENTURY). This report not only provides a comprehensive overview of the textile and garment export sector but also offers key insights into the Company's operations over the past year.

Amidst the fluctuations of 2024, the Company recorded revenue of VND 1,210.3 billion, a 15.1% decline; however, the gross profit margin remained stable at 13.5%, consistent with previous years. Despite numerous challenges, we have maintained a strong market position, remaining one of the top four Polyester yarn manufacturers in Vietnam. We have proactively conducted research and development on colored yarn, functional yarn, and high-value-added yarn to expand our customer base, increase revenue, broaden market share, and improve gross profit margins.

The prestigious awards the Company received over the past year—including Top 10 Sustainable Enterprises under the CSI100 program, Top 2 Sustainable Development Reports, Pioneering Enterprise in Enhancing Corporate Governance in Vietnam (VNCG50), and Encouragement Award for Energy Efficiency in Industry 2024—serve as solid proof of the Company's unwavering commitment to sustainable development.

As major global brands intensify their commitments to combating climate change, reducing greenhouse gas emissions, and achieving net-zero targets by 2050, CENTURY has been highly regarded for its outstanding adherence to ESG criteria. These achievements not only reaffirm our dedication to integrating business operations with environmental responsibility but also enable the Company to meet and exceed the increasingly high expectations of our customers.

With a solid foundation in machinery, equipment, human resources, and technology, along with a well-established brand reputation, CENTURY is well-positioned to break through in 2025. The commercial operation of the Unitex factory in Q2/2025 will not only enhance production capacity but also expand market share, attract new customers, and drive order growth. This will be a critical stepping stone for us to achieve our 2025 goal of “adapting to circumstances, transforming strongly.”

The road ahead still holds many challenges, but with the continued support and trust of our esteemed investors and partners, we are confident in our ability to achieve these objectives.

Sincerely,

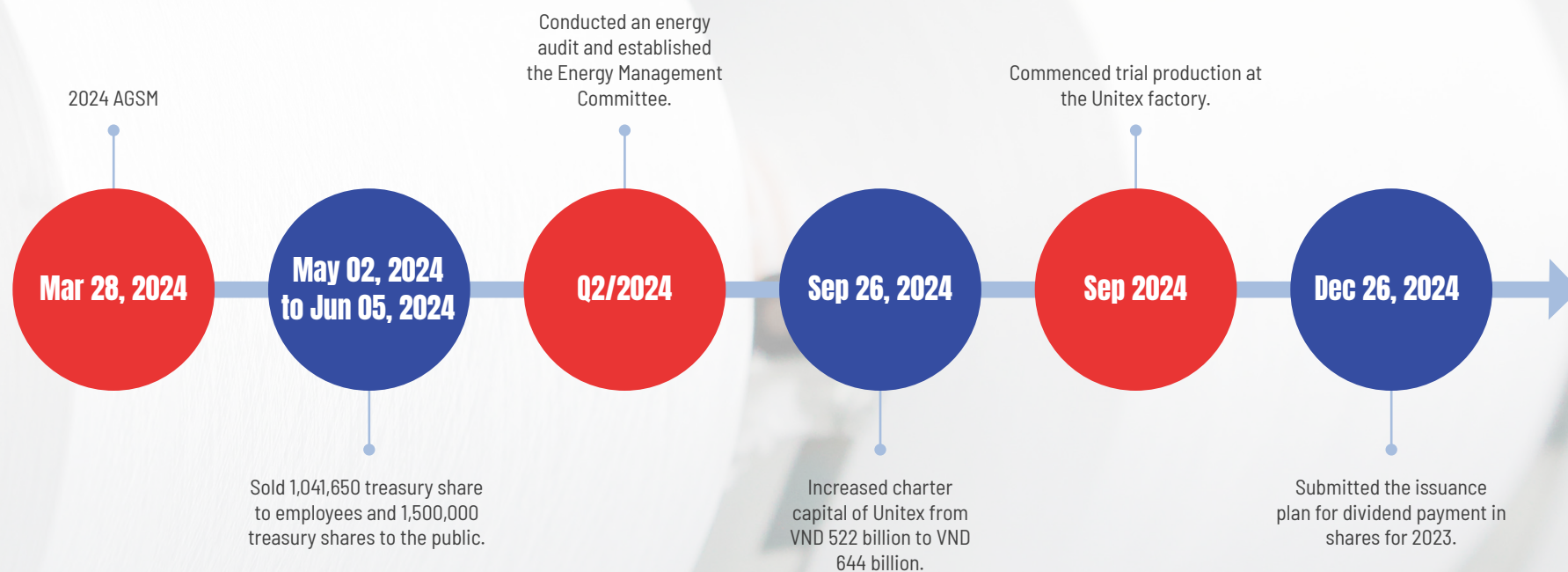
MANAGING DIRECTOR



DANG TRIEU HOA



2024 Journey



Performance highlights in 2024

Value (VND bn)

3,811.2

Consolidated
Total Assets

1,707.4

Consolidated
Owner's Equity

1,210.3

Consolidated
Turnover

12.4

Consolidated Profit
after tax

966.4

Charter capital

44.5%

Recycled yarn's
contribution in revenue

13.5%

GPM %

1.0%

ROS %

0.3%

ROA %

0.7%

ROE %

The selection of the Top 100 Sustainable Businesses under the CSI100 program.



- Ranked in the Top 10 out of 100 sustainable businesses under the CSI100 program.
- Achieving this recognition for nine consecutive years.

2024 Listed Companies Award held by HOSE and HNX



- Second prize in the Sustainability Report category.
- Maintaining a top ranking for report quality for nine consecutive years.
- Ranked among the Top 20 Best Annual Reports in the non-financial sector.

7th Annual Forum (“AF7”) on Corporate Governance 2024 by the Vietnam Institute of Directors (“VIOD”)



A pioneering enterprise committed to enhancing corporate governance in Vietnam – VNC650.

The 2024 Energy Efficiency Awards in Industry and Construction, organized by the Ministry of Industry and Trade in collaboration with VECEA.



About the Company

Name of the Company
Trading name
Business Registration Number
Charter Capital
Owner's Equity
Headquarter address
Branch address
Representative office address
Telephone
Fax
Website
Email
Stock code
Tax Registration Number

Century Synthetic Fiber Corporation.

Century Corp.

0302018927.

VND966,369,240,000.

VND1,707,355,003,808.

B1-1 North West Cu Chi Industrial Zone, Cu Chi District, Ho Chi Minh City.

Street 8, Trang Bang Industrial Zone, Trang Bang District, Tay Ninh Province.

102-104-106 Bau Cat, Ward 14, Tan Binh District, Ho Chi Minh City.

+ 84.028 3790 7565 / +84.276 389 9536.

84.028 3790 7566 / +84.276 389 9537.

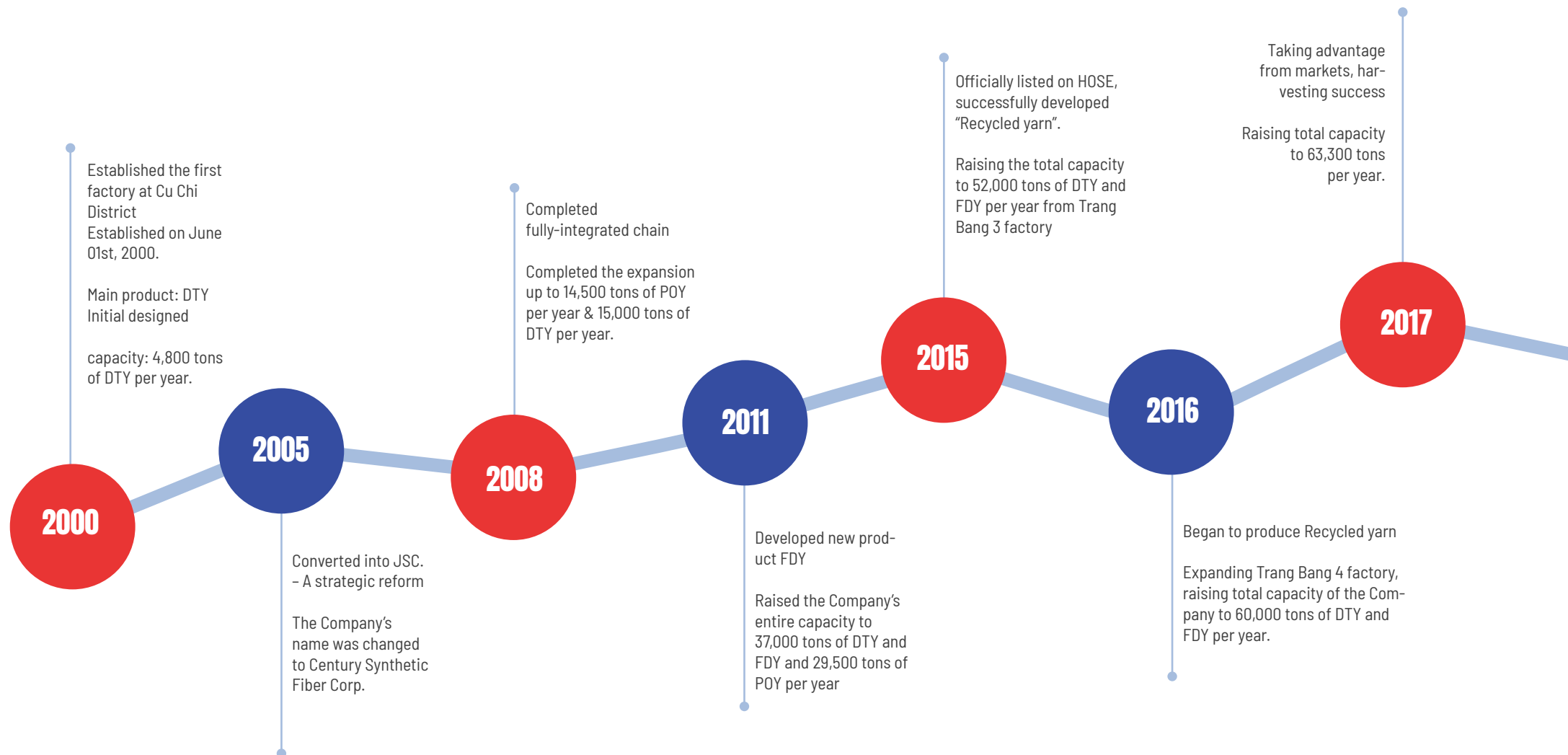
www.thekey.vn

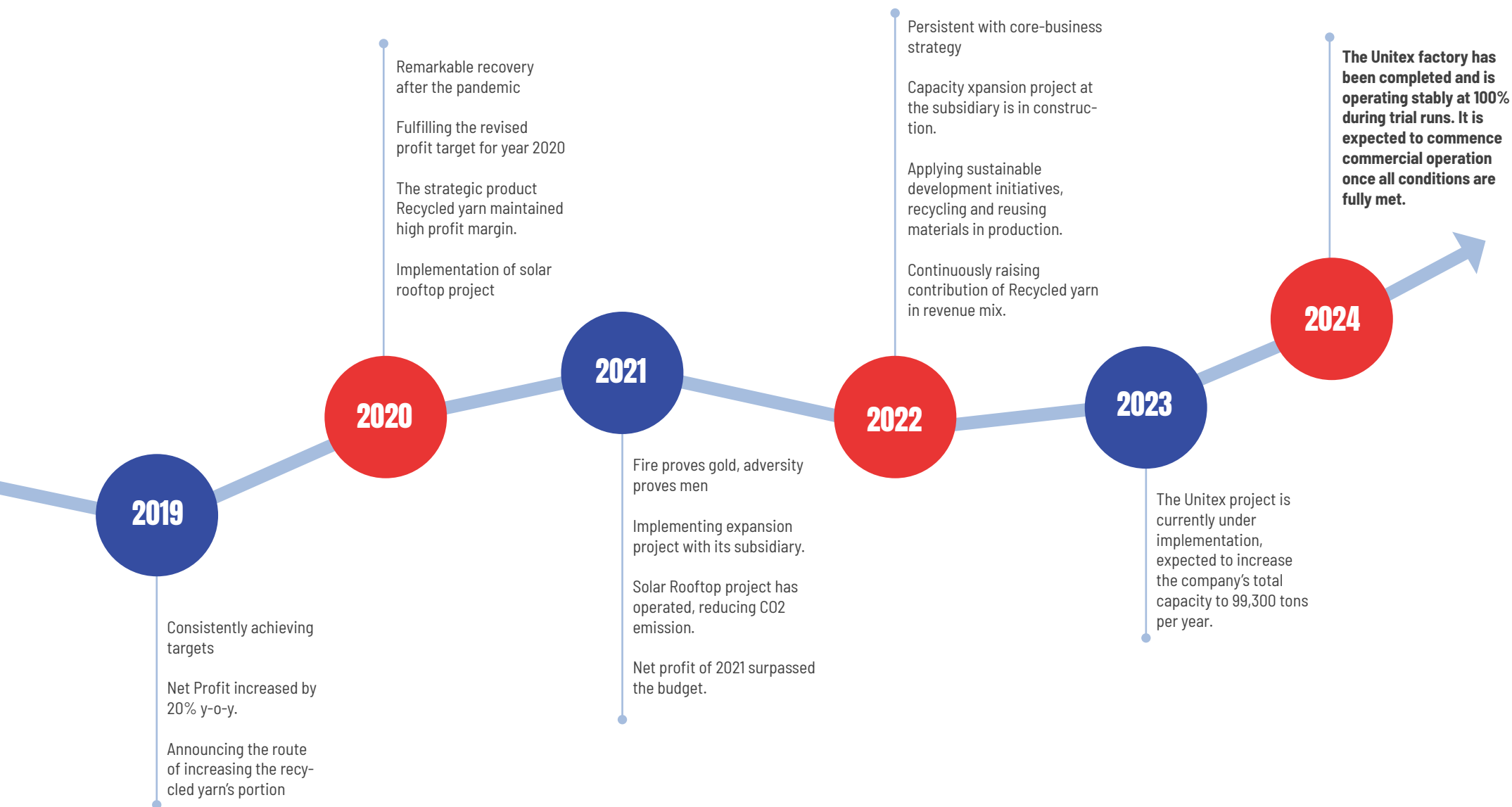
csf@century.vn

STK (HSX).

0302018927

Key milestones





Industry and Business Areas

Scope of business

CENTURY manufactures and trades polyester filament yarn, including:

- DTY (Drawn Textured Yarn)
- FDY (Fully Drawn Yarn).

Existing products



DTY

Semi-Dull

Full-Dull

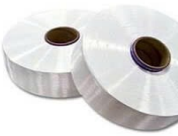
High CR

Quick Dry

Soft package

Cool Feel

Dope Dye Black



FDY

Semi-Dull

Full-Dull

Dope Dye Black

Mountain Flat Yarn



Cationic Dyeable Yarn

CD 50%

CD 100%

New products



- Special dull, Fur-like, Quick Dry
- Air-Covering Yarn
- Special Cool-Feeling Yarn
- Combined Yarn with special effects

New product

In 2024, the Company successfully conducted trial production and is set to launch several new products. These not only contribute to environmental protection by utilizing recycled materials or colored yarn but also offer high added value with special features, such as:

- COOL FEEL Yarn
- Air covering Yarn
- 5-in-1 Yarn (featuring cooling effect, UV resistance, anti-stick properties, quick-drying, and moisture-wicking capabilities)

Textile/Apparel



Auto-motive



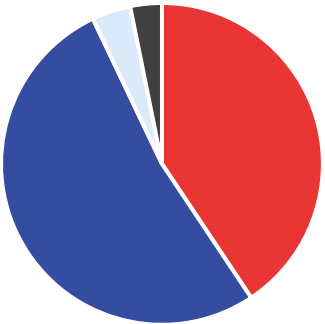
Home textile



Yarn products are used in the production of sports and outdoor apparel, athletic shoes, polyester fabric bags, swimwear, curtains and drapes, automotive seat covers, and medical bandages.

Revenue contribution

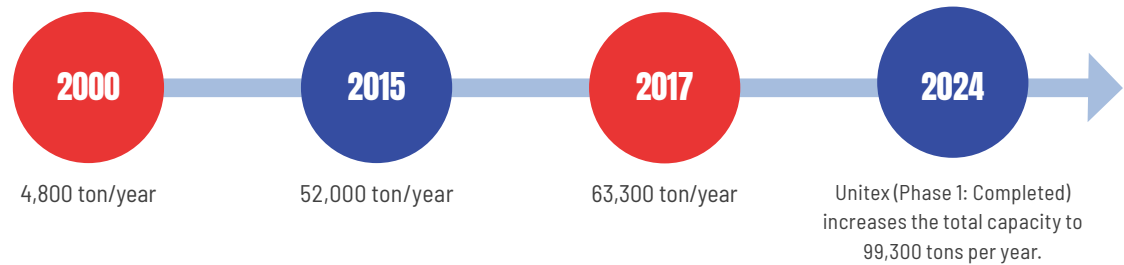
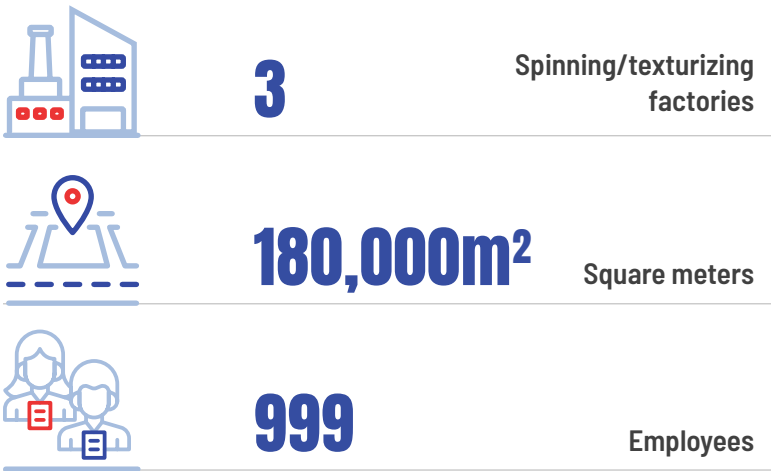
- DTY - VR 52,3%
- DTY - RE 40,6%
- FDY - RE 3,9%
- FDY - VR 3,2%



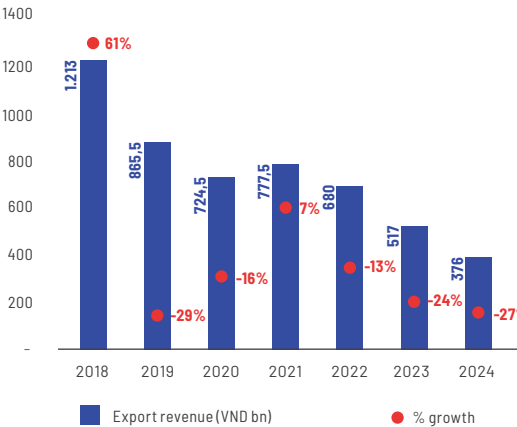
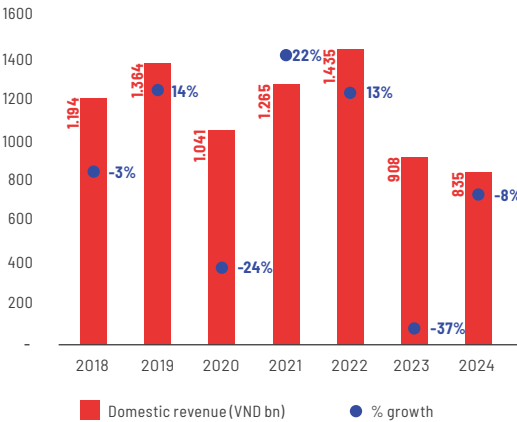
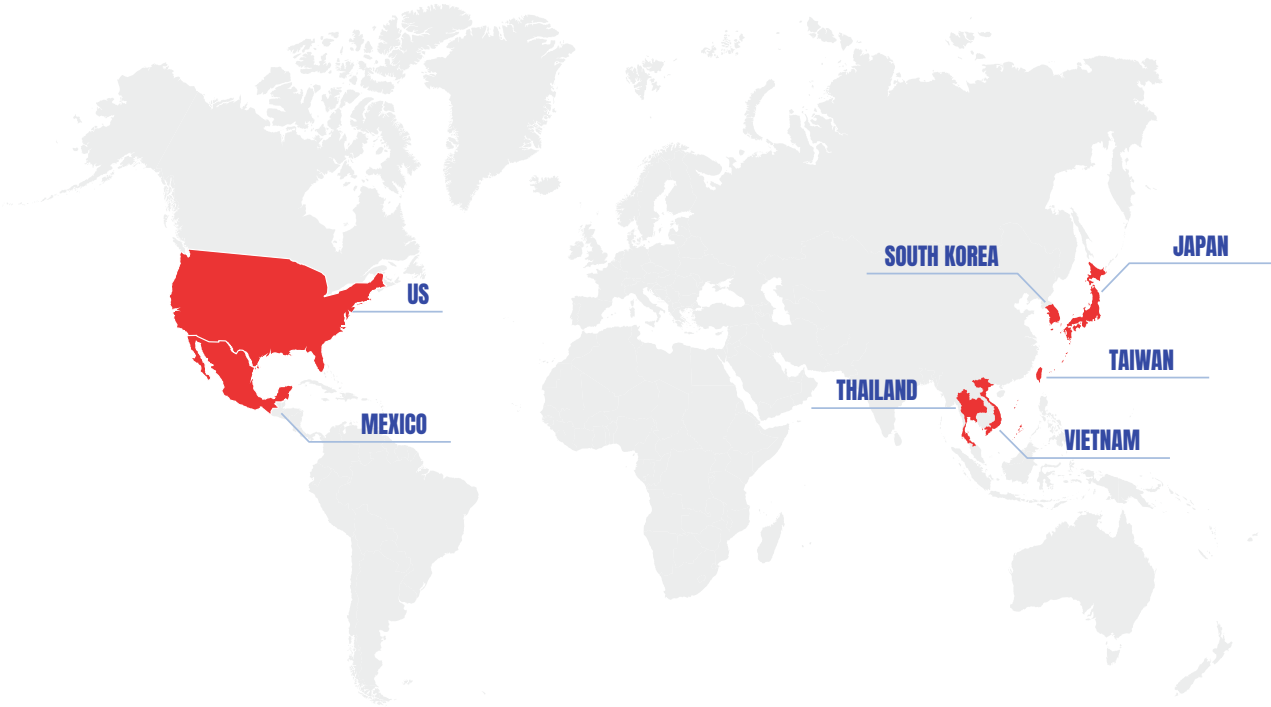
Production capacity

The Company operates two factories located in Cu Chi and Trang Bang, with a total area of 80,000 m².

In 2023, Century Synthetic Fiber Corporation constructed the Unitex Corporation, which was completed in 2024. The facility has now successfully undergone 100% stable trial operations and is expected to commence commercial production in Q2/2025, expanding the Company's current capacity by 60%. This expansion will increase the Company's total production capacity to 99,300 tons per year.



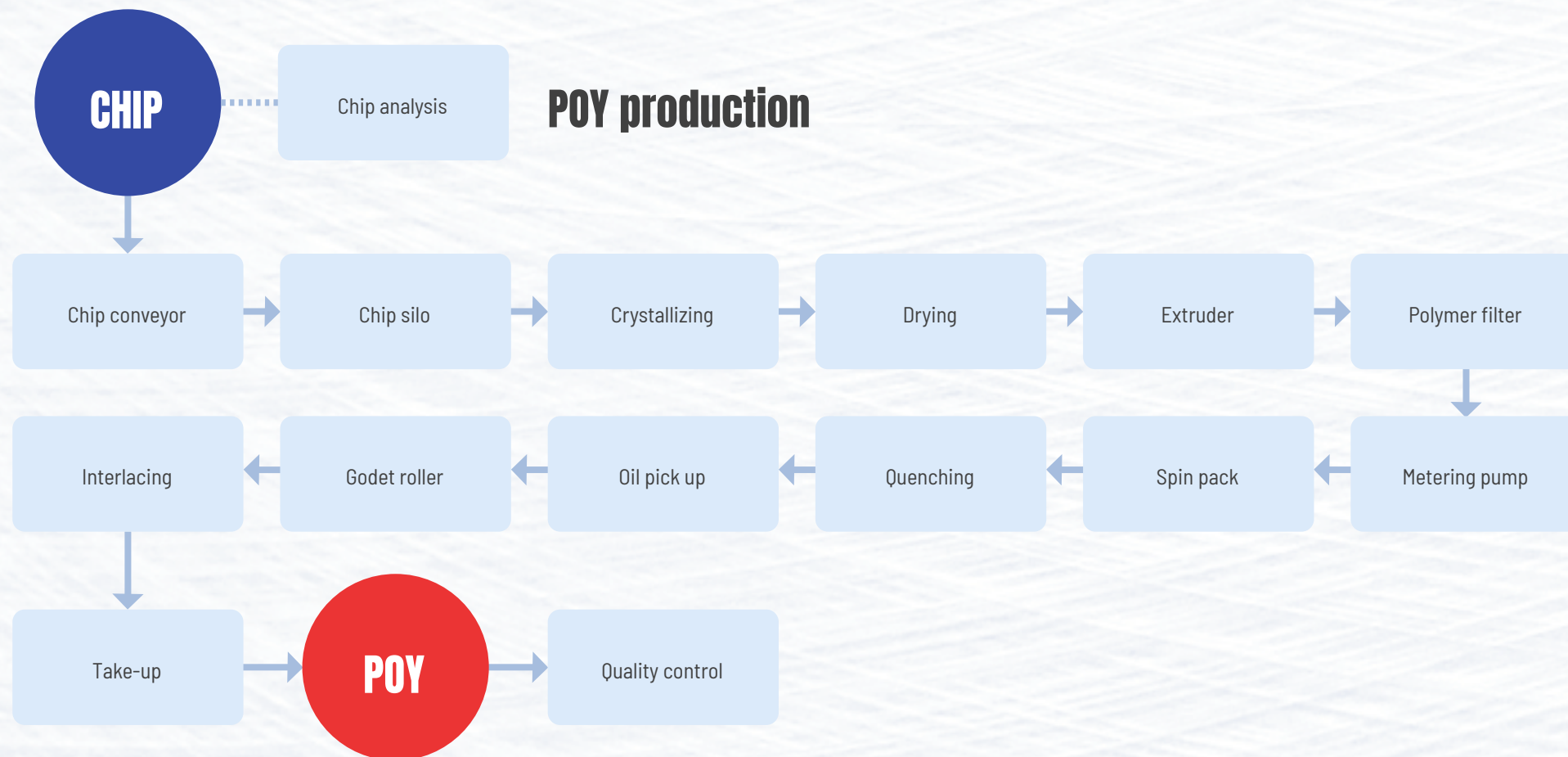
Global presence



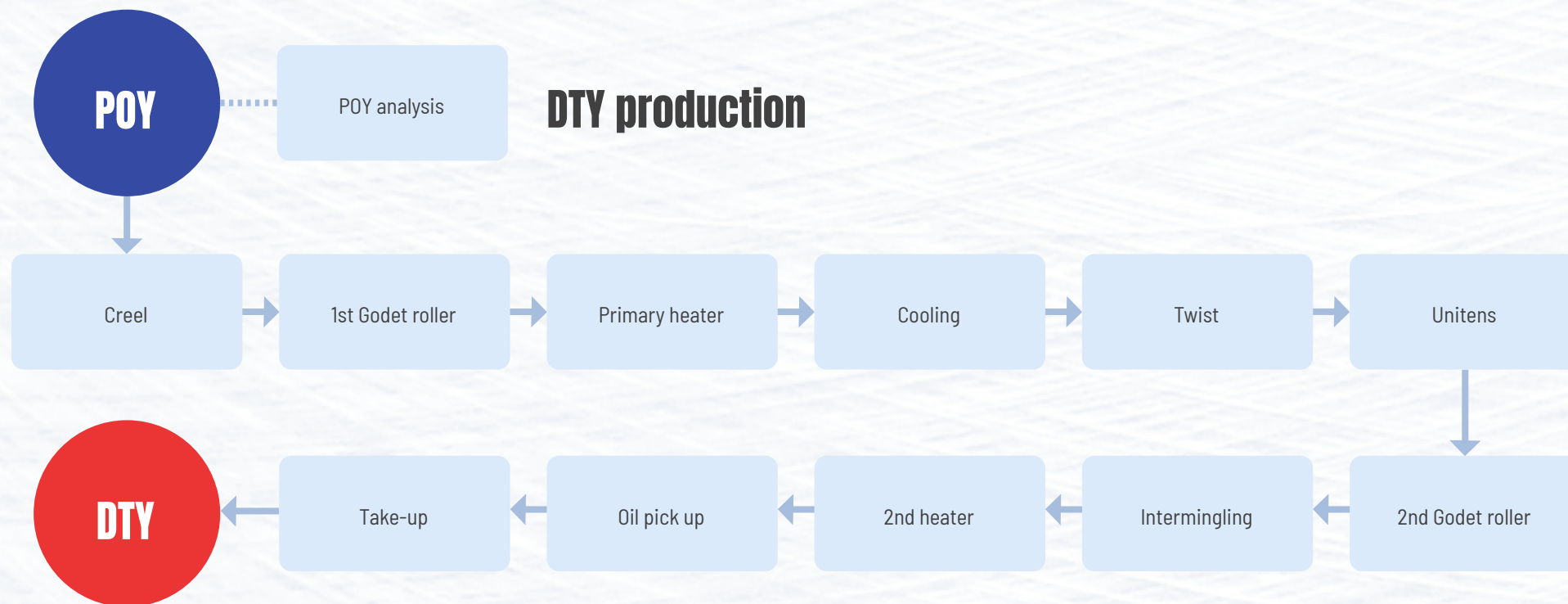
Value chain of textile industry

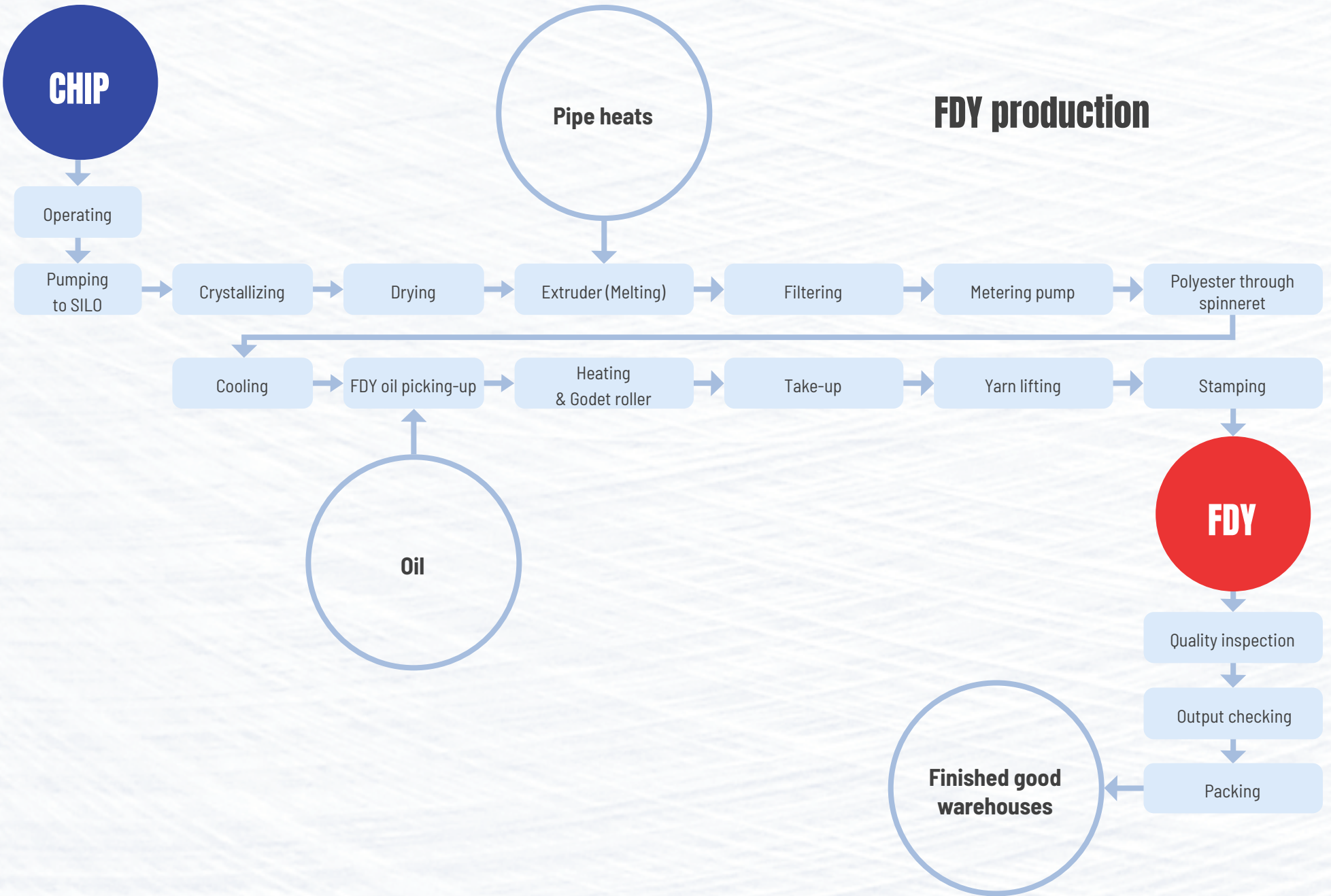
FIBER ► YARN ► FABRIC ► GARMENT ► DISTRIBUTION

Century's production process



DTY production





Business philosophy

VISION

To become a worldwide leading pioneer in the textile sector and developing into multi-business fields relevant with our core business.

CORE VALUES

MISSION

We adopt an advanced and environmentally friendly technology and modern management system, build up professional team and positive innovation corporate culture to contribute to our society, bring new and green products/services to the community by saving natural resource, energy and protecting natural environment.

SERVING CUSTOMERS

We appreciate customers and always provide reasonable and profitable solutions to satisfy customers' requirements.

UNITING OURSELVES

Each of Century Synthetic Fiber Corporation (CSF) members always cooperate and support each other to achieve the Company's goals.

CONTINUOUSLY IMPROVING

We are never satisfied with the current achievements and longing for improvement in our performance, effectiveness and quality of life.

DEVELOPING TOGETHER

CSF's development is aligned with the prosperity of our partners, our staffs and the community.

OUR COMMITMENTS

We always appreciate our customers. We take responsibility and initiatives and cooperate with each other in carrying out the works.

STAKEHOLDER ALIGNMENT



CLIENTS



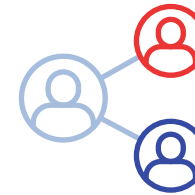
STAFFS



SUPPLIERS



SHAREHOLDERS



COMMUNITY



GOVERNMENT

Stakeholder alignments

STAKEHOLDERS	COMMUNICATION CHANNELS	SCOPE OF CONSULTATION AND EXPECTATION OF STAKEHOLDERS	CENTURY'S ACTIONS TO MEET THE EXPECTATION OF STAKEHOLDERS
Shareholders	<ul style="list-style-type: none"> • Via General Meetings of Shareholders. • Direct meetings with investors. • The Company's seminars and factory visits. • Shareholder survey in writing, phone calls, and emails. • IR bulletin, Investor Day, Analyst's meetings, factory visit. 	<ul style="list-style-type: none"> • Transparent information to shareholders. • Protection of investor interests. • Good corporate governance. • The Company's orientations for sustainable development. • Effective use of investment capital. • The Company's attention to social issues, environment, and community. • Corporates' interests in ESG. • Dividends payment to investors. • The remuneration of BOD, BOS, and BOM. • The enterprise's value. • The share liquidity and investment opportunities. • Environmental protection, reducing carbon emission. 	<ul style="list-style-type: none"> • Revenue reached VND 1,210.3 billion, with post-tax profit of VND 12.4 billion, achieving 44.8% and 4.1% of the set targets, respectively. • Market expansion: Gradually developing a customer base in the U.S. market. • Maintaining the proportion of recycled fiber in total revenue at a high level of 44.5% in 2024. • In 2024, the Company successfully conducted trial production and is set to launch several new products that are both environmentally friendly—made from recycled materials or colored fibers—and offer high added value with special features, such as COOL FEEL fiber, spandex-blended fiber, and 5-in-1 fiber (with properties including cooling effect, UV protection, anti-stick, quick-drying, and moisture absorption). • Ensuring full and timely disclosure of information in compliance with regulations. • Commitment to paying a minimum annual dividend of 15%. • Adjusting the capital utilization plan and selling price in the private placement registration dossier submitted to the State Securities Commission (SSC) and currently awaiting feedback. • Collaborating with ENERTEAM to conduct an energy audit and establish an Energy Management Board, while consultants are assisting the Company in developing an energy management system in accordance with ISO 50001 standards.

STAKEHOLDERS	COMMUNICATION CHANNELS	SCOPE OF CONSULTATION AND EXPECTATION OF STAKEHOLDERS	CENTURY'S ACTIONS TO MEET THE EXPECTATION OF STAKEHOLDERS
Customers	<ul style="list-style-type: none"> • Direct exchange of information with customers. • Meetings, company visits by customers. • Customer survey and questionnaires. • The Company's website • Seminar, industry association forum. • Email, phone calls. 	<ul style="list-style-type: none"> • Company's ESG activities are sustainable, safe, and reliable. • High quality of products and services. • Competitive prices. • Attractive terms of the contract. • Outstanding customer service. • Good technical and operational capability. • Professionalism in providing services. • Development of high value-added products. • Safe products which do not contain toxic substances. • Environmental protection, carbon footprint reduction. 	<ul style="list-style-type: none"> • Researching and developing premium finer yarns, increasing the proportion of environmentally-friendly yarn such as recycled yarn, dope-dyed yarn. • Ensuring the Company's product quality, building up the trust of customers. • Strengthening professional knowledge of the Company's sales team and quality management team. • Delivery on time and no shortage of goods. • Continuously train domestic and export sales team resources. • Sustainable development information disclosure on platforms like CDP, assess products' environmental impact. • The Company's product is certified with OEKO –TEX 100 standard, proving that the Company's product does not contain toxic substances harming to customer's health. • Obtaining GRS certificate (Global Recycle Standard). • The Company was highly appreciated by its domestic and international customers. • Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction. • Recycle wasted yarn into chips
Employees	<ul style="list-style-type: none"> • Weekly vision and mission program. • Managerial weekly meetings. • Periodical dialogue with employees. • Dialogue at the Employee Benefits Conference. • Direct communication with management level. • Direct communication with the Human Resource department. • Collective negotiation meeting. • Employee survey 	<ul style="list-style-type: none"> • Safe working environment, good occupational health. • Ensuring health safety in the working environment. • Balancing between working and personal life. • High salary, bonus, welfare policy. • Opportunity to be trained, to improve skills. • Opportunity to be promoted. • Broad vision of leaders. • Fairness and democracy. • No discriminations. • Stable and guided work. 	<ul style="list-style-type: none"> • The number of people promoted to higher positions was 12 people. • The Board of Management is committed to democratic rights, the right to be treated fairly and respectfully of employees. • Ensured the salary rate for employees is higher than the regional minimum wage and the industry's average salary. • Implemented 5S mechanism to improve the working environment. • Ensured safe working conditions, employees' health is taken care of. • Complied with the law on Corporate social responsibility (CSR). • Carried out annual health check-up – December 17-18-19, 2024. • Maintaining stable order flow, creating jobs and stable income for employees.

STAKEHOLDERS	COMMUNICATION CHANNELS	SCOPE OF CONSULTATION AND EXPECTATION OF STAKEHOLDERS	CENTURY'S ACTIONS TO MEET THE EXPECTATION OF STAKEHOLDERS
Suppliers	<ul style="list-style-type: none"> • Direct meetings and exchanging information. • Factory visits. • Communication through emails, phone calls. • Collecting the information through surveys. 	<ul style="list-style-type: none"> • Prestige, long-term cooperation. • Cooperation whereby both parties are benefited and can mutually develop. • Setting up a stable value chain. • Ensuring ESG activities, carbon footprint reduction. 	<ul style="list-style-type: none"> • Enhancing the quality of products and bringing benefits for both parties. • Ensuring equality and fair competition in selecting suppliers. • Frequent evaluation of suppliers to ensure effective cooperation. • Negotiating and offering solutions to improve the relationship between the Company and suppliers, ensuring the minimum benefits of both parties. • Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction.
Authorities	<ul style="list-style-type: none"> • The Company makes frequent contacts with the authorities (HEPZA, TANIZA) via meetings, response to inspection, reporting, and exchanges of administrative documents. 	<ul style="list-style-type: none"> • Compliance with policies and regulations. • Obtaining necessary certificates and permits as prescribed. • Supporting community development. • Deploying and supporting the government's policies. • Green business, CO2 emission reduction and environmental protection. 	<ul style="list-style-type: none"> • Complying with government policies and regulations. • No violation against laws • Preparing and submitting reports to HEPZA and TANIZA regarding the Company's operation, safety-environment-health protection. • Supporting and implementing the government's policies. • Making full tax payment. • Supporting local development. • Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction. • Raising the contribution of eco-friendly products in the sales mix in order to minimize the negative impacts and protective measures to the environment.
Banks	<ul style="list-style-type: none"> • Through meetings and company visits. • Through phone calls and emails. 	<ul style="list-style-type: none"> • The Company is sustainable and prestigious. • Transparency in corporate governance. • Professional financial management system. • Long term alliance and co-development. • Environmental protection, carbon footprint reduction. • Using renewable energy, contributing to annual CO2 emission reduction. • ESG activities, carbon footprint reduction. 	<ul style="list-style-type: none"> • Improving the Company's corporate governance. • Making full and timely repayment of loan principles and interest payments. • Regularly monitoring the implementation of credit contracts with banks. • Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction.

STAKEHOLDERS	COMMUNICATION CHANNELS	SCOPE OF CONSULTATION AND EXPECTATION OF STAKEHOLDERS	CENTURY'S ACTIONS TO MEET THE EXPECTATION OF STAKEHOLDERS
Local Community	<ul style="list-style-type: none"> Via meetings, exchanging correspondence with the local associations, and participating in social activities, the Company can understand the concerns and expectations of the local community. 	<ul style="list-style-type: none"> To be responsible, to share and to join hand to develop the local community; Support local community to improve the quality of life through income improvement; Improve quality and enhance the local community infrastructure system; Using renewable energy, contributing to annual CO2 emission reduction. 	<ul style="list-style-type: none"> Create job opportunities for local people. Enhancing the annual average income of local labors. Raising funds to support the Company's employee's children. Giving scholarships to local colleges. Contributing to the development of the local economy. Prioritizing employing local people. Facilitating urbanization by investing in new factory projects such as Unitex and Dintsun. Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction. Increasing the contribution of eco-friendly products in the sales mix in order to minimize the negative impacts and protect the environment.
Industrial Association (VCOSA)	<ul style="list-style-type: none"> Via forums, dialogues, exchanging correspondences and emails between the Company and the Industrial association. 	<ul style="list-style-type: none"> To become an active member, sharing information and contributing to the industry's development. Using renewable energy, contributing to annual CO2 emission reduction. 	<ul style="list-style-type: none"> Providing information support and actively cooperating with industry associations. Paying annual membership fee. Participating as a member of the Executive Committee of the Vietnam Cotton and Yarn Association (VCOSA). Using renewable energy – solar energy in order to reduce electricity consumption during production process, contributing to annual CO2 emission reduction. Increasing the contribution of eco-friendly products in the sales mix in order to minimize the negative impacts and protect the environment.

Business model

Core targets



In recent years, leading fashion brands have been reducing lead times to minimize inventory levels, mitigate market risks, and simultaneously enforcing stringent quality requirements to limit rework. In response to these challenges, the Company is strengthening its quality control processes and implementing the Smart Factory project to enhance both product quality and operational efficiency.

The Company is also investing in AI-powered technology platforms to support management and operational activities. Specifically, the Smart Factory at Trang Bang 3 integrates AI applications for monitoring production defects, reducing defective goods, and optimizing material usage.

MACHINE

Investing in modern machineries (energy savings, quality ensuring)

SAP Business All-in-One



MATERIAL

Purchasing high quality materials to ensure the quality standards



MAN

Focusing on hiring quality, continuously training, successor training and building healthy corporate cultures.



METHOD

Applying modern management systems, new product research and development techniques, to ensure product quality, services and reduce production cost





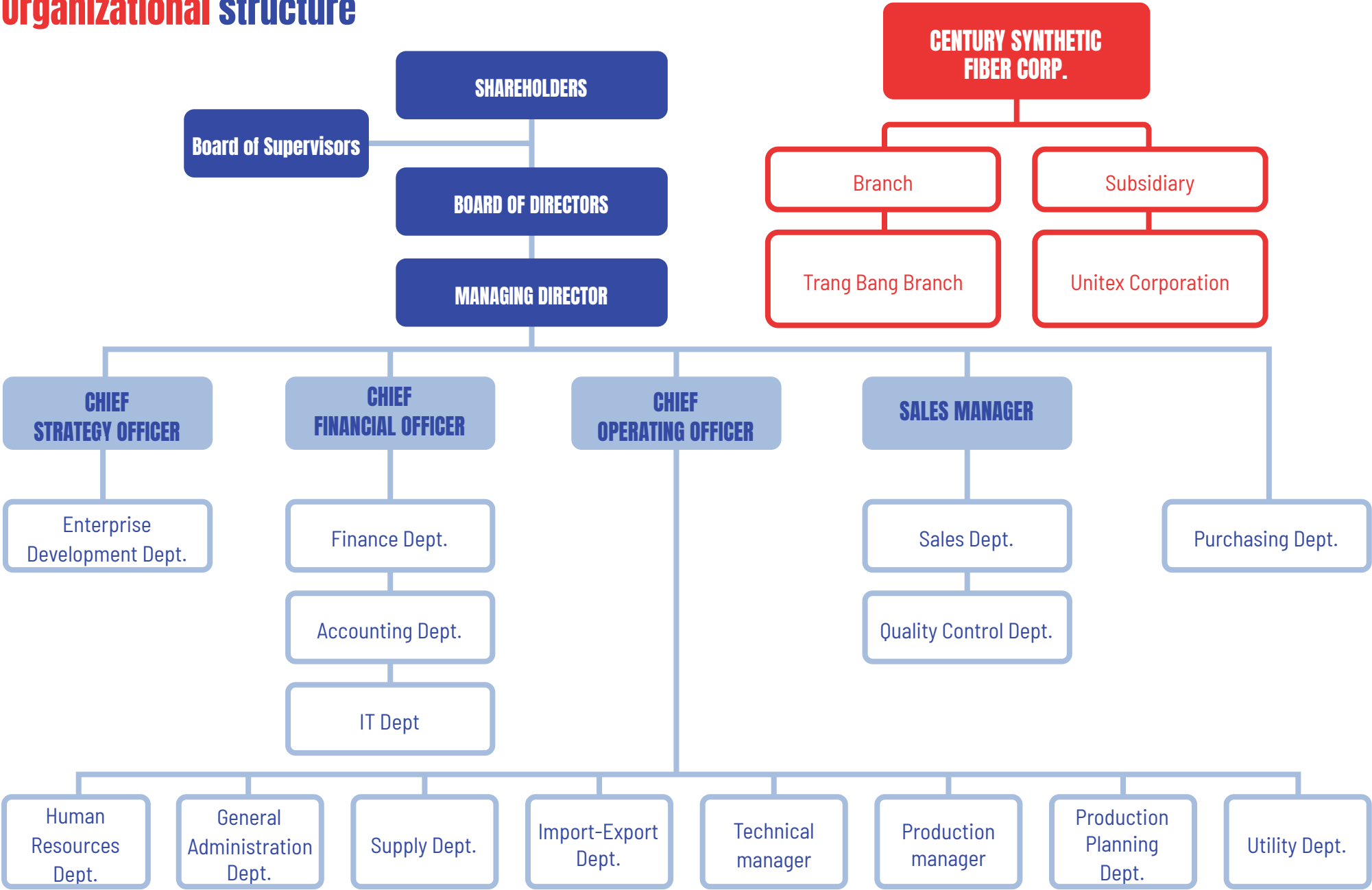
Market position - Key growth drivers

Century is one of few companies manufacturing polyester filament in Vietnam. Though Century is ranked in Top 04 in terms of capacity, Century is one of the leading high-quality brand names in the sector.

With the vision to pioneer in the textile sector and become a global leader in the sector, Century has been leading in domestic market and expanding internationally, providing the best quality products and services and meeting the utmost stringent requirements of customers.

INPUT RESOURCES	EXPLANATION OF INPUT RESOURCES	OUTCOMES
Financial resources	<ul style="list-style-type: none"> • Owners' equity (from shareholders) 	<ul style="list-style-type: none"> • Effectively financing investment projects, capacity expansion projects; • Maintaining the annual growth rates of revenue and profit; • Dividend payment of 15%/par value.
	<ul style="list-style-type: none"> • Loans from credit institutions 	<ul style="list-style-type: none"> • Reasonably and safely taking advantage of financial leverages to finance projects to increase capacity, working capital, increase profits for shareholders. • Ensuring debt repayment obligations on time.
Human resources	<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> • Building competent and highly responsible successor team. • Developing and enhancing the human resources quality via recruitment and training. • Creating the Company's culture to strengthen the bonds/connection with employees. • Appropriate welfare packages, creating motivation for employees to increase production efficiency.
Production resources, tangible assets and intangible assets	<ul style="list-style-type: none"> • Maximum capacity: 63,300 tons per year. • Expansion of the Unitex plant (Phase 1) with a capacity of 36,000 tons per year (expected to commence commercial operations in Q2/2025), bringing the Company's total capacity to 99,300 tons per year. • Total consolidated assets: VND 3,811.2 billion. • Machinery system sourced from Oerlikon Barmag, Germany. • Production management software system: POC. • Financial-accounting and human resources management software: SAP. • Extensive customer network in both domestic and export markets. • Strong reputation and market position of the Company 	<ul style="list-style-type: none"> • Imported machineries with the world's most modern and advanced technology from Germany. • Applying IT to increase production efficiency and lower production cost; monitoring and applying the findings to improve product quality, meet customer's growing and diversified demands. • The Company is pioneering in the yarn industry in terms of high quality and reasonable price, always expands and maintains the customer network.
Corporate Governance	<ul style="list-style-type: none"> • Risk management system • Corporate Governance model applies local and international best practices 	<ul style="list-style-type: none"> • Applying Internal Audit to strengthen the "lines of defense" in internal risk management. • The person who is in charge of Corporate governance plays a role of monitoring and launching initiatives to improve the Corporate Governance; simultaneously, following the directions of the Board of Directors to maintain transparency in the Company's governance in accordance with local and international standards.
Social factors	<ul style="list-style-type: none"> • Opportunities from sustainable development trends and demographic changes such as age, gender, national and territorial culture, etc... 	<ul style="list-style-type: none"> • Catching opportunities from the shifting of customer behaviors in order to develop new products and market segments; to catch new trends in the industry and supply chains in local and global markets
Environmental factors	<ul style="list-style-type: none"> • Opportunities from the movements for environmental protection, climate change fighting and greening the industry. 	<ul style="list-style-type: none"> • Implementing sustainable development initiatives to reduce CO2 emission, decrease non-renewable energy and clean water consumption

Organizational structure



The Subsidiaries/affiliates

Information about subsidiaries/affiliates

UNITEX CORPORATION

Charter capital	VND522,000,000,000
Century's ownership	100%
Address	Lot A17.1 C1, Thanh Thanh Industrial Zone, An Hoa Commune, Trang Bang District, Tay Ninh Province
Business	Production of synthetic fibers

Operational Status of Subsidiaries and Affiliates

UNITEX CORPORATION			
INDICATORS (VND)	2024 ACTUAL	2023 ACTUAL	±%, YOY
Financial income	0	2,269,361,007	-100%
Financial expenses	(33,654,416,380)	(1,059,456,301)	Negative values should not be compared.
Operating profit	(33,971,812,721)	(930,815,541)	Negative values should not be compared.
Profit after tax	(33,734,379,155)	436,783,550	Negative values should not be compared.
Current assets	81,959,619,551	445,301,557,082	-81.60%
Long-term assets	2,188,162,080,124	835,852,751,889	161.80%
Liabilities	1,785,377,968,134	762,676,198,275	134.10%
Owner's equity	484,743,731,541	518,478,110,696	-6.50%
Total assets	2,270,121,699,675	1,281,154,308,971	77.20%

(Source: 2024 Audited Financial Statements of Unitex Corporation)

Details of Unitex's financial income

INDICATORS (VND)	2024	2023
Interest on deposits	0	230,046,606
Realized FX gains	0	1,841,039,869
Unrealized FX gains	0	198,274,532
Total	0	2,269,361,007

Details of Unitex's Finance expenses

INDICATORS (VND)	2024	2023
Interest expenses	0	0
Realized FX loss	0	1,059,456,301
Unrealized FX loss	33,654,416,380	0
Total	33,654,416,380	1,059,456,301

Details of Unitex's financial profits

INDICATORS (VND)	2024	2023
Profit/loss from financial activities	(33,654,416,380)	1,209,904,706



Century
Synthetic Fiber Corporation

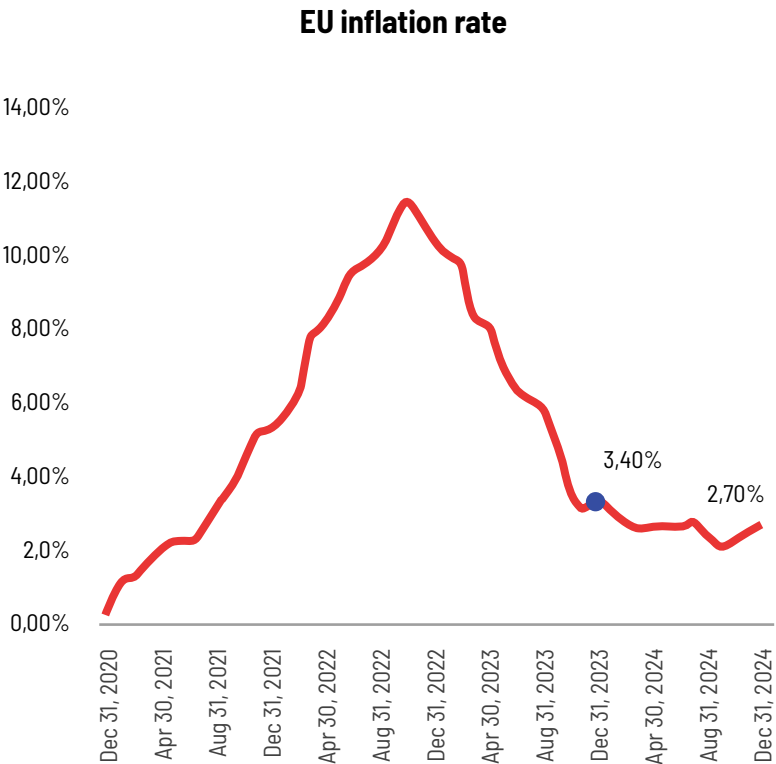
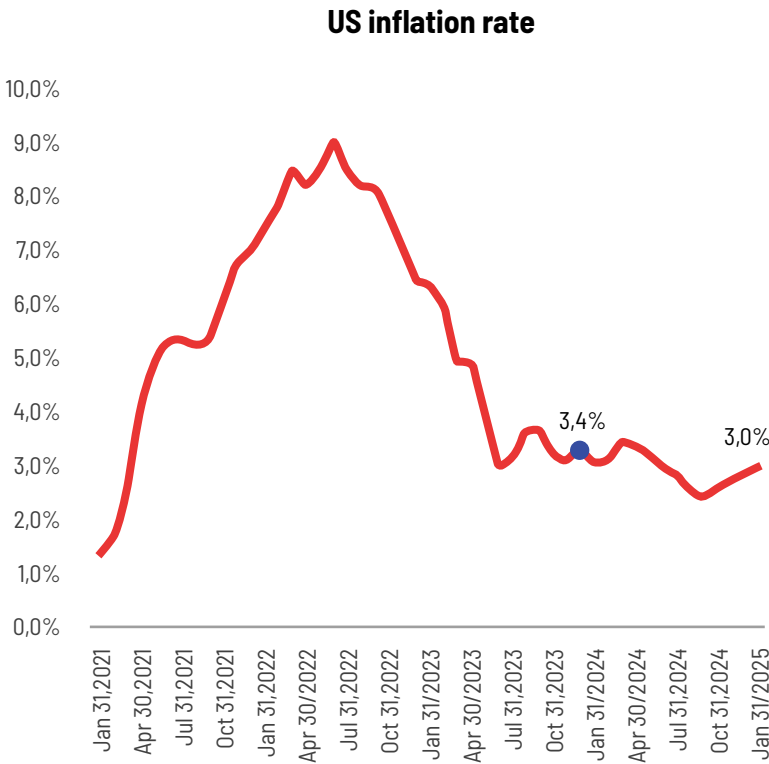
2024

ECONOMIC SITUATION IN 2024

Global macroeconomic conditions, climate change and geopolitical landscape	31
Vietnam's Macroeconomic Situation	36
Overview of Vietnam's Textile and Garment Industry	40
Export and Import Situation of Textiles, Garments, and Footwear in Key Markets	42
Size and key trends of Fiber Industry	48
Vietnam's Polyester filament yarn Export and Import Situation	52

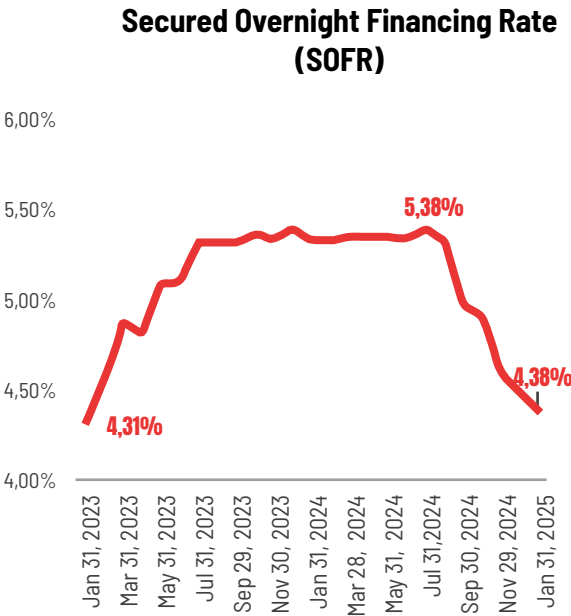
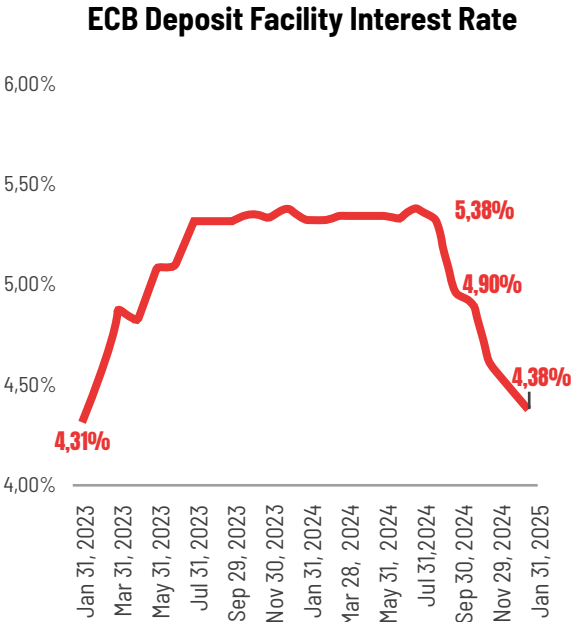
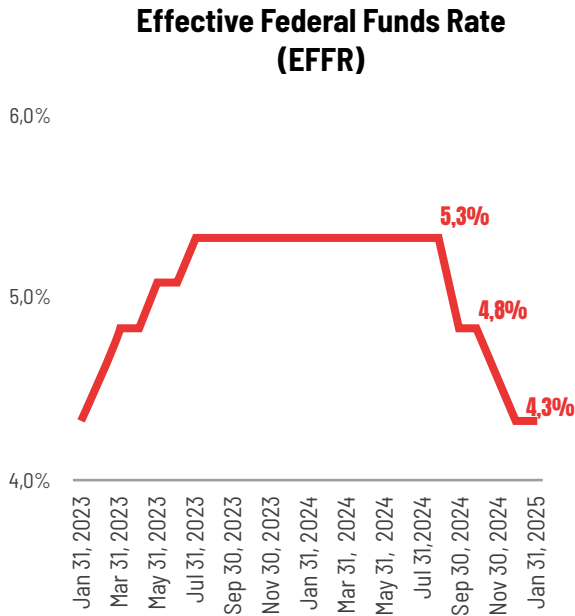
Global macroeconomic conditions, climate change and geopolitical landscape

Inflation in the US and EU decreased from 3.4% at the end of 2023 to 3.0% in January 2025 and December 2024, respectively.



(Source: ycharts.com)

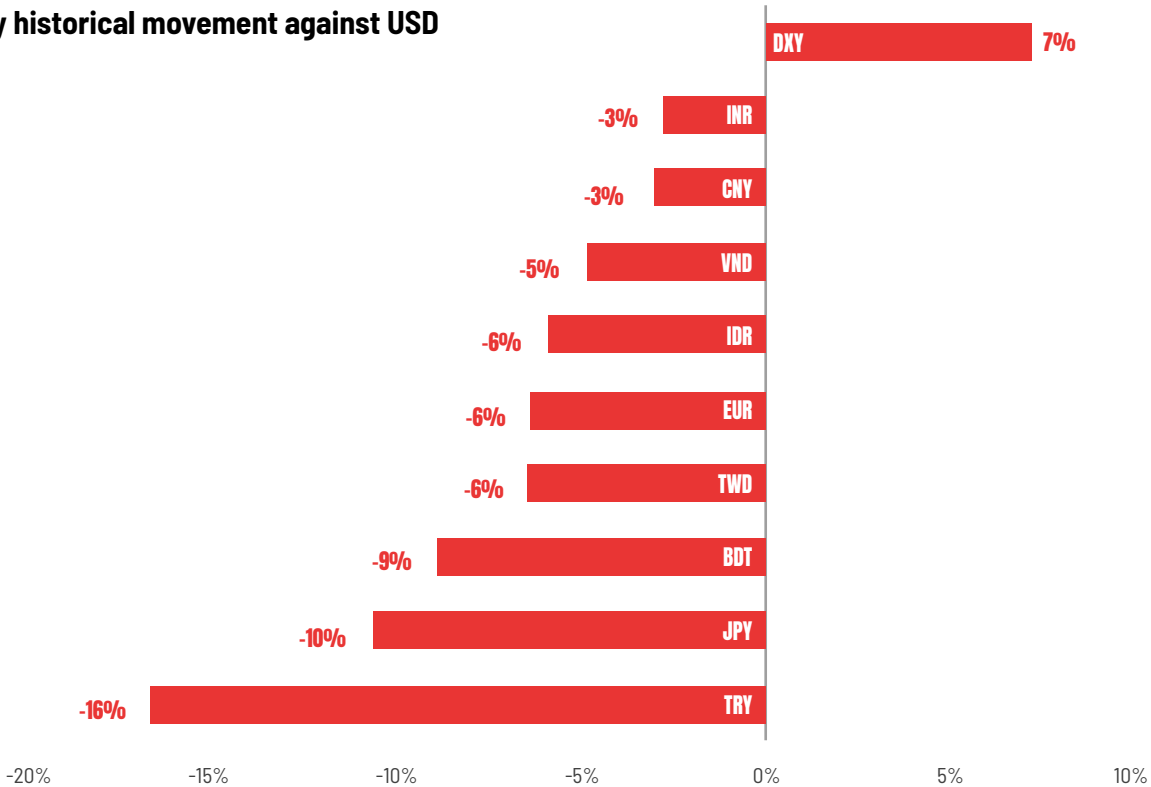
When inflation decreases, central banks may lower interest rates to stimulate economic growth, encourage borrowing, and promote investment.



(Source: ycharts.com)

The USD appreciated significantly in 2024.

Currency historical movement against USD in 2024



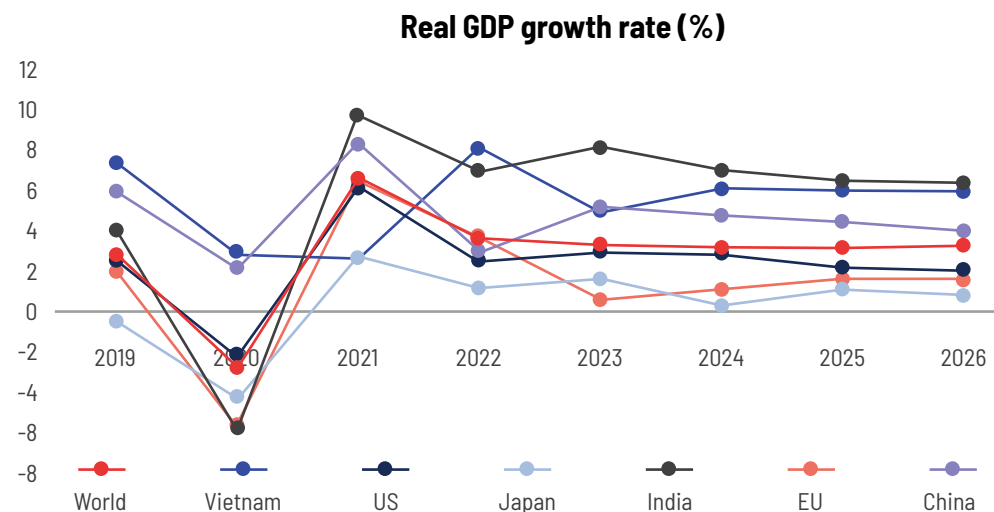
(Source: ycharts.com)

In 2024, the Earth's average temperature for the first time exceeded pre-industrial levels by 1.55°C, accompanied by a series of natural disasters occurring worldwide, including heatwaves in East Asia, Southeastern Europe, the Middle East, Southeast Asia, Central America, and several regions in Africa; severe droughts in many parts of the Americas and Africa; extremely heavy rainfall causing severe floods in Central Europe, the Sahel region of Africa, southern Brazil, Afghanistan, and East Africa; snowstorms in South Korea; and the devastating impact of Super Typhoon Yagi and its remnants, causing significant damage and casualties in the Philippines, China, Vietnam, Laos, Thailand, and Myanmar. Wildfires raged intensely in Chile, Canada, and the western United States, causing tremendous damage to lives and property. These events contributed to a tightening of spending among people worldwide.

On the geopolitical front, elections in the U.S. and Europe, with the rise of far-right conservatism and nationalism, may negatively affect the global economy and sustainable development goals. Following the 2024 European Parliament elections, where conservative and far-right parties gained more seats, the shift towards the right in European politics could pose significant challenges to the EU's climate policies, particularly in enforcing and expanding existing measures and passing new laws to achieve long-term climate goals. The approval process for environmental protection and climate change regulations will slow down, while import taxes are raised up leading to trade wars.

Meanwhile, China faced a record 160 trade investigations in 2024, a significant increase from 69 cases in 2023. Notably, developing countries like India, Brazil, and Turkey led the way in initiating these investigations, mainly focusing on sectors such as steel and chemicals. The primary cause is believed to be concerns over China's excess production capacity, leading to the export of goods at low prices, negatively impacting domestic producers in these countries.

In terms of global economic growth, the world economy is expected to achieve a growth rate of around 3.2% in 2024.



(Source: IMF data)

The rapid advancement of AI presents both opportunities and risks for humanity. In the fiber and textile industry, AI facilitates production optimization, automation, intelligent supply chain management, quality control, and waste reduction. However, AI adoption also comes with risks, such as ineffective implementation, cybersecurity threats, and data leaks.

Economic Growth Forecast for 2025

The global GDP growth rate in 2025 is expected to remain largely unchanged from 2024. While the U.S. economy is projected to experience a slowdown compared to 2024, the EU and Japan are expected to see improved economic growth in 2025.

IMF FORECAST	2024	2025	2026
World	3.2%	3.2%	3.3%
US	2.8%	2.2%	2%
EU	1.1%	1.6%	1.7%
Japan	0.3%	1.11%	0.8%

WORLD BANK FORECAST	2024	2025	2026
World	2.7%	2.7%	2.7%
US	2.8%	2.3%	2.0%
Euro area	0.7%	1%	1.2%
Japan	0.0%	1.2%	0.9%

(Source: IMF data and World Bank's Global Economic Prospect – Jan. 2025)

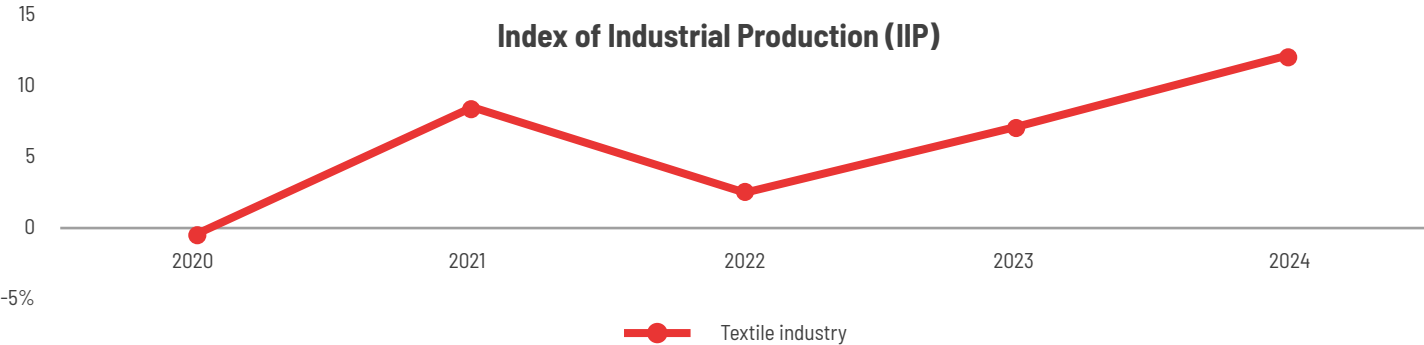
Factors Influencing Short-Term Global Growth Projections

	INCREASING	DECREASING
Interest Rates		Due to the monetary policy easing initiated by central banks such as the Federal Reserve (Fed) and the European Central Bank (ECB).
Oil prices	Geopolitical conflicts in the Middle East may cause sharp price fluctuations.	Expected to decline by 11.7% in 2025 due to weak demand from China and abundant supply from non-OPEC countries.
Non-Fuel Commodity Prices (Food, Metals)	Expected to rise by 2.5% in 2025 due to: + Ongoing Ukraine-Russia conflict + Adverse weather conditions (droughts, floods) affecting agricultural output in major exporting countries + Tariff pressures from U.S. President Donald Trump's tax policies	
Transportation Costs	May remain high due to armed conflicts in the Gulf region, disrupting supply chains.	
Consumer Demand	- Lower borrowing costs stimulate investment and consumption. - U.S. tax cuts and increased infrastructure investment support economic activity.	Europe tightens fiscal policies to curb inflation.
Trade Volume		Expected to slow due to: - Rising trade barriers (protectionist measures, new tariffs, and export restrictions among major economies) - Global supply chain disruptions caused by geopolitical tensions.
U.S. Dollar	Expected to strengthen due to interest rate differentials and trade policies.	

Vietnam's Macroeconomic Situation

Vietnam's GDP in 2024 is estimated to have grown by 7.09% compared to the previous year, ranking only behind the growth rates of 2018, 2019, and 2022 within the period 2011–2024. In terms of economic sector contributions: Agriculture, forestry, and fisheries grew by 3.27%, contributing 5.37%. Industry and construction expanded by 8.24%, contributing 45.17%. Services increased by 7.38%, contributing 49.46%.

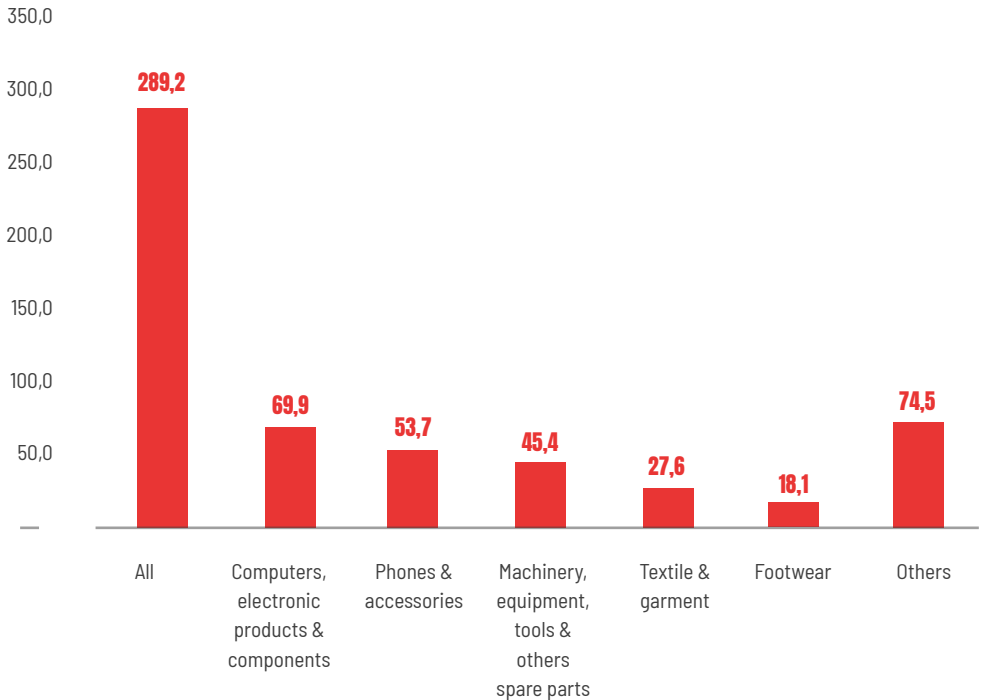
The Industrial Production Index (IIP) for the textile sector increased by 12.1% in 2024, indicating a significant recovery and strong prospects for Vietnam's textile and garment industry.



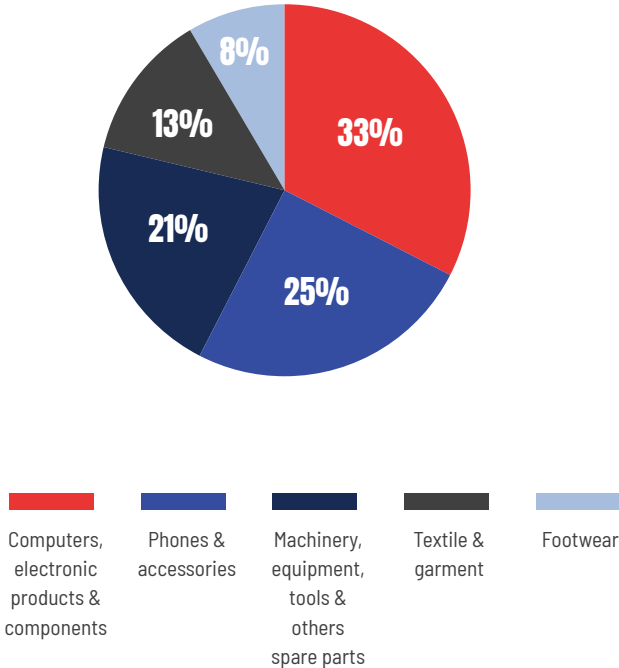
(Source: General Statistics Office of Vietnam)

The textile and garment industry continues to be one of the leading sectors attracting FDI in Vietnam, ranking behind electronics, components, machinery, equipment, and other accessories

The export value of key commodities by FDI enterprises in 2024 (bn USD)



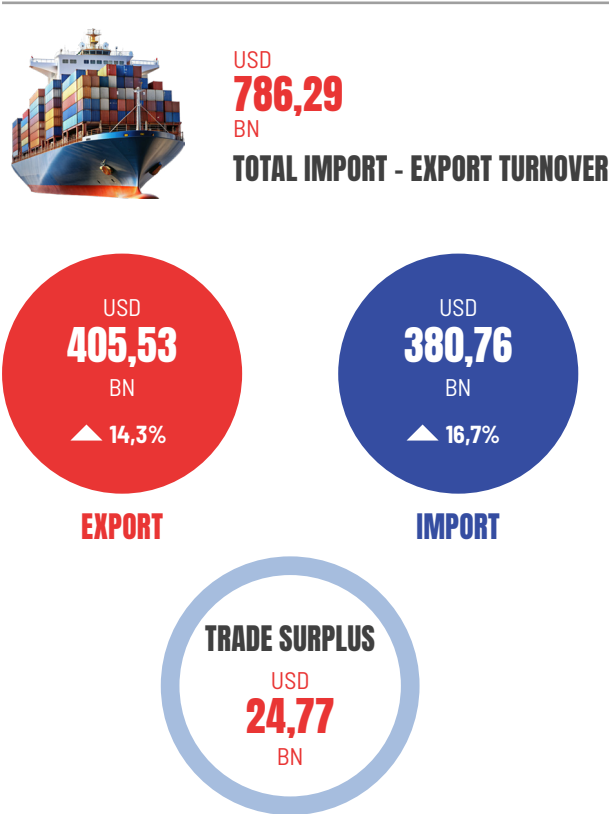
Market Share of Key Export Products of FDI Enterprises in 2024 (bn USD)



(Source: General Statistics Office of Vietnam and CENTURY calculated)

Import-Export Turnover

For the entire year of 2024, the total import and export turnover of goods reached 786.29 billion USD, an increase of 15.4% compared to the previous year. Of this, exports rose by 14.3%, while imports increased by 16.7%. The trade balance recorded a trade surplus of 24.77 billion USD.

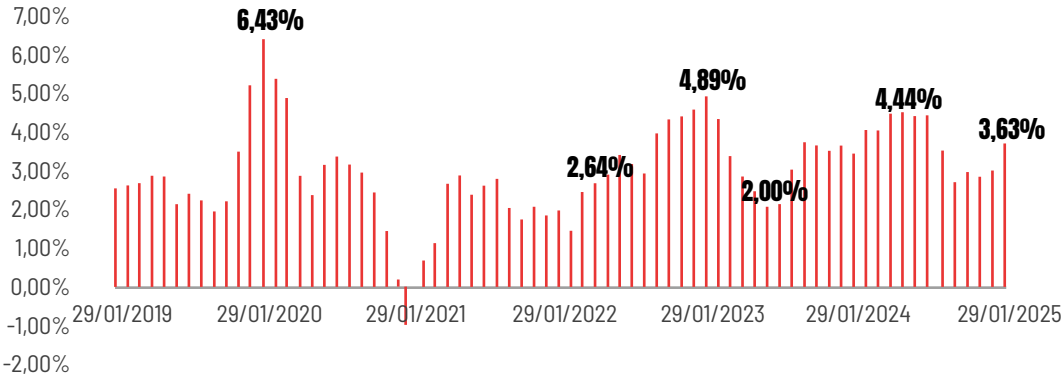


(Source: General Statistics Office of Vietnam)

Inflation

In 2024, core inflation increased by 2.71% compared to 2023, which was lower than the overall average CPI growth of 3.63%. This was primarily due to the rise in prices of food, electricity, education, and healthcare services—factors that contributed to the CPI increase but were excluded from the core inflation calculation. As a result, the CPI for 2024 stood at 3.63%, remaining below the 4% target set by the National Assembly.

Vietnam's CPI over the years



(Source: General Statistics Office of Vietnam)

The National Assembly's inflation control target for 2025 is to maintain the average CPI increase within the range of 4.5% to 5%, with a specific orientation of around 4.15% as directed by the Government.

Interest Rate Situation in 2024

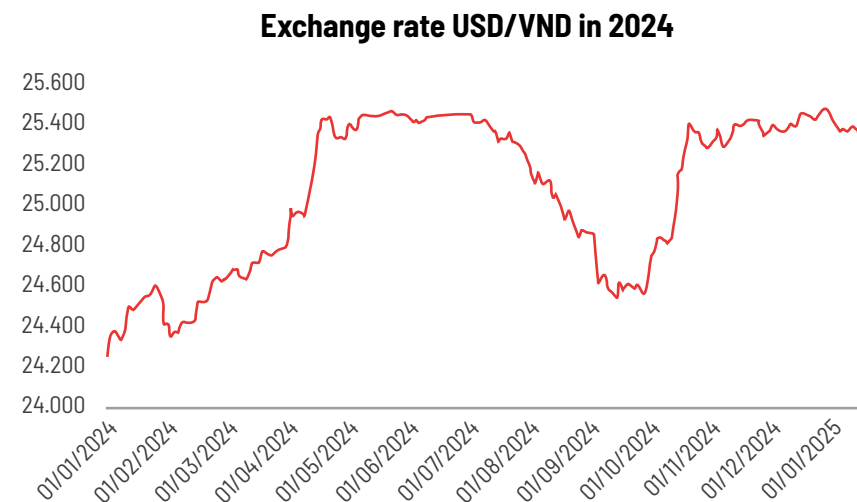
PERIOD	REDISCOUNT RATE	REFINANCING RATE
19/06/2023 - now	3%	4.5%
25/05/2023 - 18/06/2023	3.5%	5%
03/04/2023 - 24/05/2023	3.5%	5.5%
15/03/2023 - 02/04/2023	3.5%	6%
25/10/2022 - 14/03/2023	4.5%	6%
23/09/2022 - 24/10/2022	3.5%	5%
01/10/2020 - 22/09/2022	2.5%	4%
13/05/2020 - 30/09/2020	3%	5%
17/03/2020 - 12/05/2020	3.5%	5%
16/09/2019 - 16/03/2020	4%	6%

(Source: State Bank of Vietnam)

In 2024, the State Bank of Vietnam (SBV) continued to maintain its policy rates and directed commercial banks to reduce costs to lower lending rates, thereby supporting inflation control and promoting economic growth. As a result, lending rates showed a downward trend, with the average interest rate for both new and outstanding loans ranging from 6.7% to 9.0% per year. Meanwhile, short-term lending rates for priority sectors stood at approximately 3.8% per year, lower than the 4% ceiling set by the SBV. The central exchange rate remained generally stable in 2024, thanks to the SBV's flexible management and appropriate market interventions, minimizing unexpected fluctuations. As of December 31, 2024, the central VND/USD exchange rate reached 24,355 VND, an increase of 1.97% compared to the end of 2023, contributing to foreign exchange market stability and meeting the legitimate needs of the economy.

(Source: General Statistics Office of Vietnam)

Exchange rate situation of VND/USD



(Source: Bloomberg)

Due to the strengthening of the USD and the instability of Vietnam's financial market, the VND/USD exchange rate has increased by 4.8% compared to the beginning of 2024.

To mitigate financial risks such as exchange rate fluctuations, interest rates, and price volatility, the Company has strengthened its planning efforts to optimize procurement, manage inventory effectively, and utilize financial resources flexibly to repay debts, thereby minimizing interest expenses and exchange rate losses.

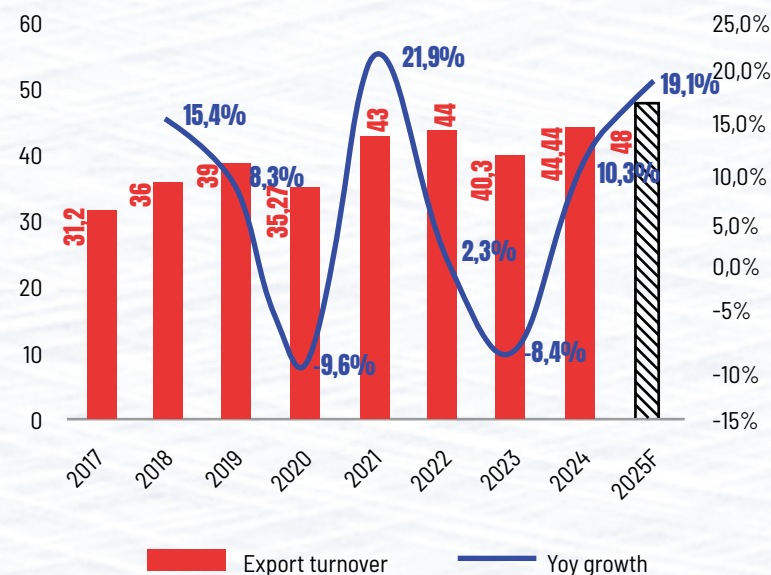
Overview of Vietnam's Textile and Garment Industry

Export of Textiles, Garments, and Footwear

In 2024, Vietnam's textile and garment export turnover (including fiber, yarn, textiles, industrial fabrics, and technical fabrics) reached \$44.44 billion, representing a 10.3% increase compared to the previous year. Given the positive performance in 2024, the industry aims to achieve an export turnover of \$48 billion in 2025, an 8.1% increase from 2024.

Despite challenges in 2024, including price pressures, high-quality requirements, sustainability criteria, rising input costs, and labor shortages, the footwear industry still achieved a total export turnover of approximately \$27 billion, an increase of \$3 billion compared to 2023. In 2025, the footwear industry targets a 10% growth in exports compared to 2024, aiming for an export turnover of approximately \$29 billion.

Vietnam's textile and garment export turnover (bn USD)



(Source: Vietnam General Department of Customs)

Global Fashion Industry Growth Forecast for 2025

The global fashion industry is expected to grow at a slow but more optimistic pace in 2025 compared to 2024.

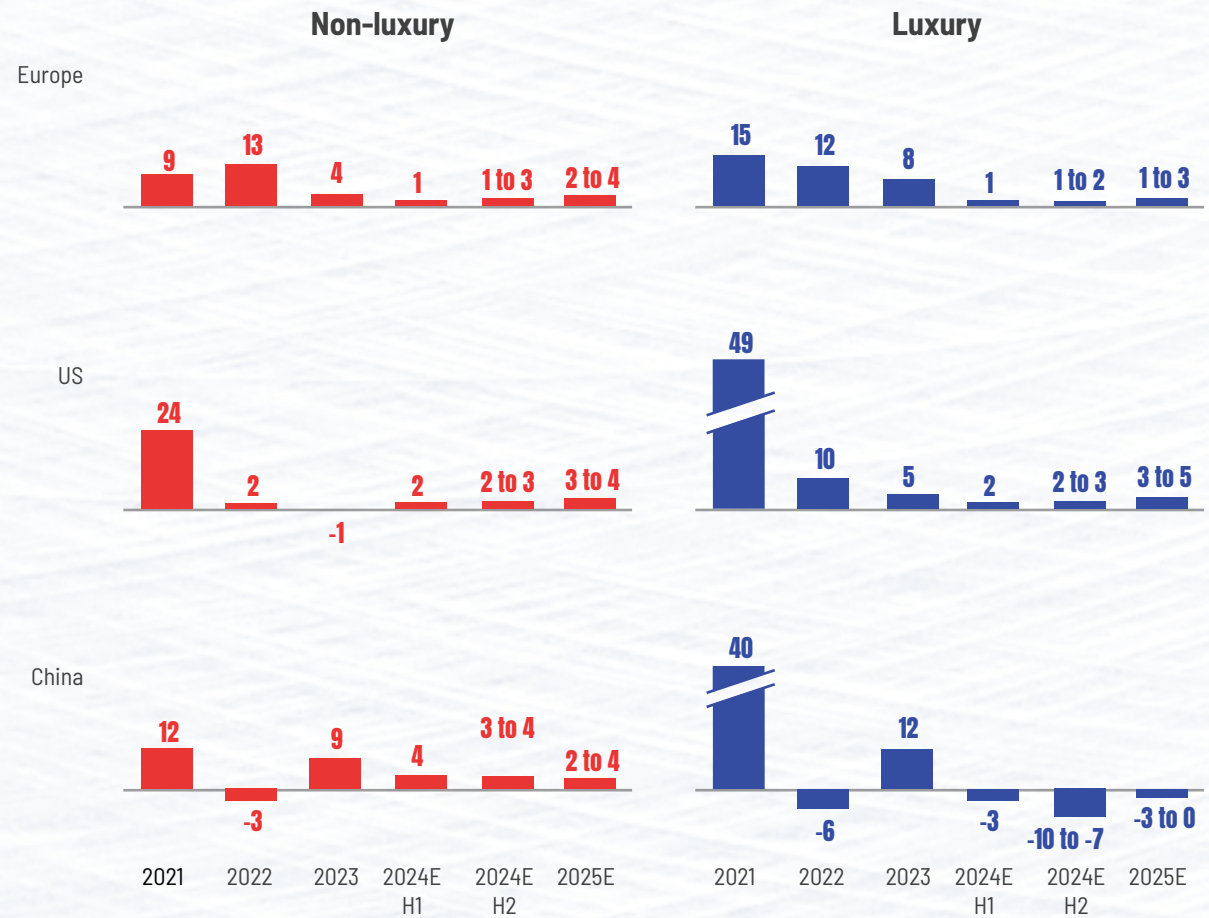
In Europe and China, the non-luxury goods sector is expected to grow at a stronger pace than the luxury sector. In particular, the luxury market in China may experience negative growth in 2025, ranging from -3% to 0%. In the United States, the projected growth rates for non-luxury and luxury goods are 3-4% and 3-5%, respectively.

KEY GROWTH DRIVERS:

- Macroeconomic recovery
- Stronger growth in the sportswear and outdoor apparel sectors due to lifestyle shifts toward health and wellness, the blurring of boundaries between fashion and sportswear, increased accessibility to sports content and events, and the expansion of global sports tourism.

KEY RISKS:

- Trade wars
- Geopolitical instability and economic fluctuations
- Margin pressures and price competition
- Extreme weather disasters due to climate change



(Source: "The State of Fashion 2025" by McKinsey)

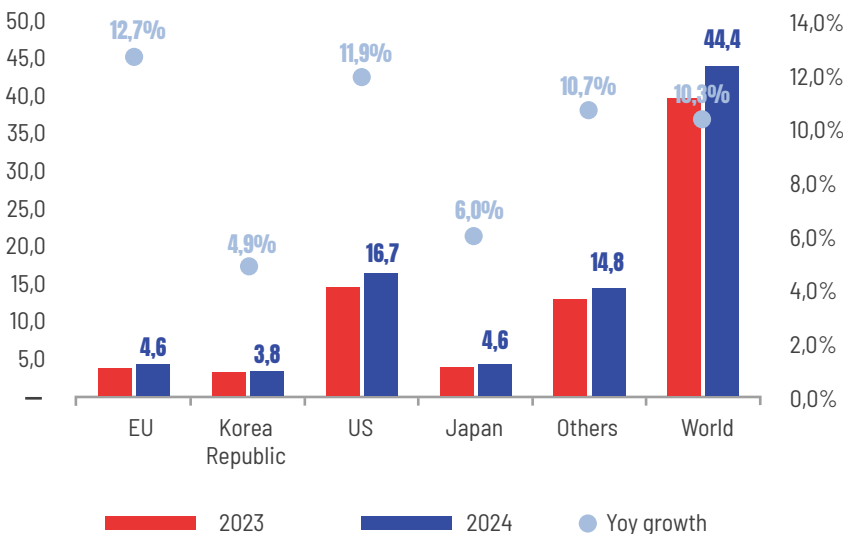
Export and Import Situation of Textiles, Garments, and Footwear in Key Markets

Vietnam's Textile and Garment Export and Import Situation in Key Markets

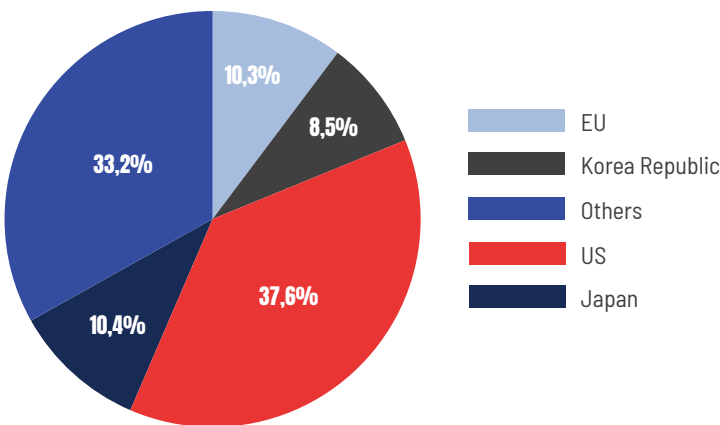
In 2024, the United States remained Vietnam's largest export market for textile and garment products. Exports to the U.S. reached \$16.7 billion, representing an 11.9% increase compared to 2023 and accounting for 37.6% of total textile and garment exports. The export value of textile and garment products to the EU, South Korea, and Japan was \$4.6 billion, \$3.77 billion, and \$4.6 billion, respectively, with growth rates of 12.7%, 4.9%, and 6.0% compared to the previous year. These markets accounted for 10.3%, 8.5%, and 10.4% of total textile and garment exports, respectively.

(Note: Textile and garment products include apparel, industrial fabrics, technical textiles, fiber and yarn, and raw materials for textiles, garments, leather, and footwear.)

Vietnam's export value of textile and garment to various markets



Vietnam's Textile and Garment Export Turnover Contribution by Market in 2024



(Source: Vietnam General Department of Customs)

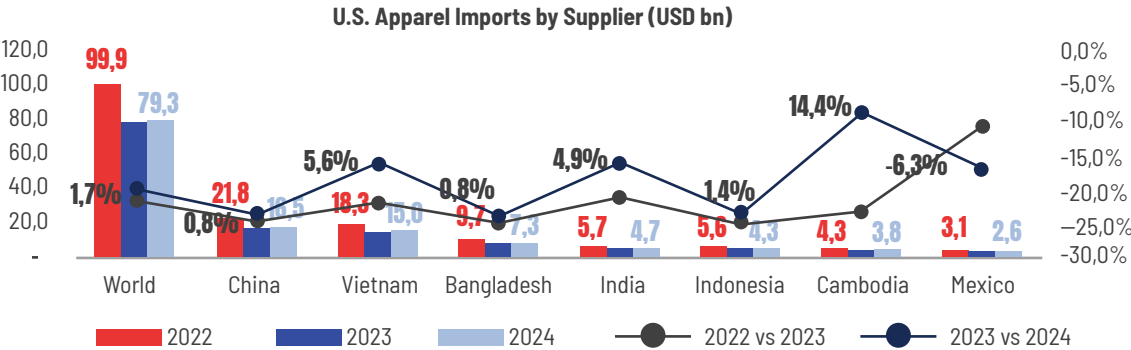
FORECAST FOR VIETNAM'S TEXTILE AND GARMENT EXPORT REVENUE GROWTH

TEXTILE AND GARMENT	2025	2030
Export Target	47-48 USD bn	68-70 USD bn
Yoy growth	8.1% y-o-y	

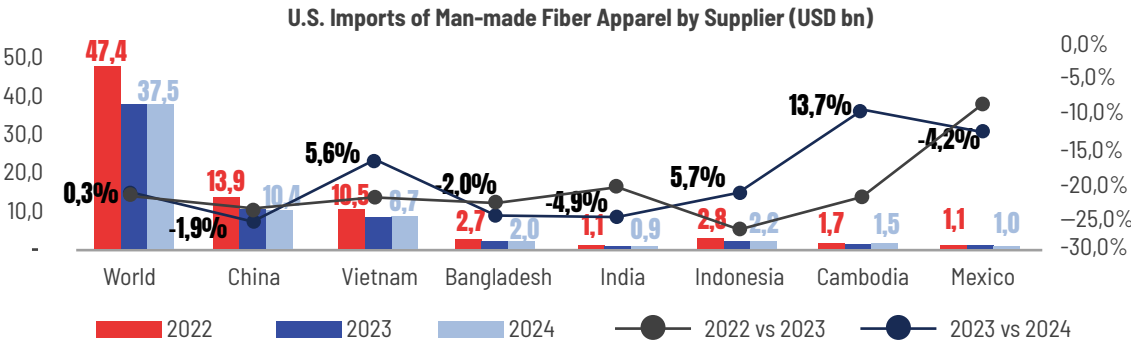
(Source: VITAS)

VIETNAM'S TEXTILE AND GARMENT EXPORTS TO KEY MARKETS (U.S., EU, JAPAN) COMPARED TO MAJOR COMPETITOR COUNTRIES

Vietnam's textile and garment exports to the United States recorded a relatively high growth rate of 5.6% in 2024 compared to other exporting countries. However, Cambodia outperformed with an exceptional growth rate of 14.4%. India also experienced solid growth at 4.9%, whereas other competing countries either saw a decline or minimal growth in their textile and garment exports.

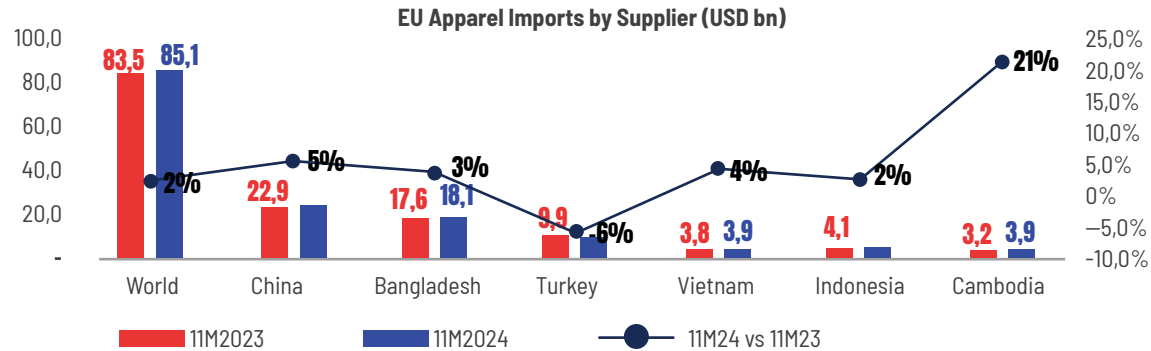


(Source: UNComtrade)



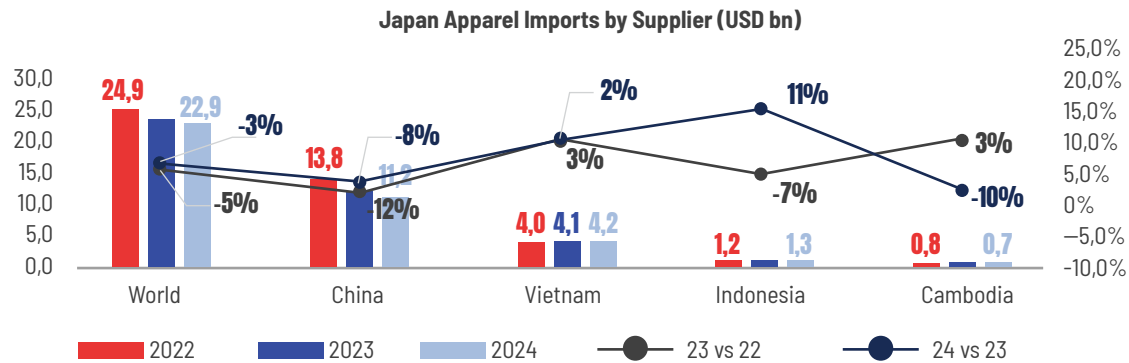
(Source: UNComtrade)

Vietnam's textile and garment exports to the EU recorded a relatively high growth rate of 4% in 2024 compared to other exporting countries. However, Cambodia outperformed with an exceptional growth rate of 21%, while China also achieved a higher growth rate than Vietnam at 5%.



(Source: UNComtrade)

Vietnam's textile and garment exports to Japan recorded a positive growth rate of 2% in 2024, while the global average growth rate was negative (-3%). However, Cambodia experienced exceptional growth at 11%, whereas Indonesia and China saw significant declines of -10% and -8%, respectively.

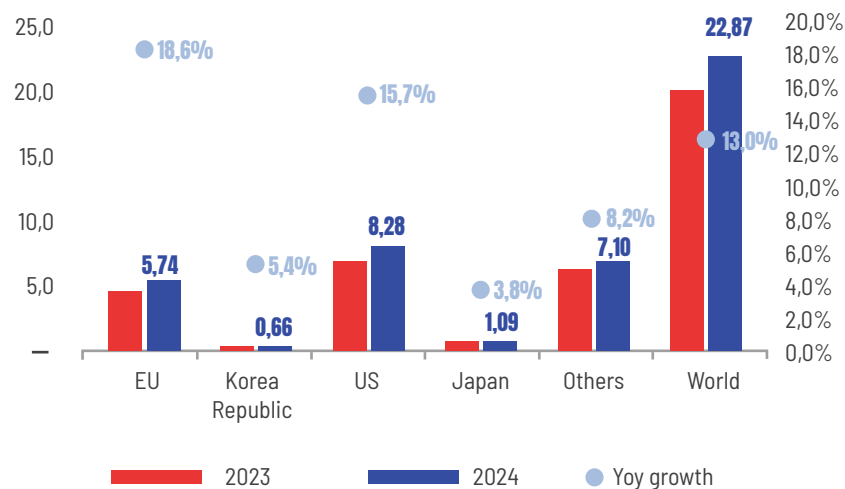


(Source: UNComtrade)

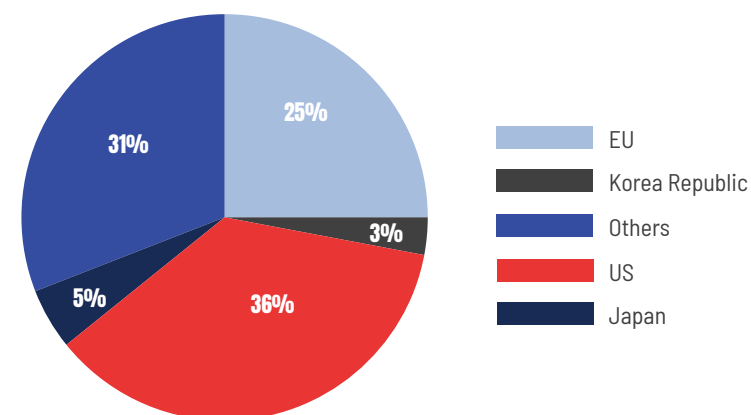
Vietnam's Footwear Export and Import Situation in Key Markets

Overall, Vietnam's footwear export turnover experienced strong growth in 2024, reaching \$22.9 billion, an increase of 13% compared to 2023. Exports to the United States and the EU amounted to \$8.28 billion and \$5.74 billion, respectively, reflecting growth rates of 15.7% and 18.6% compared to 2023. Exports to South Korea and Japan grew by 5.4% and 3.8%, respectively, compared to the previous year.

Vietnam's export value of footwear to various markets



Vietnam's Footwear Export Turnover Contribution by Market in 2024



(Source: Vietnam General Department of Customs)



FORECAST OF EXPORT GROWTH FOR VIETNAM'S FOOTWEAR, HANDBAGS, AND TRAVEL GOODS

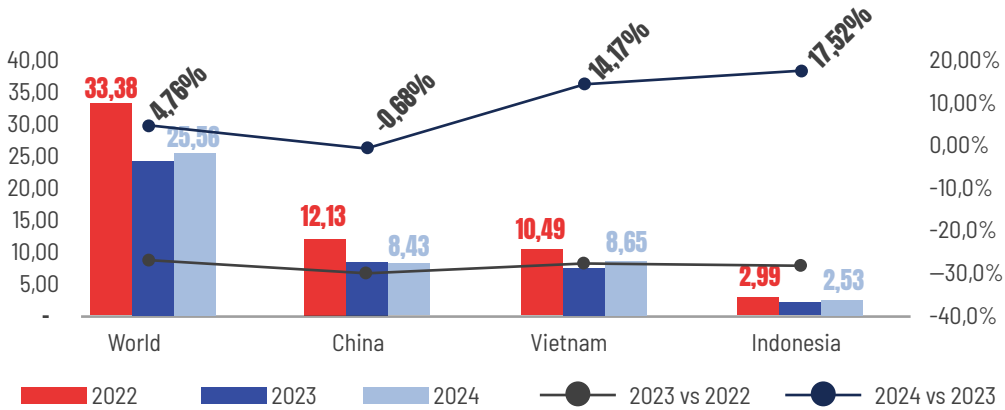
FOOTWEAR, HANDBAGS, AND TRAVEL GOODS	2025	2030
Export Target	29 USD bn	38-40 USD bn
Yoy growth	10% y-o-y	

(Source: LEFASO)

VIETNAM'S FOOTWEAR EXPORTS TO KEY MARKETS (U.S., EU, JAPAN) COMPARED TO MAJOR COMPETITOR COUNTRIES

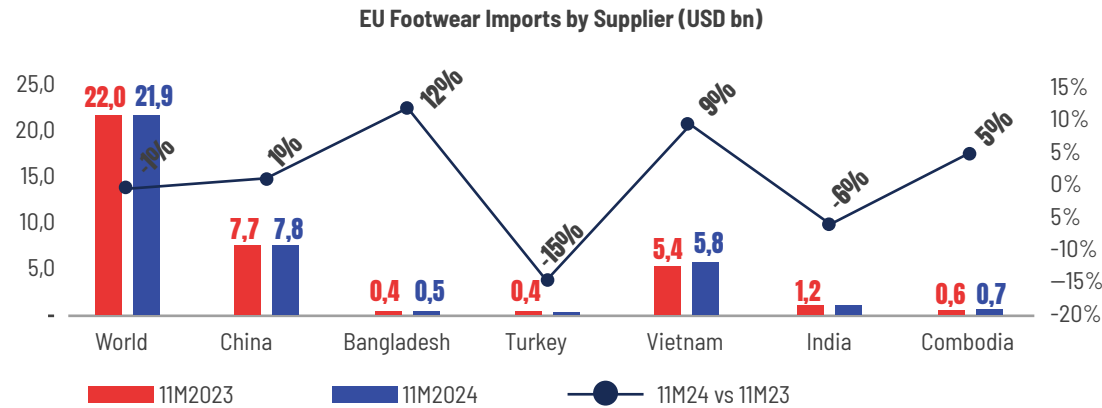
Vietnam's footwear exports to the United States in 2024 recorded an impressive growth rate of 14.17%, significantly higher than the global average of 4.76%. However, Indonesia outperformed Vietnam with a 17.52% growth rate, while China experienced a slight decline of -0.68%.

US Footwear Imports by Supplier (USD bn)



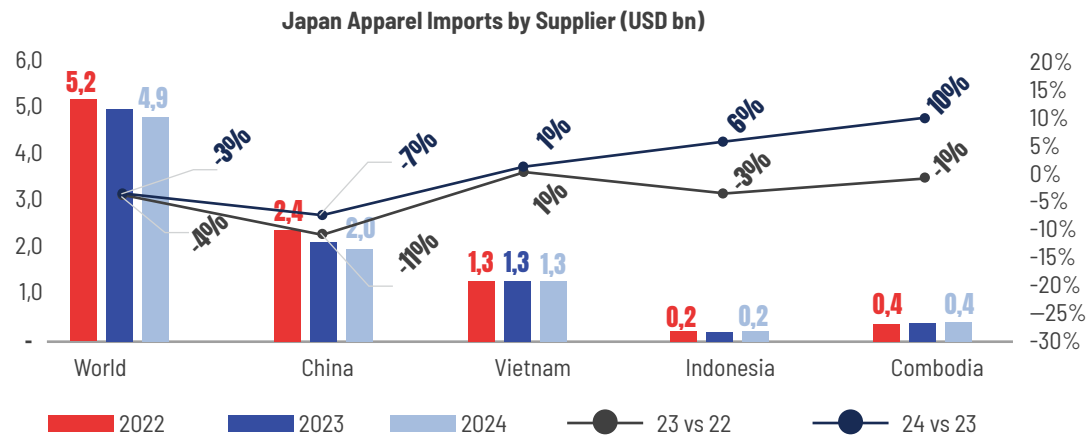
(Source: UNComtrade)

Vietnam's footwear exports to the EU in 2024 recorded a strong growth rate of 9%, while the global average declined slightly by -1%. However, Bangladesh achieved a higher growth rate of 12%. In contrast, Turkey and India experienced significant declines of -15% and -6%, respectively.



(Source: UNComtrade)

Vietnam's footwear exports to Japan in 2024 recorded a modest growth of 1%, while the global average declined by -3%. Indonesia and Cambodia saw strong growth, at 10% and 6%, respectively, whereas China experienced a decline of -7%.



(Source: UNComtrade)

Size and key trends of Fiber Industry

According to the Fiber Year Report 2024, the total fiber production in 2023 reached 121.9 million tons, marking a 2.3% increase compared to 2022. Meanwhile, the volume of fiber integrated into the supply chain stood at 123.07 million tons, up 3.3% from 2022, in which, Cellulosic fiber increased by 8%, Synthetic fiber grew by 6.7%, Natural fiber declined by 6.2%.

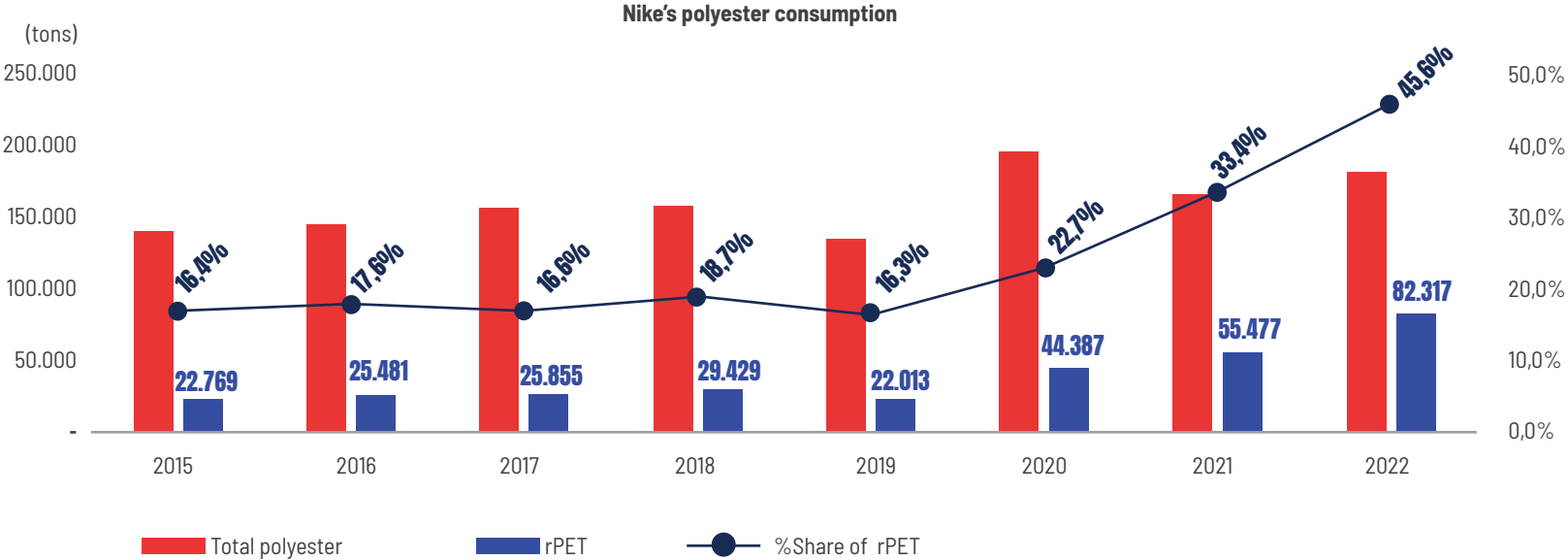
In 2023, polyester fiber production reached 68.4 million tons, with polyester filament yarn accounting for 53.3 million tons, reflecting a 3.9% increase. Polyester filament yarn made up 43.7% of total fiber production, with China contributing 84.7% of the global polyester filament yarn output.

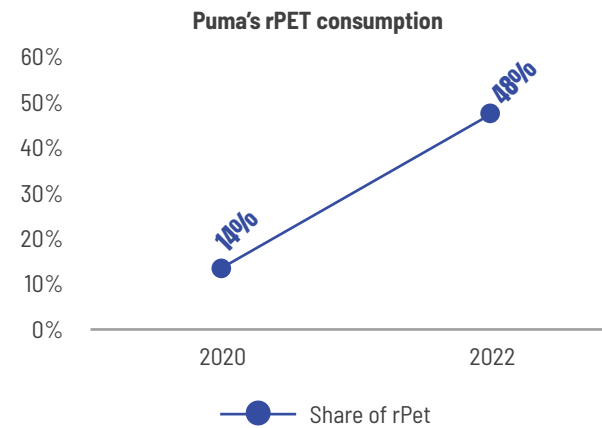
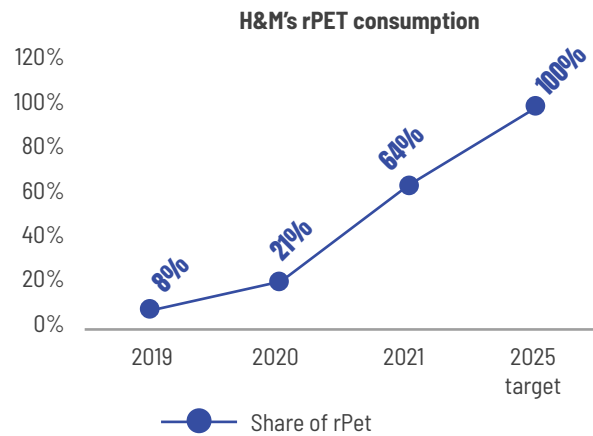
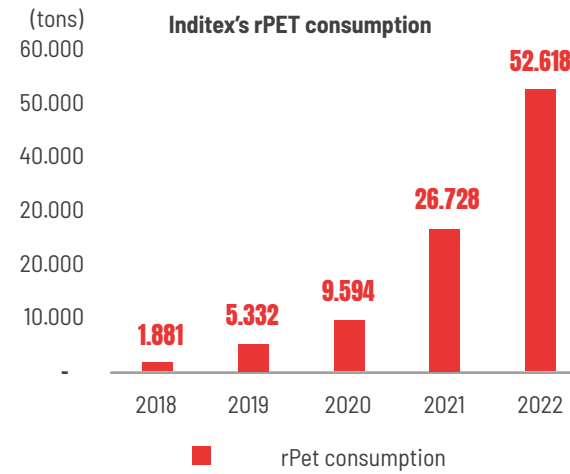
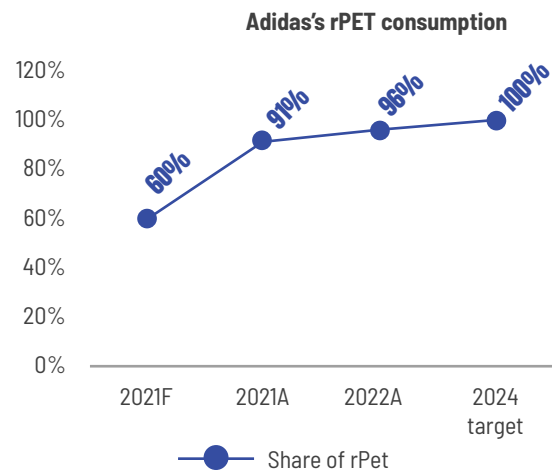
According to the Material Market Report 2024 by Textile Exchange, the production of recycled polyester fiber rose from 8.6 million tons in 2022 to 8.9 million tons in 2023. However, its share in total polyester filament yarn production declined from 13.6% in 2022 to 12.5% in 2023.

Brands' commitment to using recycled fibers



The Usage of Recycled Polyester by Brands





Vietnam's Polyester filament yarn Export and Import Situation

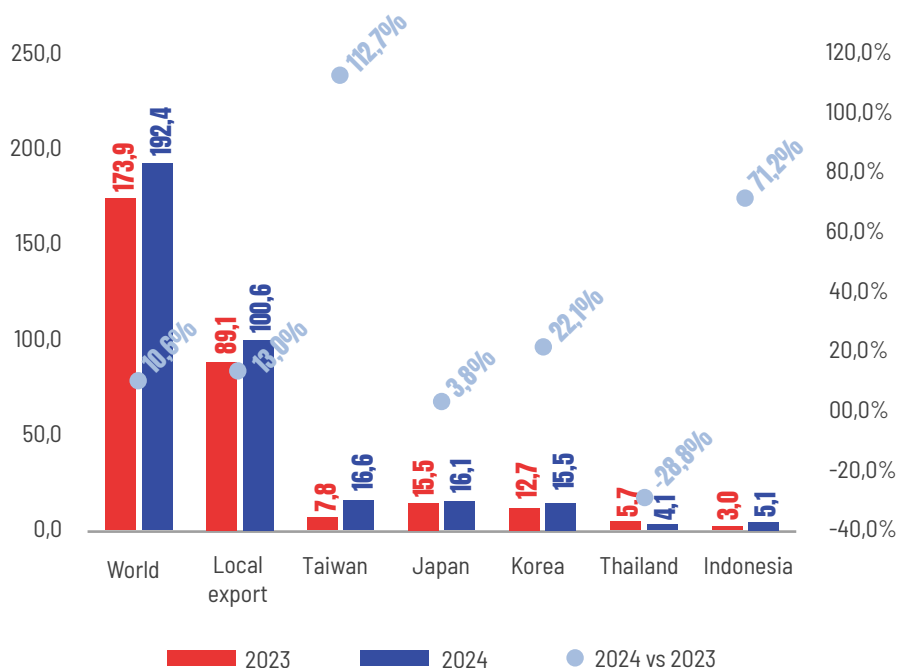
Vietnam's Polyester filament yarn Export Situation

In 2024, Vietnam's polyester filament yarn export volume increased by 10.6% compared to 2023, reaching 192.4 thousand tons, with strong growth in key markets.

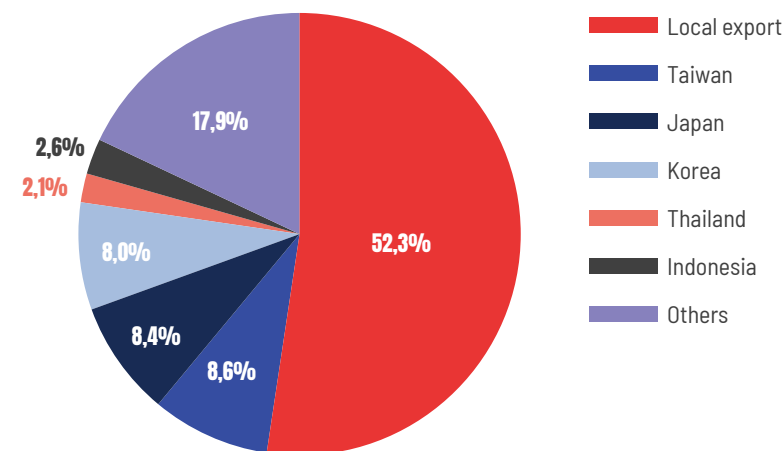
In which, Domestic exports (Vietnam) grew by 13%, reaching 100.6 thousand tons, accounting for 52.3% of total exports. Taiwan experienced an impressive growth rate of 112.7%, reaching 16.6 thousand tons, with a market share of 8.6%. South Korea saw a 22.1% increase, reaching 15.5 thousand tons in 2024.

In contrast to the positive trends in Vietnam, Taiwan, and South Korea, polyester filament yarn exports declined slightly in Thailand and Hong Kong and declined sharply in Mexico. These markets represent a small share of Vietnam's total polyester filament yarn exports.

Export Volume of Polyester Filament Yarn from Vietnam to Various Markets (Tons)



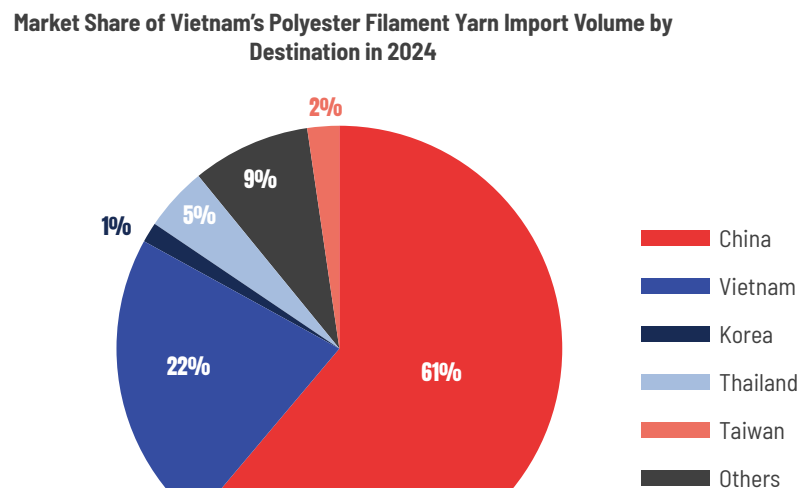
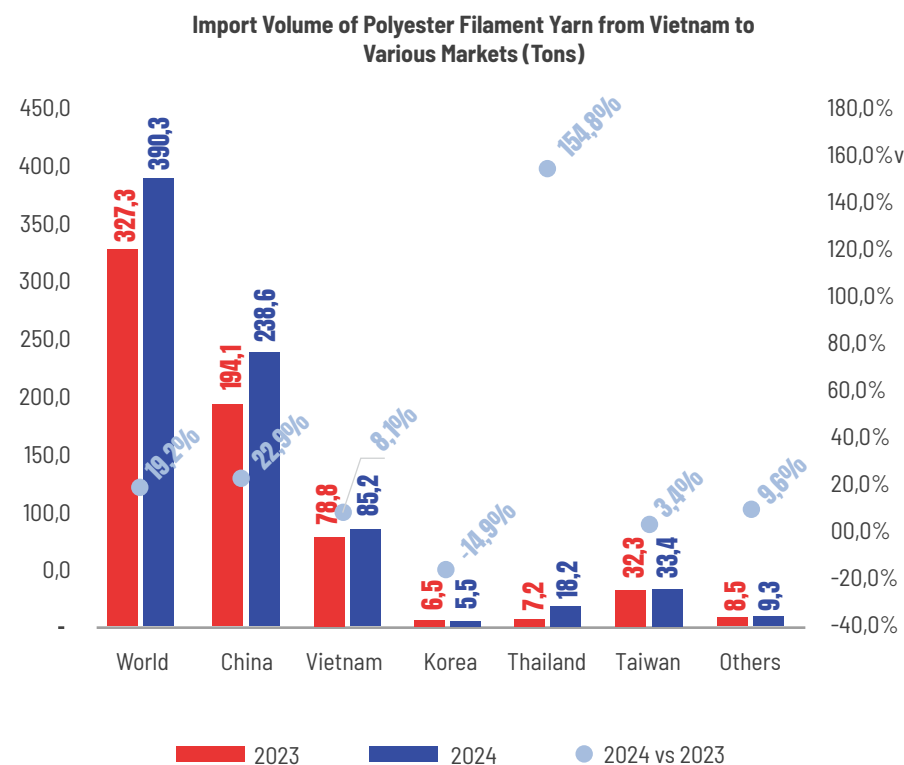
Market Share of Vietnam's Polyester Filament Yarn Export Volume by Destination in 2024



(Source: Vietnam General Department of Customs and CENTURY calculated)

Vietnam's Polyester filament yarn Import Situation

In 2024, Vietnam's polyester filament yarn import volume increased by nearly 19.2%, reaching 390.3 thousand tons. The majority of imports came from domestic sources (Vietnam) and China. Domestic imports (Vietnam) grew by 8.1%, reaching 85.2 thousand tons, accounting for approximately 22% of total imports. Imports from China rose by 19.2%, reaching 238.6 thousand tons, maintaining a dominant market share of over 61%. Imports from other markets also increased but remained relatively insignificant in market share. However, Thailand recorded strong growth, with imports reaching 18.2 thousand tons, a 154.8% increase year-over-year, capturing a 5% market share.



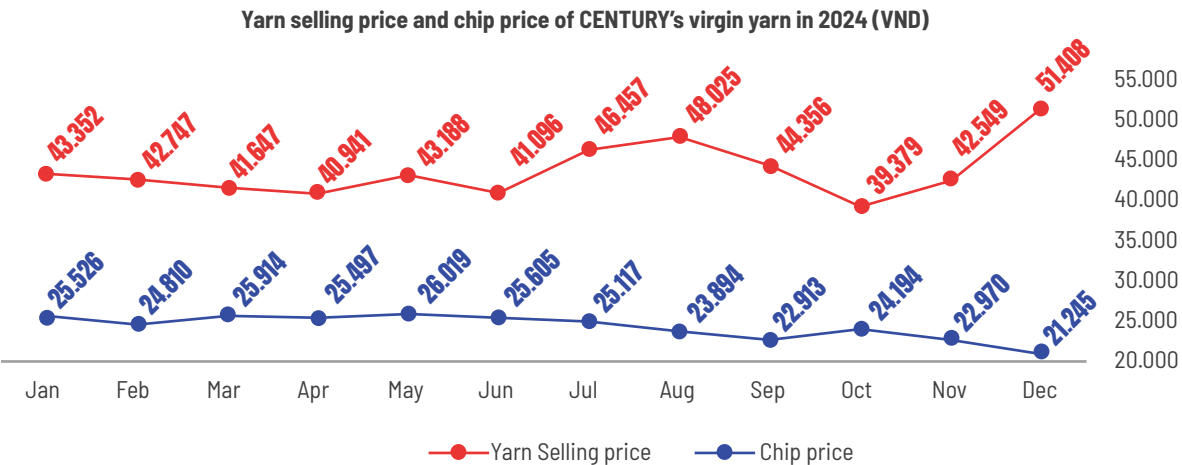
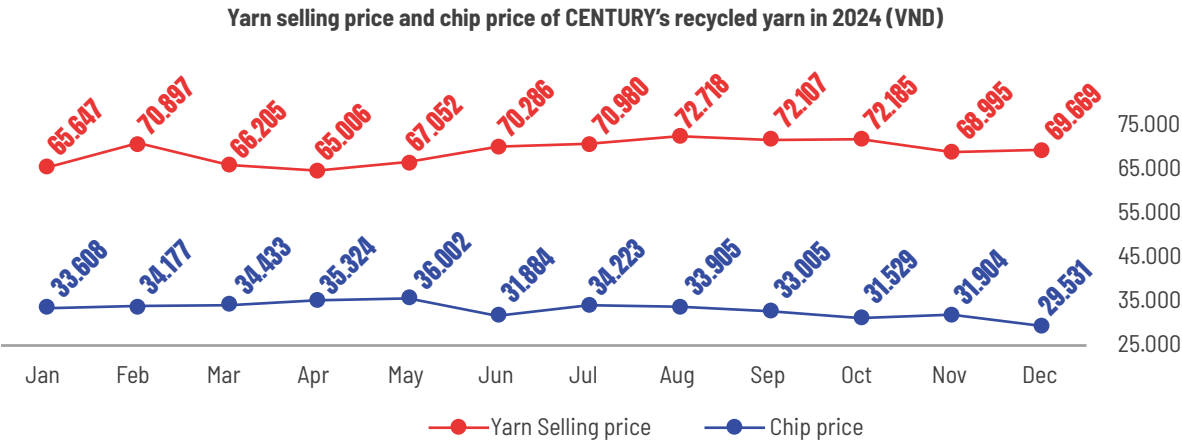
(Source: Vietnam General Department of Customs and CENTURY calculated)

Price Gap Between Virgin and Recycled Polyester Filament Yarn of CENTURY in 2024

The average polyester chip price in 2024 decreased compared to 2023, with the virgin polyester chip price dropping by 4.1%, while the recycled polyester chip price increased by 12.4%.

The average selling price of finished products in 2024 increased compared to 2023. Specifically, the average selling price of virgin fiber rose by 0.94% compared to the beginning of the year, while the average selling price of recycled fiber increased by 5.58%.

It can be observed that the selling price of virgin fiber showed an upward trend in the last months of the year and is expected to maintain this high level in 2025.





Century
Synthetic Fiber Corporation

STRATEGIC DEVELOPMENT

Aligning Economic Growth with Sustainable Development **56**

Opportunities and Challenges Affecting
the Company's Business Performance **66**

SWOT analysis **73**

Medium- and Long-Term Strategy Until 2027 **74**

Aligning Economic Growth with Sustainable Development

Sustainable development is a key trend in Vietnam and globally, particularly in the textile and garment industry.

- Consumer interest in environmental issues, human rights, and social responsibility has been steadily increasing in recent years. Consumers seek high-quality products and expect brands to commit to sustainable, transparent, and socially responsible production. In response to this trend, leading fashion brands have proactively adjusted their business strategies by incorporating recycled materials, improving working conditions, and adopting environmentally friendly production models. These efforts aim to meet growing consumer expectations and maintain a competitive edge in the market.
- The “greening” of the textile and garment industry is a global trend, not just in Vietnam. Today, the “greening element” (Which means sustainability) is no longer an option; it is gradually being legislated in key export markets for Vietnam’s textile sector. Experts predict that within the next 2–4 years, the industry will be affected by more than 35 new sustainability-related laws introduced in major markets such as the U.S., EU, Japan, China, and India. These regulations impose stricter environmental standards, social responsibility, and material sourcing requirements. Businesses that fail to adapt can face the risk of losing orders and experiencing revenue declines. Previously, regulations primarily focused on chemicals and dyes used in fabrics. They have expanded to include requirements on the proportion of recycled materials, product circularity, and longevity. These evolving standards are driving the “greening” process to become a core objective for the industry, enhancing competitiveness and securing future orders.

Specific laws and regulations in Europe and America and their impact on the textile industry.

LAWS AND REGULATIONS IN EUROPE.

REGULATION	EFFECTIVE DATE	KEY PROVISIONS	IMPACT ON THE TEXTILE INDUSTRY
Corporate Sustainability Due Diligence Directive (CSDDD)	Effective from July 25, 2024.	<ul style="list-style-type: none"> Supply Chain Transparency: Track the origin of raw materials and production processes to ensure compliance with human rights and environmental standards. Compliance with Sustainability Standards: Implement measures to minimize environmental impact, such as reducing emissions and water pollution. Enhanced Reporting: Establish monitoring and reporting mechanisms for due diligence activities. The companies subject to regulation include "large LLCs and partnerships in the EU" with more than 1,000 employees and a global revenue of 450 million euros. Additionally, this scope extends to large non-EU companies with a revenue of 450 million euros within the EU. CSDDD requires companies to identify, prevent, and address adverse impacts on human rights and the environment throughout their value chain. 	<ul style="list-style-type: none"> Under this directive, the textile and garment industry, with its vast and often opaque supply chain, will face increased scrutiny. Due to pressure from the Directive, European textile brands may impose stricter requirements on their entire supply chain. Suppliers that meet these stringent standards will continue to collaborate, while those that fail to comply risk having their orders reduced or terminated.
Corporate Sustainability Reporting Directive (CSRD)	Effective from January 5, 2023.	<ul style="list-style-type: none"> Regulation enhancing transparency and corporate accountability regarding environmental, social, and governance (ESG) issues. Listed small and medium-sized enterprises (SMEs) will be required to report sustainability-related information. Non-EU companies will also be affected if they generate net revenue exceeding 150 million EUR in the EU market. 	<ul style="list-style-type: none"> Textile companies will be required to collect and report detailed data on their products' environmental and social impact, including resource usage, greenhouse gas emissions, and labor conditions. The diversity of existing standards and regulations is creating complexity, increasing costs, and reducing efficiency in the fashion industry's supply chain reporting process.

REGULATION	EFFECTIVE DATE	KEY PROVISIONS	IMPACT ON THE TEXTILE INDUSTRY
Ecodesign for Sustainable Products Regulation (ESPR)	Effective from July 18, 2024.	<ul style="list-style-type: none"> The Ecodesign for Sustainable Products Regulation (ESPR) aims to enhance the circularity, energy efficiency, and other environmental sustainability aspects of products on the EU market. ESPR is part of a key set of measures to achieve the goals of the 2020 Circular Economy Action Plan (CEAP). 	<ul style="list-style-type: none"> Digital Product Passport (DPP): Under ESPR, textile products must have a DPP that provides detailed information on technical performance, material origin, reparability, recyclability, and environmental impact throughout the product's lifecycle. This enhances supply chain transparency and enables consumers to make more sustainable purchasing decisions. Ban on the Destruction of Unsold Products: ESPR prohibits the destruction of unsold textile and footwear products, requiring large companies to disclose annual data on the quantity and weight of discarded products and the reasons for their disposal. This regulation encourages businesses to seek alternative solutions, such as donation or recycling of unsold items. Promoting Material Innovation: ESPR encourages using sustainable materials and fosters innovation in textile production, aiming to adopt technologies that minimize resource consumption and pollution.
EU Textile Labelling Regulation Revision	In Progress	<ul style="list-style-type: none"> As part of the Circular Economy Action Plan (CEAP), the European Commission is planning to revise the existing EU Textile Labelling Regulation. The proposed amendments are expected to mandate the inclusion of sustainability and circular economy information while aligning the current regulatory requirements with the newly adopted Ecodesign for Sustainable Products Regulation (ESPR). 	<ul style="list-style-type: none"> The existing Textile Labelling Regulation required importers and manufacturers of textile products in the EU to indicate the fiber composition of their products. However, in recent years, member states have introduced overlapping labeling requirements related to various issues. With the expansion of product labeling under the ESPR, the Textile Labelling Regulation needs to be revised to ensure consistency and simplify requirements for retailers.

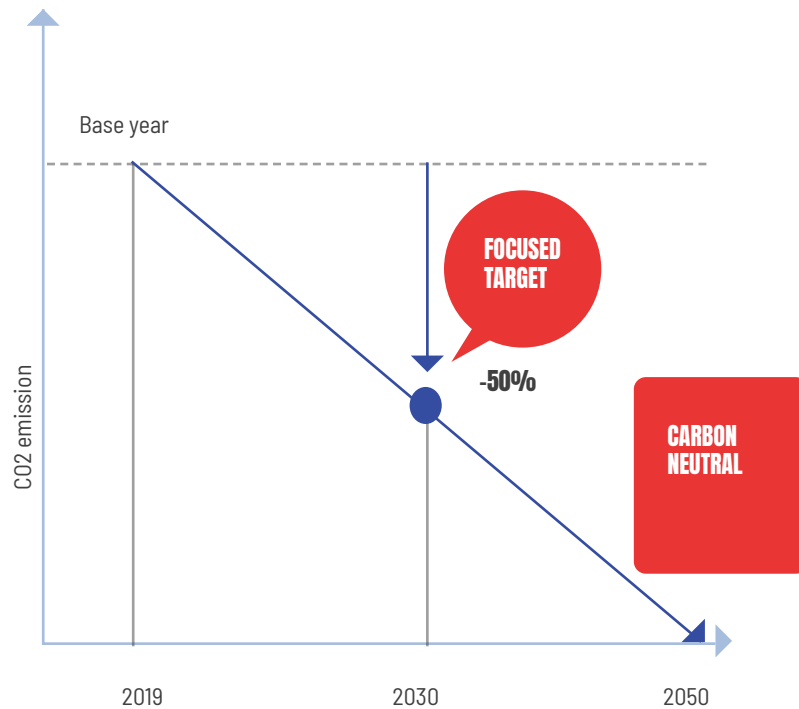
REGULATION	EFFECTIVE DATE	KEY PROVISIONS	IMPACT ON THE TEXTILE INDUSTRY
Green Claims Directive	In Progress	<ul style="list-style-type: none"> • Prevent “greenwashing” and ensure transparency in corporate environmental claims. • This directive requires companies to provide scientific evidence and transparency when making claims about their products or services’ sustainability or environmental benefits. 	<ul style="list-style-type: none"> • The textile industry is often criticized for inaccurate or non-transparent environmental claims. With this directive, fashion brands and textile manufacturers must provide specific and verifiable evidence for their green claims, from sustainable materials to eco-friendly production processes. This regulation not only helps consumers make more informed purchasing decisions but also drives the industry toward more sustainable practices.
Waste Framework Directive Revision	In Progress	<ul style="list-style-type: none"> • Waste Framework Directive Revision is a part of the European Union (EU) strategy to improve waste management and promote a circular economy. • The primary objective of this revision is to enhance producer responsibility for the collection, recycling, and disposal of waste from their products, including textile products. 	<ul style="list-style-type: none"> • With the revision of the Waste Framework Directive, textile manufacturers will bear greater responsibility for collecting and recycling products after use, encouraging them to design products that are easier to recycle and minimize waste. • This not only helps reduce environmental impact but also drives the textile industry toward more sustainable practices.

LAWS AND REGULATIONS IN THE US

REGULATION	EFFECTIVE DATE	KEY PROVISIONS	IMPACT ON THE TEXTILE INDUSTRY
California Senate Bill 253 (SB 253) - The Climate Corporate Data Accountability Act	Effective from Oct, 2023	<ul style="list-style-type: none"> This bill requires large companies in California to disclose information about their greenhouse gas (GHG) emissions, including direct and indirect emissions from their supply chains. The goal is to provide consumers and investors with clear information about companies' contributions to climate change. 	<ul style="list-style-type: none"> The passage of SB 253 has significant implications for the textile industry. Given its complex supply chain and frequent criticism for environmental impact, the industry must disclose greenhouse gas emissions across the entire supply chain, including raw material production such as cotton, dyeing processes, and transportation. However, this encourages companies to adopt more sustainable production methods and reduce emissions.
New York Fashion Sustainability and Social Accountability Act	In Progress	<ul style="list-style-type: none"> Disclosure Requirements: Fashion brands with global revenues exceeding \$100 million and selling in New York must disclose information on their environmental and social impact, including greenhouse gas emissions, chemical usage, and labor conditions throughout their supply chain. Supply Chain Monitoring: Brands must track at least 50% of their supply chain to ensure transparency and accountability. 	<ul style="list-style-type: none"> Textile companies must disclose detailed information on their environmental and social impact, driving the adoption of more sustainable production methods. Monitoring and reporting on the supply chain will help companies identify and address issues related to labor conditions and environmental impact throughout the supply chain. Textile companies must comply with the new regulations to avoid penalties and maintain brand reputation.

REGULATION	EFFECTIVE DATE	KEY PROVISIONS	IMPACT ON THE TEXTILE INDUSTRY
California SB 707- Responsible Textile Recovery Act of 2024	In Progress	<ul style="list-style-type: none"> The bill establishes an Extended Producer Responsibility (EPR) program, requiring manufacturers to implement and fund a program that promotes the reuse, repair, and recycling of clothing and textiles. SB 707, along with the EPR program it introduces, aims to expand the recycling and reuse market for textiles, which remains underdeveloped. At the same time, the bill strengthens existing state initiatives, further encouraging the repair and reuse of textile products and contributing to a more sustainable circular economy. 	<ul style="list-style-type: none"> Reducing Textile Waste: The law aims to decrease the amount of textile waste sent to landfills by promoting repair, reuse, and recycling of products, thereby reducing the environmental impact of “fast fashion.” Enhancing Producer Responsibility: Manufacturers must invest in infrastructure and processes to manage post-consumer products, encouraging the design of more sustainable and recyclable items.
Other laws and regulations are in progress. <ul style="list-style-type: none"> - Fashion Workers Act. - Fashioning Accountability and Building Real Institutional Change Act – the “FABRIC Act” - House Bill 2068 – Washington Act Relating to Environmental Impacts of Fashion. 	In Progress	<p>These laws and regulations all aim to enhance accountability and sustainability in the fashion industry by focusing on:</p> <ul style="list-style-type: none"> Workers’ rights in the fashion industry. Corporate accountability. Reducing the environmental impact of the textile sector. 	<ul style="list-style-type: none"> Companies will need to disclose data on environmental impact and working conditions, which will significantly pressure the supply chain. The textile industry must transition to environmentally friendly processes, use recycled materials, and minimize waste. These regulations will help reshape the fashion industry towards greater fairness for workers and sustainability for the environment, but they also pose significant compliance challenges.

- In response to increasing customer demands for environmental protection, climate change mitigation, and social responsibility, the Company has transitioned to using recycled materials and renewable energy and developing eco-friendly products in recent years. Additionally, Century intends to produce recycled yarn from T-2-T (Textile-to-Textile) materials, utilizing fabric scraps, old clothes, and defective products to create new yarn. This innovative solution reduces reliance on virgin raw materials, minimizes textile waste, and promotes a circular economy. Compared to production using virgin materials, T-2-T decreases waste, significantly saves water and energy, and reduces greenhouse gas emissions.
- Many leading fashion brands are actively adopting this model to meet sustainability standards, enhance brand reputation, and attract environmentally conscious consumers. By accelerating the development of T-2-T recycled yarn, Century is positioning itself at the forefront of the textile industry's green transformation and creating opportunities to collaborate with global partners who share the same sustainability vision.



Action plan to reach target of fighting climate change:

Pursue energy efficiency;

Secure 100% of electricity from renewable sources;

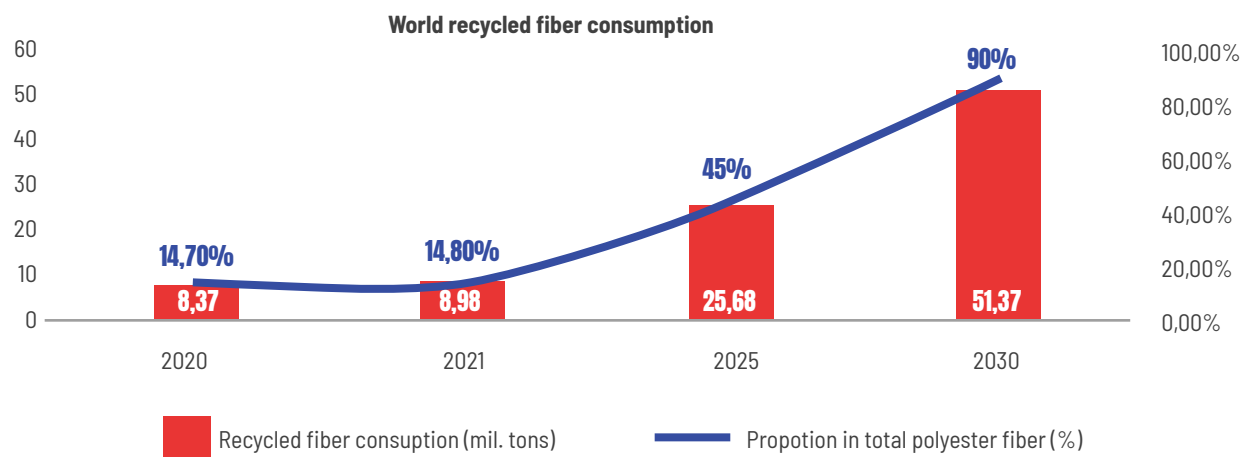
Source 100% of priority materials
Engage all suppliers to implement the targets.

(Source: FICCA)

To achieve the above-mentioned climate action commitment, in April 2021, the brands committed to raise the portion of recycled polyester in total polyester usage from 14.7% (2020) to 45% (2025). Thus, the volume of recycled polyester consumption is expected to rise from 8.37 million tons (2020) to 25.68 million tons (2025).

According to the "Materials Market Report 2024" by Textile Exchange, global polyester fiber production increased from 63 million tons in 2022 to 71 million tons in 2023, accounting for 57% of total global fiber production, confirming polyester as the most widely produced fiber. Globally, recycled polyester fiber production grew from approximately 8.6 million tons in 2022 to around 8.9 million tons in 2023.

However, due to the increase in virgin polyester production, the share of recycled polyester in total global polyester production declined from approximately 13.6% in 2022 to around 12.5% in 2023.



Source: Textile Exchange

As of 2024, a total of 121 brands, including Adidas, Puma, Inditex, Old Navy, New Balance, H&M, Lululemon, VF Group, Decathlon, Gap, Kering, and Kmart, have committed to increasing the proportion of recycled fiber in their products by 2025.

- As of 2024, the number of brands and suppliers participating in the Recycled Polyester Challenge has decreased slightly to 121 compared to 2023, mainly due to the removal of companies that failed to report their progress.

- All signatories have committed to annual reporting on their progress toward the 2025 recycled polyester target.

- The signatories have pledged to use between 45% and 100% recycled polyester by 2025.

- 57% of the signatories have committed to fully transitioning to 100% recycled polyester by 2025.

In addition, brands have committed to keep global temperature increases from exceeding 1.5% compared to pre-industrial levels, reducing GHG emissions by 50% by 2030 and aiming for net-zero by 2050. To achieve those goals, brands are implementing strategies such as using energy efficiently, aiming to use 100% renewable electricity, aiming to use 100% recycled materials, encouraging suppliers to join hands in sustainable development.

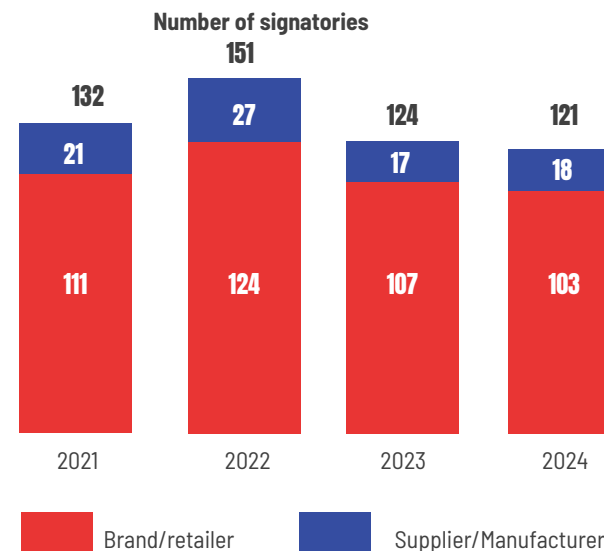
To protect water sources, brands also committed not to release toxic chemicals into the environment under the Zero Discharge Hazardous Chemical ("ZDHC") program initiative. Therefore, products that help brands reduce water and chemical consumption, such as doped dyed yarn will also have opportunities to grow.

In addition, to ensure human rights and workers' rights such as non-discrimination, non-use of forced labor, providing a safe working environment, ensuring rest time, etc., brands conduct periodic audits of suppliers in their supply chains.

In Century's strategic orientation, revenue and profit growth must align with environmental protection, harmonizing interests between related parties and social development.

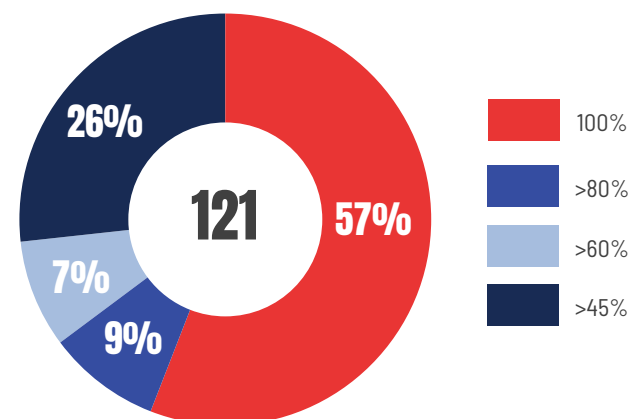
Century's sustainable development strategy includes 3 main goals:

- Revenue and profit growth goal: To achieve this goal, the Company focuses on developing environmentally friendly products with high added value to meet the needs of consumers and customers and receive their recognition, expanding markets and customers.
- Environmental protection goal: To achieve this goal, the Company
 - (i) invest in environmentally friendly, high-performance technology, limit waste, and save raw materials;
 - (ii) apply measures to reduce, reuse and recycle raw materials, electricity and water;
 - (iii) use renewable energy.
- Human and social development goals: The Company's salary, bonus and welfare policies are built on the basis that the Company always shares benefits with employees, ensuring a balance of benefits between related parties. In addition, the Company also creates a safe, healthy working environment and cares about training employees as well as giving them promotion opportunities in career.

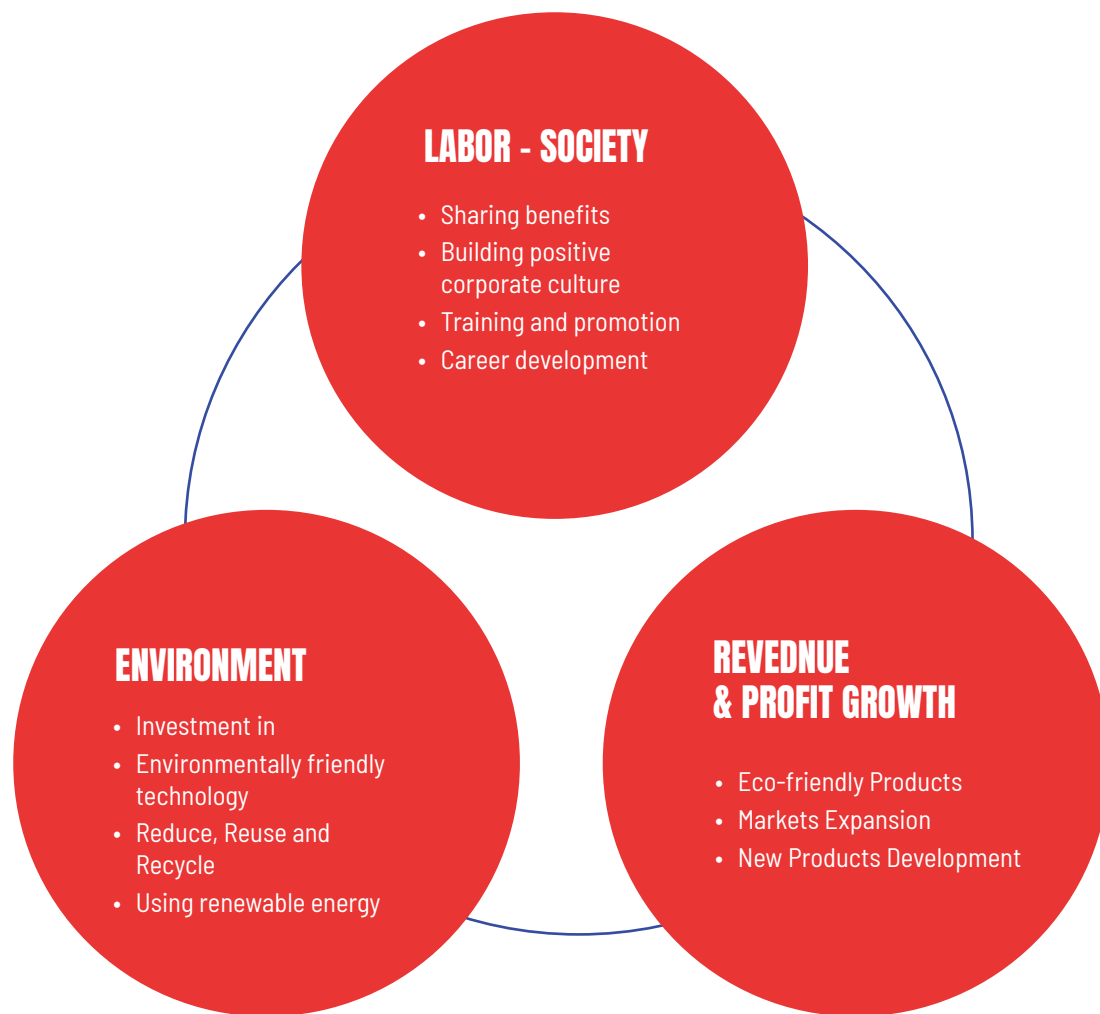


Source: Textile Exchange

Signatories's commitments (%) in sourcing recycled polyester



Source: Textile Exchange



Recycled yarn remains Century's strategic product in the coming years, offering high-profit margins and stable pricing trends. The Company aims to increase the proportion of recycled yarn to 60%-70% of total revenue from existing factories by 2026-2027.

Focusing on eco-friendly and high added value products

**FROM
2025
ONEWARD**

Functional recycled yarn with properties like high elasticity, moisture-wicking, UV resistance, etc. (Dope-dyed black/white/gray yarn).
 Melange effect yarn.
 Intending to development of yarn made from T-2-T (Textile-to-Textile) materials.



Opportunities and Challenges Affecting the Company's Business Performance

Key Industry and Market Factors Affecting Centurysoi in 2024 and Forecasts for 2025

⬆️ : Has a positive impact on the Company

⬇️ : Has a negative impact on the Company

⬆️ ⬆️ : Continues to have a positive impact

⬇️ ⬇️ : Continues to have a negative impact

FACTORS	2024	2025	NOTE
The fashion industry is expected to continue experiencing slow growth, with revenue stabilizing at a low single-digit level in 2025.	⬇️	⬇️ ⬇️	<ul style="list-style-type: none"> Global growth is projected to remain stable but at a low level, with an expected rate of 3.3% in both 2025 and 2026—lower than the historical average (2000–2019) of 3.7%. U.S. GDP growth is forecasted to reach only 2.7% in 2025 and 2.1% in 2026, compared to an estimated 2.8% in 2024. The IMF projects that the Eurozone GDP will grow by 1% in 2025 and 1.4% in 2026.
Near-Shoring Sourcing Trends in the Fashion Industry to reduce costs.	⬇️	⬇️ ⬇️	<ul style="list-style-type: none"> Foreign direct investment in garment manufacturing in regions close to consumer markets has increased by 20 percentage points over the past five years for the U.S. and 8 percentage points for the EU. Imports of garments and textiles from nearby markets in the U.S. and EU are expected to rise by 2 and 3 percentage points, respectively, by 2030. Latin America is emerging as a key near-market production hub for the U.S., while Turkey serves a similar role for Europe.
U.S. and EU businesses are shifting sourcing away from China to reduce dependency and diversify sourcing locations, minimizing supply chain disruptions.	⬆️	⬆️ ⬆️	<ul style="list-style-type: none"> U.S. garment and textile imports have been diversifying away from China at the fastest rate since 2010, decreasing by 6 percentage points in 2023 compared to 2019.
Shift from High-End to Affordable Fashion: For the first time since 2010, non-luxury fashion is expected to lead in economic profits. Except for the high-end Japanese market, which grew by 25–30% in the first half of 2024 due to the weakening of the JPY and a surge in tourist arrivals to Japan—key growth drivers—it is expected to continue growing in 2025.	⬆️	⬇️ ⬇️	
Growing emphasis on sustainability and ESG initiatives from fashion brands and society.	⬆️	⬆️ ⬆️	<ul style="list-style-type: none"> Leading fashion brands remain committed to combating climate change. Demand for recycled fibers remains strong and is expected to be sustained.

FACTORS	2024	2025	NOTE
The USD remains strong, with a slight increase expected compared to 2024.	—	— —	
Brands prefer sourcing from countries with trade agreements offering tariff benefits and a stable political climate.	+	+ +	• Vietnam meets both criteria, making it a preferred sourcing destination in Asia.
Higher sea freight rates from Asia to the U.S. and increased costs on Middle Eastern trade routes.	—	— —	
Rising raw material costs due to armed conflicts and oil crises.	—	— —	
Growing trade barriers and supply chain disruptions.	—	— —	• Trade restrictions and supply chain disruptions have increased fivefold since 2015, with around 3,000 trade-restrictive measures implemented in 2023.
Labor costs are rising in China compared to other Asian countries like Vietnam, India, and Bangladesh.	+	+ +	• China's labor costs increased by 38% from 2010 to 2021.
Political Instability in Bangladesh	+	+ +	
As 63% of fashion brands need to intensify efforts to reduce emissions to meet 2030 targets, they are prioritizing sourcing from countries with lower emissions in fabric production. Example: Pakistan has an emissions factor 50% lower than China in fabric production.	+	+ +	
The shift toward a multipolar world, with more countries participating in global trade, has increased the need for the U.S. and EU to diversify imports away from China.	+	+ +	
Donald Trump's election victory and the trade war.	+	+ +	• Donald Trump is expected to impose additional tariffs on Chinese textile and garment products on top of existing tariffs, leading to higher tax rates and driving the shift of orders from China to other countries with lower tariff rates, such as Vietnam, India, and Cambodia.

Actions of Century to Opportunities and Challenges

STRICTER SOURCING REQUIREMENTS FROM BRANDS

Vietnam remains a highly advantageous country for sourcing by global brands.

In recent years, Vietnam has been transforming into a major global manufacturing hub. Especially after the COVID-19 pandemic and ongoing economic and political instabilities, many corporations and retail chains have been accelerating their diversification strategies to ensure sustainable supply chains, with Vietnam being a strategic location in their global supply networks.

- Tariff advantages: Vietnam benefits from multiple trade agreements, reducing export costs to key markets.
- Integrated textile and apparel supply chain: The country's textile and garment production chain is becoming more complete, covering all stages from fiber, weaving, dyeing, to garment manufacturing. This shortens delivery times and enhances flexibility in meeting brand requirements.
- Political and economic stability: Compared to other Asian countries, Vietnam maintains a relatively stable political environment and has managed public health crises effectively.
- Sustainability integration: Vietnamese textile enterprises increasingly incorporate sustainable development factors into their business operations.

Vietnam is considered a well-balanced sourcing destination, meeting most key sourcing criteria of global brands.

COUNTRY	SPEED TO MARKET		SOURCING COST		FLEXIBILITY AND AGILITY		RISK OF LABOR AND SOCIAL COMPLIANCE		RISK OF ENVIRONMENTAL COMPLIANCE		TOTAL	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Mexico	4	4	2.5	3	3.5	3.5	3	3	3	3	16	16.5
China	3.5	3.5	3.5	4	4	4	1.5	2	2.5	2	15	15.5
Vietnam	3	3	3.5	3.5	4	3.5	2.5	3	2.5	3	15.5	16
Bangladesh	2	2	4.5	4	3.5	3	2.5	2.5	2.5	2.5	15	14
Indonesia	2.5	2.5	4	3.5	3.5	3.5	3	3	3	2.5	16	15
India	2.5	2.5	3.5	3.5	3.5	3.5	3	2.5	2.5	2.5	15	14.5
Sri Lanka	2.5	2	3.5	3.5	3.5	3.5	3.5	3	3	3	16	15
Cambodia	2.5	2.5	3.5	3.5	3	3	2.5	2.5	3	2.5	14.5	14
Turkey	3	3	3	3	3.5	3.5	3	3	3	3	15.5	15.5

(Source: US.FIA 2023, 2024 Benchmarking survey)

REGION	SOURCING DESTINATION	SPEED TO MARKET	SOURCING COST	FLEXIBILITY AND AGILITY	MINIMUM ORDER QUANTITY (MOQ)	VERTICAL INTEGRATION	RISK OF LABOR AND SOCIAL COMPLIANCE	RISK OF ENVIRONMENTAL COMPLIANCE	GEOPOLITICAL RISK
Western Hemisphere	USA	● 4.0	■ 1.5	▲ 3.0	● 4.0	■ 2.5	● 4.0	● 4.0	● 4.0
	MEXICO	● 4.0	▲ 3.0	▲ 3.5	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.0
	CAFTA-DR	● 4.0	▲ 3.5	▲ 3.0	■ 2.5	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.5
	COLOMBIA	▲ 3.5	▲ 3.0	▲ 3.0	▲ 3.5	▲ 3.5	▲ 3.0	▲ 3.0	▲ 3.5
Asia	CHINA	▲ 3.5	● 4.0	● 4.0	▲ 3.5	● 4.5	■ 2.0	■ 2.0	■ 1.5
	VIETNAM	▲ 3.0	▲ 3.5	▲ 3.5	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.0
	BANGLADESH	■ 2.0	● 4.0	▲ 3.0	■ 2.5	▲ 3.0	■ 2.5	■ 2.5	▲ 3.0
	INDONESIA	■ 2.5	▲ 3.5	▲ 3.5	▲ 3.0	■ 2.5	▲ 3.0	■ 2.5	▲ 3.5
	INDIA	■ 2.5	▲ 3.5	▲ 3.5	▲ 3.0	● 4.0	■ 2.5	■ 2.5	▲ 3.5
	SRI LANKA	■ 2.0	▲ 3.5	▲ 3.5	▲ 3.0	■ 2.5	▲ 3.0	▲ 3.0	▲ 3.5
	CAMBODIA	■ 2.5	▲ 3.5	▲ 3.0	■ 2.5	■ 2.5	■ 2.5	■ 2.5	▲ 3.0
Rest of the World	EUROPE	▲ 3.5	■ 2.0	▲ 3.0	▲ 3.5	▲ 3.0	● 4.0	● 4.0	● 4.0
	TURKY	▲ 3.0	▲ 3.0	▲ 3.5	▲ 3.0	● 4.0	▲ 3.0	▲ 3.0	▲ 3.0
	AGOA	■ 1.5	● 4.0	■ 2.5	■ 2.5	■ 1.5	▲ 3.0	■ 2.5	▲ 3.0
	EGYPT	▲ 3.0	● 4.0	▲ 3.0	■ 2.5	▲ 3.0	▲ 3.0	▲ 3.0	▲ 3.0

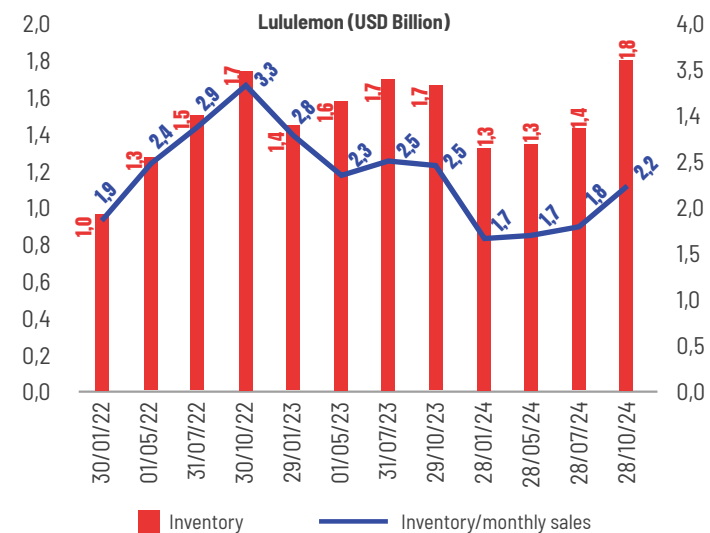
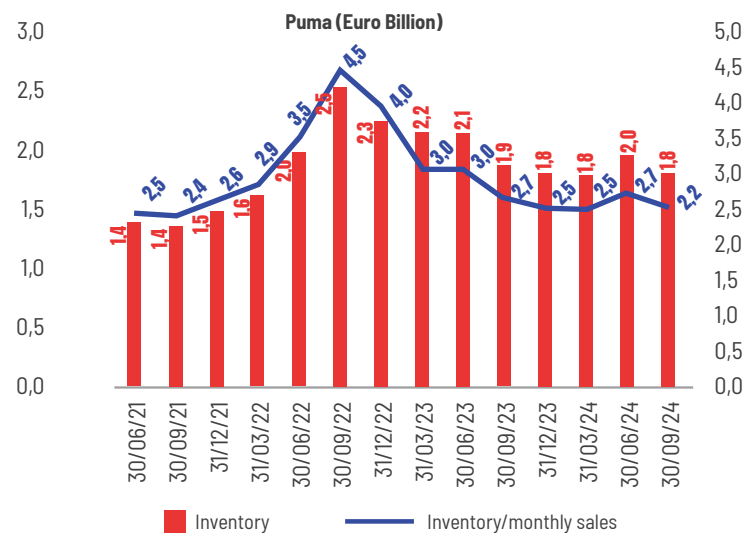
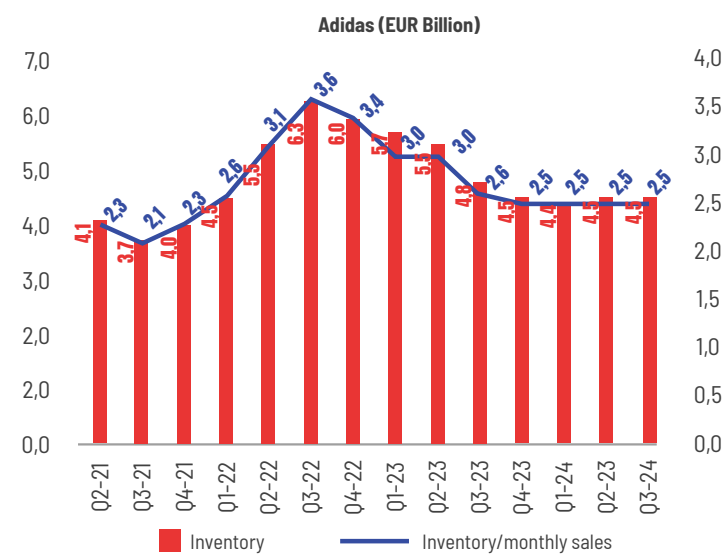
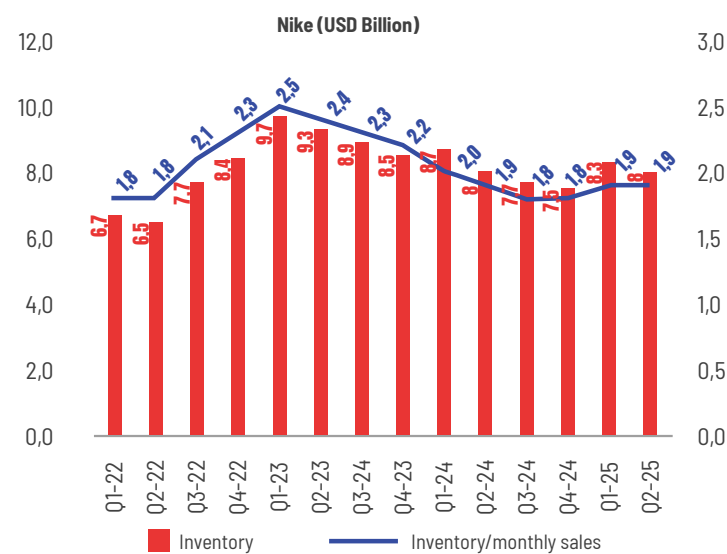
● High Rating (Strong Performance)
▲ Medium Rating (Moderate Performance)
■ Low Rating (Needs Improvement)

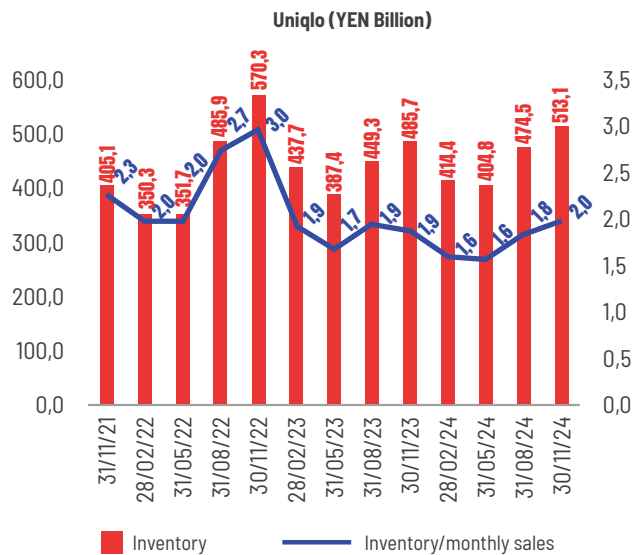
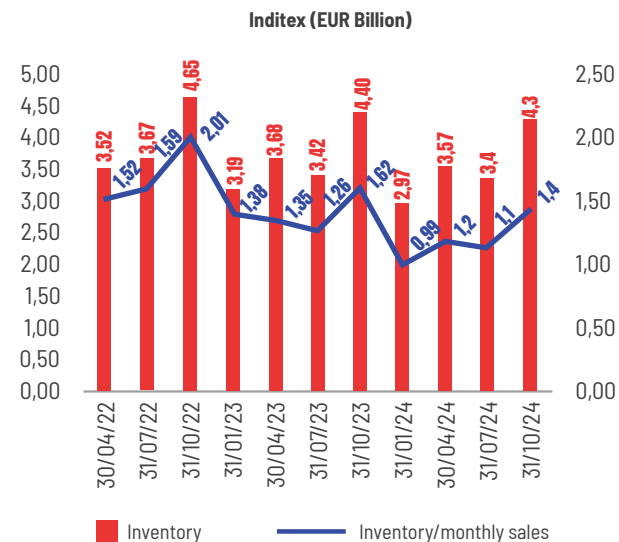
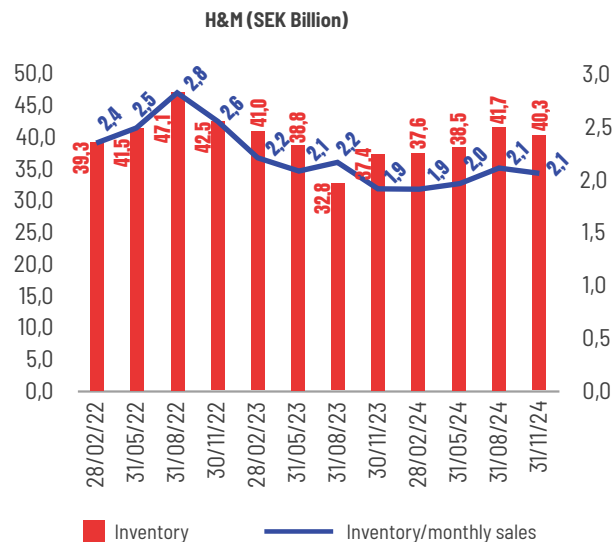
(Source: US-FIA 2024 benchmarking study)

According to the Benchmarking Survey, which evaluates the competitiveness of suppliers based on assessments from brands and retailers, Vietnam scored 16 points, ranking second among surveyed countries (Mexico, China, Vietnam, Bangladesh, Indonesia, India, Sri Lanka, Cambodia, and Turkey). This marks an improvement over 2023 and highlights Vietnam's competitive edge over China in the following aspects: Labor & social compliance risks and Environmental compliance risks.

Overall, Vietnam is highly rated within the Asian region, with above-average scores across all eight evaluation criteria.

Inventory accumulation has passed its peak period and has begun to increase slightly.





It is evident that brand inventory levels have stabilized and are showing signs of restocking:

- Nike: Decreased from \$9.6 billion (Aug 2022) to \$7.9 billion (Dec 2023), and remained around \$8 billion (Sep 2024).
- Adidas: Decreased from €6.3 billion (Sep 2022) to €4.8 billion (Sep 2023) and is currently stable at €4.5 billion.
- Puma: Declined from €3.5 billion (Sep 2022) and is now hovering between €2.5–2.7 billion (2024).
- Lululemon: Inventory levels have returned to nearly 2022 levels, around \$1.8 billion.
- H&M, Inditex, and Uniqlo: Inventory levels have also increased to nearly pre-pandemic levels.

The increase in inventory levels suggests that brands are stocking up again, reflecting a recovery signal as ordering activity gradually returns to pre-pandemic normalcy.

This trend raises expectations for improved apparel exports and a more optimistic outlook for the fashion industry in 2025.

Market Outlook & Growth Drivers in 2025

According to the BoF-McKinsey “The State of Fashion” Executive Survey, “uncertainty” remains the most prevalent sentiment among fashion industry leaders: 20% expect market conditions to improve compared to 2024; 41% predict stability in market conditions; 39% anticipate worsening conditions.

Growth Driven by Volume in 2025

Fashion executives continue to prioritize revenue growth over cost-cutting, with nearly 75% of industry leaders focusing on sales growth—a slight increase from 2024. However, growth dynamics are shifting. In recent years, volume growth has slowed or declined in key regions like the U.S. and Asia-Pacific. Moving forward, growth will be driven more by volume rather than price increases:

- 17% fewer executives expect to raise prices compared to the previous year.
- Nearly two-thirds of executives expect volume growth in 2025, though at modest levels.
- Consumers, particularly middle- and low-income groups, have grown weary of price increases, reducing brands’ pricing power due to uncertainty in purchasing power.



SWOT analysis

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Focus on core business sectors. • Superior product quality with the ability to offer a diverse range of products tailored to customer needs. • Business strategy centered on niche markets, avoiding direct competition with Chinese fiber products and emphasizing high-value-added fiber sales. • Strong brand reputation, highly regarded by customers for exceptional product quality and professional customer service. • Compliance with ESG standards, positioning itself as a trusted supplier for fashion brands. • Development of eco-friendly products, utilizing renewable energy and aiming for sustainable growth. • Modern machinery and technology, supported by an experienced and skilled workforce. • Stable and transparent financial position. 	<ul style="list-style-type: none"> • Lack of experienced senior and mid-level management in training and managing lower-level workforce. • Dependence on imported raw materials despite being an export-oriented company. • Exposure to foreign exchange risks due to short- and long-term USD-denominated loans, requiring provisions for exchange rate losses when the VND depreciates against the USD, impacting post-tax profits. • Managing both CENTURY and Unitex requires an effective management strategy to balance resources between the parent company and its subsidiary. Poor execution could become a weakness for CENTURY.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> • Polyester yarn, especially Polyester Filament yarn, remains dominant in the fiber industry structure. Although demand for eco-friendly yarn declined in 2024, long-term demand for recycled yarn is still expected to rise. • Shift of textile and garment orders to Vietnam to leverage advantages in cost, quality, product diversity, responsiveness, flexibility, and Vietnam's ESG achievements. • Stable geopolitical conditions and lower labor costs than China make Vietnam one of the key sourcing destinations for textiles and garments for the US and EU, alongside India and Bangladesh. • PET chip costs may decrease due to the expected prolonged downward pressure on oil prices over the next two years. Global oil production is projected to grow faster than demand, with Brent crude oil prices estimated to average \$74 per barrel in 2025 (down 8% from 2024) and further decline by 11% to \$66 per barrel in 2026. 	<ul style="list-style-type: none"> • Economic downturn and declining demand may impact the Company's business operations. • High-interest rates and weakened consumer spending (reduced budgets), along with a decline in consumer confidence indices. • Risk of anti-dumping lawsuits in export markets. • Rising sea freight costs. • Price competition for recycled yarn from China. • Bullwhip effect causing upstream businesses to suffer more during market downturns. • Shorter lead times and stricter product quality requirements. • Brands demanding lower raw material costs. • Increasingly stringent environmental protection requirements. • Pressure from governments and customers to reduce electricity consumption and emissions.

Medium- and Long-Term Strategy Until 2027

STRENGTHENING INTERNAL CAPABILITIES AND EXPANDING MARKET SHARE	OPERATIONAL RISK MANAGEMENT AND SUSTAINABLE DEVELOPMENT RISK MANAGEMENT
<ul style="list-style-type: none"> Invest in environmentally friendly product development, including recycled yarn, colored yarn, and other specialty fibers. Enhance internal systems and optimize operational processes to improve production efficiency and product quality. Upgrade skill levels for both production management and general workforce. Leverage economies of scale by expanding production capacity by 60,000 tons/year at the new Unitex plant: <ul style="list-style-type: none"> Phase 1: +36,000 tons/year (expected to commence commercial operation when all the requisite conditions are met). Phase 2: +24,000 tons/year. Implement automation and IT solutions to reduce reliance on manual operations and operator experience (e.g., automated warehouses, POY automation, etc.). Acquire new customers for new product lines to capitalize on Unitex's modern machinery and advanced production technology. Focus on niche markets by developing innovative yarn types with new functionalities, attracting new customer segments, and advancing textile-to-textile recycling. Competitive pricing strategy: In 2025, CENTURY will lower prices on certain recycled yarn products to increase market share. Maximize tax incentives, utilizing Unitex's 0% tax rate for four years. 	<ul style="list-style-type: none"> Implement an Internal Audit Mechanism to manage risks, particularly in production operations and cost control. Enhance employee benefits, reward-punishment mechanisms, KPIs, and working conditions to attract and retain skilled, responsible workers. Regularly improve workforce skills and strengthen training programs for different employee groups. Mitigate environmental risks by fully adopting sustainable initiatives to reduce non-renewable energy and clean water consumption. Apply the Life Cycle Assessment (LCA) methodology to measure environmental impact, including CO2 emissions per kilogram of product. Conduct energy audits and greenhouse gas inventory reports for the Trang Bang and Cu Chi plants. Strictly comply with production standards such as REACH 168, OEKO-TEX 100, GRS, and brand-specific requirements to ensure consumer health and safety.

In recent years, CENTURY has been a leader in sustainable development, earning high recognition from customers and partners for:

- Using recycled polyester bottles as raw materials (Recycled Yarn).
- Developing colored yarn to reduce clean water consumption.
- Installing and operating rooftop solar power systems, with plans to expand capacity.
- Recycling waste yarn to minimize plastic waste.

Short-term Strategy and Development Plan for 2025:

- Commence commercial production at the Unitex factory in Q2/2025.
- Maintain a high proportion of recycled yarn revenue, projected at 60.8% in 2025.
- Manage financial stability to balance the interests of all stakeholders.
- Enhance the Internal Audit system for comprehensive risk control.


For more details, refer to the Sustainable Development Strategy in the Environmental, Labor, and Social Impact Report section of the 2024 Annual Report.



Century
Synthetic Fiber Corporation

RISK MANAGEMENT

Objectives of risk management	77
CENTURY'S risk management system	78
Three lines of defense in risk management at CENTURY	79
Determination of Risk Materiality	80
Analysis and evaluation of critical risks	80
Scope of work and internal audit reports for the years 2023-2024	83

A person in a dark suit is pointing their right index finger at a bar chart. The chart is on a desk and shows four bars of increasing height from left to right, colored in shades of blue and purple. In the bottom left foreground, there is a white piggy bank. The background is slightly blurred, showing a potted plant and a notebook. A large, semi-transparent blue circle is overlaid on the image, containing the text.

In a context where businesses always face unpredictable challenges and risks from the macro economy and business conditions, risk management becomes even more important for the survival of businesses. and is a prerequisite for demonstrating that business's ability to improve or turn around adversity.

Objectives of risk management

Identify the Company's external and internal risks, thereby proactively managing risks, minimizing damage and taking advantage of opportunities from risks, thereby improving operational and production processes.

Ensuring the Company's business operations are stable and sustainable, maintaining growth rate, and completing set goals.

Objectives of risk management

Clearly define the powers and responsibilities of each department in risk management.

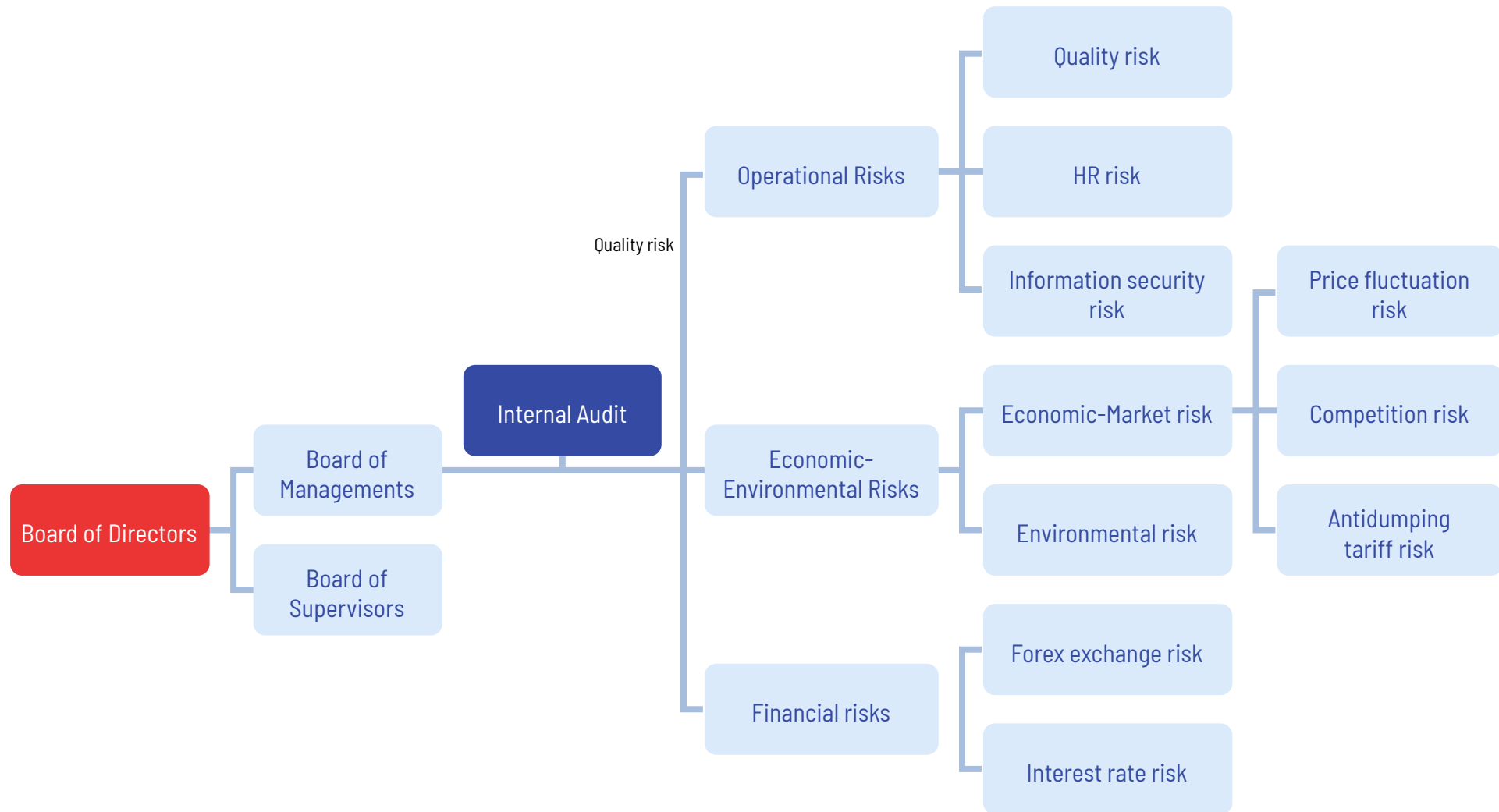
Build awareness and a culture of prevention and risk management rather than problem solving.

In 2024, CENTURY continued its collaboration with AFC, an advisory firm, to conduct internal audits aimed at assessing and improving the corporate control system. However, due to discrepancies between the data systems on POC and SAP, AFC was unable to complete certain audit tasks, preventing further implementation of the next steps. Moving into 2025, the Company will strive to implement the necessary adjustments as advised by AFC while maintaining internal audit activities to comprehensively assess existing and potential risks, thereby enhancing corporate governance efficiency.

Effective risk management is crucial to achieving strategic objectives and ensuring sustainable business development.

Businesses frequently encounter unfavorable market conditions, but a well-executed risk management policy enables them to respond effectively, minimize risks, and identify opportunities arising from those risks.

CENTURY'S risk management system



Three lines of defense in risk management at CENTURY

1. Managing Director and Heads of Departments

- Develop a risk matrix for each department and the entire Company.
- Assess and rank identified risks based on their impact on the Company.
- Implement improvements to mitigate risks in daily business operations and production activities.

2. Internal Audit

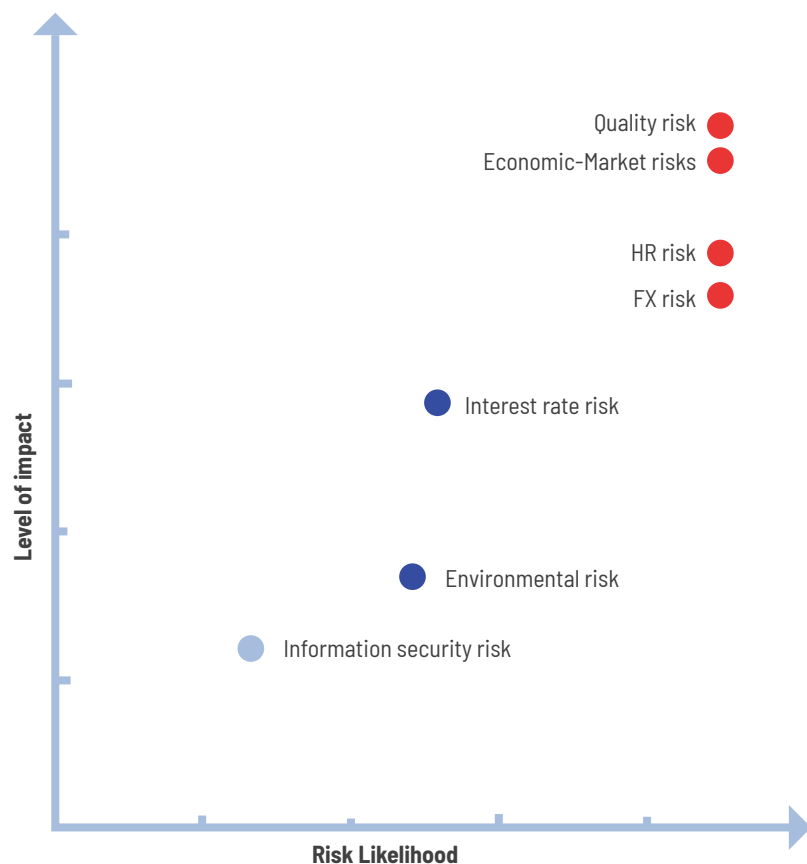
- Review the risk management mechanisms of each department to establish evaluation criteria as a basis for assessment.
- Monitor and review operations to ensure compliance with the established criteria.
- Promptly prevent and address any violations or potential risks.
- Although the Company has not yet established a dedicated Internal Audit Board, since 2022, it has engaged AFC, an audit firm, to conduct annual internal audits.
- In 2024, CENTURY continued its collaboration with AFC to conduct internal audits, aiming to assess and enhance the corporate control system.

3. Board of Supervisors

- Evaluate the effectiveness and timeliness of internal control department.
- Outline measures to improve the risk governance mechanism.

Determination of Risk Materiality

Through departments' operation, the Board of Management and the internal audit unit have established risk matrix, evaluated and ranked risks by materiality.



Analysis and evaluation of critical risks

PRICE FLUCTUATION RISK

RISK ANALYSIS	RISK MITIGATIONS
<ul style="list-style-type: none"> The global economic crisis, natural disasters, and epidemics can affect consumer demand for textile and garment products with a major impact on prices. Fluctuations in raw material prices on the commodity market (oil prices) can affect a business's input costs. Increased sea freight rates due to war and conflict (Red Sea War) can affect the costs of businesses. 	<ul style="list-style-type: none"> Monitor macro factors to predict trends in the economy and textile industry. Actively develop new customers and new markets. Continuously improve product quality to retain loyal customers. Focus on research and development to produce products with special technical features that are popular with sports fashion brands. <p>Diversify suppliers and customer portfolios as well as a mechanism to match raw material purchase contracts with finished product sales contracts to maintain the profit margin between the selling price of finished products and the purchase price of Polyester chip resins.</p>
Risk owners	Sales department and Purchasing department
Risk tendency in 2024	Increase

COMPETITION RISK

RISK ANALYSIS	RISK MITIGATIONS
The trend of shifting textile production from China and other countries such as Korea and Taiwan to Vietnam along with the investment wave to take advantage of opportunities from FTA will lead to greater competition in the fiber manufacturing industry.	Enhance competitive advantage in price and quality.
Competitors moved into the premium segment or produced recycled fibers.	Set up barriers in technology, quality management, production management, and branding to create a difference in product quality.
Risk owners	Sales department and factory supervisor/ manager
Risk tendency in 2024	Unchanged

ANTI-DUMPING TARIFF RISK

RISK ANALYSIS	RISK MITIGATIONS
In the current context of trade liberalization, trade defense measures (such as dumping lawsuits and anti-subsidy lawsuits) are often applied by the governments of importing countries to protect their domestic production. Surname.	Apply a reasonable price policy for export and domestic markets and have a complete reporting system to prove that CENTURY is not dumping.
The requests by domestic manufacturers to apply these trade defense measures are sometimes very unreasonable and to refute those unreasonable requests requires a lot of effort and time.	Diversify markets, do not concentrate too much revenue on one market.
Risk owners	Import-export department and sales department
Risk tendency in 2024	Unchanged

QUALITY RISK

RISK ANALYSIS	RISK MITIGATIONS
<ul style="list-style-type: none"> Product quality is the Company's top priority. Failure of quality will greatly affect customers, leading to the Company receiving complaints or compensation for damages, losing customers, and losing orders. The quality of main input materials and auxiliary materials can also impact product quality. 	<ul style="list-style-type: none"> The Company establishes processes and cross-quality control mechanisms at each stage of production. Improve skills and operational skills for workers. Diversify raw material suppliers. Evaluate supplier quality periodically. Upgrade the technology platform and automate some production stages to reduce manual operations Take advantage of new machines from the new factory (Unitex) to process recycled fiber orders because Unitex's machines are designed to optimize recycled fiber.
Risk owners	Production team and Purchasing department
Risk tendency in 2024	Increase

HUMAN RESOURCES QUALITY RISK

RISK ANALYSIS	RISK MITIGATIONS
Insufficient or incompetent human resources also greatly affect production and business activities, especially at the middle and grassroots management levels.	Focus on recruiting labor resources, training and developing human resources to meet job needs.
A negative work environment and inadequate social benefits can increase the turnover rate.	<ul style="list-style-type: none"> Ensure the best salary, benefits, compensation and working environment policies for employees.
Assigning a scope of work that is too large or inappropriate for employees and managers can lead to poor productivity and ineffective management.	Focus on training, improving qualifications and skills of employees, building a succession team.
Inappropriate human resource allocation in departments, departmental tasks and functions are unclear, overlapping, and ineffective.	Assign specific scope of work and appropriate workload to employees and managers.
	Arrange the functional structure of departments without overlapping, ensuring specialization in accordance with the tasks and functions of the department.
Risk owners	Human Resources department and General Affairs department
Risk tendency in 2024	Increase

FX LOSS RISK

RISK ANALYSIS	RISK MITIGATIONS
<ul style="list-style-type: none"> Exchange rate fluctuations may affect the Company's business results. An increase in exchange rates will increase unrealized exchange rate losses, reducing the enterprise's after-tax profit; At the same time, interest expenses also increased because the Company used debt mainly in US dollars. In 2024, it is expected that the exchange rate will be more stable than in 2023, so the impact of this risk will also decrease accordingly. 	<ul style="list-style-type: none"> 51% of Revenue is Export Revenue, so the Company still has cash inflow in US Dollars. In case unrealized exchange rate losses increase, because this is a reserve, it does not affect the Company's actual business results.
Risk owners	Sales department and Accounting department
Risk tendency in 2024	Decrease

ENVIRONMENTAL RISK

RISK ANALYSIS	RISK MITIGATIONS
CENTURY's main raw materials are PET chips - a petroleum product - and secondary raw materials are paper tubes and cartons, products whose production can cause environmental pollution and decrease natural resources. Therefore, regulations and policies around the world on the environment, especially on the exploitation of oil and forest resources, will significantly affect the supply of these raw materials, thereby causing impacts, strongly affects CENTURY's production and business activities.	CENTURY has conducted research to develop new types of products such as Recycled yarn (using Recycled PET chips recycled from Polyester bottles to reduce petroleum exploitation), colored yarn (reducing water usage and not using to toxic chemicals) and coordinate with suppliers to improve the quality of POY paper tube products so that they can be reused many times (thereby limiting forest exploitation).
During the Company's production and operations, it may cause impacts on the environment such as solid and liquid waste, emissions, wastewater, noise and dust; Using electricity continuously 24 hours a day can also increase greenhouse gas emissions into the environment.	<p>The rooftop solar energy project at the Cu Chi and Trang Bang factories has a total capacity of 7.4 MWp. Since 2020, the Company has collaborated with a partner to install a rooftop solar power system at both factories.</p> <p>In the near future, the Company plans to increase the proportion of renewable energy usage by signing agreements with strategic partners to implement rooftop solar projects at the Unitex factory and DDPA projects at the Trang Bang and Unitex factories.</p> <p>For wastewater: there is a wastewater collection system for treatment before being put into the wastewater treatment network of the Industrial Park.</p> <p>For toxic and non-toxic waste: classify and collect centrally at designated places for each type of waste.</p> <p>Regarding noise and dust: The Company uses modern, advanced machinery with dust containment and noise reduction parts, minimizing the impact on the environment.</p> <p>Measures to prevent fire and explosion and prevent environmental incidents: Install automatic fire alarm systems and fire extinguishing systems; Regularly check the electrical system to avoid electrical short circuits; establish a fire prevention and fighting team; Periodically train and practice fire prevention and fighting operations according to regulations. When an incident occurs, promptly turn off power inside and outside the facility area; Notify the agency with the function of approving fire prevention and fighting to promptly support and prevent the fire from spreading.</p> <p>The Company also makes commitments, issues an Environmental Handbook and policies guiding the management and use of toxic chemicals to minimize the negative impacts of production and business processes on the surrounding environment.</p>
Risk owners	General Affairs, Purchasing, Electromechanical department and Production team
Risk tendency in 2024	Unchanged

Scope of work and internal audit reports for the years 2023-2024

YEAR	2023	2024
Scope of internal audit	Preliminary Report 2023: Inventory Management Process for Raw Materials, Components, Semi-Finished Products, and Finished Goods	In 2024, CENTURY continued its collaboration with AFC, a consulting firm, to conduct internal audits aimed at assessing and improving the corporate control system.
Progress	In progress	Due to the incompatibility between the POC and SAP data systems, AFC was unable to complete certain audit tasks.
Result		Moving into 2025, the Company will strive to implement the necessary adjustments based on AFC's recommendations while maintaining internal audit activities to comprehensively assess both existing and potential risks, thereby enhancing corporate governance efficiency.

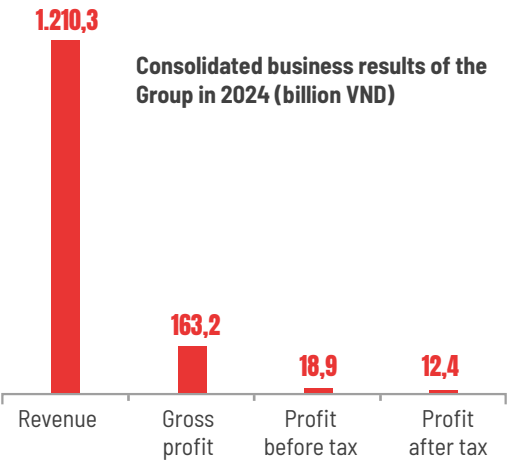


Century
Synthetic Fiber Corporation

REPORT OF THE BOARD OF MANAGEMENT OF THE COMPANY'S PERFORMANCE

The Company's performance in 2024	85
Assessment of Company performance	93
Business Performance Forecast for 2025	98
Explanation of the Board of Management Regarding the Auditor's Opinion	98
Human Resource Development	99

The Company's performance in 2024



In 2024, due to the overall downturn in the textile and garment industry, the Company's consolidated net revenue reached VND 1,210.3 billion, with a gross profit of VND 163.2 billion. Profit before tax was VND 18.9 billion, and profit after tax was VND 12.4 billion. Despite market challenges, the Company remained committed to a flexible sales strategy, expanding its customer base and securing new orders while striving to stabilize selling prices. The average price of PET resin, the Company's primary raw material, decreased by 5.2% over 12 months in 2024, while sales volume declined by 15.1%. As a result, gross profit fell by 15%, and profit after tax dropped by 85.9% compared to 2023.

In 2024, despite challenges in the export market, the Company successfully maintained domestic orders thanks to stable product quality and value-added products. As a result, the revenue contribution from the domestic market increased from 49% in 2023 to 60% in 2024. Additionally, the Company expanded its customer base, acquiring 35 new customers during the year.

The proportion of recycled yarn in 2024 reached 44.5% of total revenue. The average selling price of recycled yarn increased by 6.9%, while its gross profit margin stood at 23.7%. This achievement reflects the continuous efforts of the executive team and sales department in ensuring the sustainable profitability of the recycled yarn segment.

YEAR 2024	RECYCLED YARN	VIRGIN YARN
Proportion in revenue	44.5%	55.5%
Gross profit margin	23.7%	4.3%

Actual performance compared to the same period

BUSINESS RESULTS OF THE GROUP

INDICATORS (VND BN)	ACTUAL 2024	ACTUAL 2023	+/- %
Net revenue	1,210.3	1,425.1	-15.1%
Gross profit	163.2	192.1	-15.0%
Gross profit margin (%)	13.49%	13.48%	0.1%
Profit before tax	18.9	91.0	-79.2%
Profit after tax	12.4	87.8	-85.9%

BUSINESS RESULTS OF THE PARENT COMPANY

INDICATORS (VND BN)	ACTUAL 2024	ACTUAL 2023	+/- %
Net revenue	1,249.3	1,425.1	-12.3%
Gross profit	155.0	192.1	-19.3%
Gross profit margin (%)	12.4%	13.5%	-8.0%
Profit before tax	58.4	90.6	-35.5%
Profit after tax	51.5	87.4	-41.0%

In 2024, the Company's consolidated revenue and profit showed modest performance. Revenue reached VND 1,210.5 billion, a 15.1% decline compared to the previous year. Gross profit stood at VND 163.2 billion, down 15% year-over-year, while the gross profit margin remained at 13.5%. Profit before tax was VND 18.9 billion, reflecting a 79.2% decline, and profit after tax reached VND 12.4 billion, marking an 85.9% decrease from the previous year.

Overall, most revenue and profit indicators declined in 2024 due to weak industry demand, leading to lower sales volume and reduced selling prices.

Amidst market challenges and declining orders, the Company made efforts to develop high-value-added products, such as colored yarns and specialty yarns (CD, FD, HCR, QD) to cater to the premium segment, ensuring revenue and profit stability.

Additionally, the Company remained committed to its sustainable development vision by expanding its portfolio of eco-friendly products. In 2024, the Company successfully conducted trial production and is set to launch new products that not only support environmental protection through the use of recycled materials and colored yarns but also offer high-value-added features, such as:

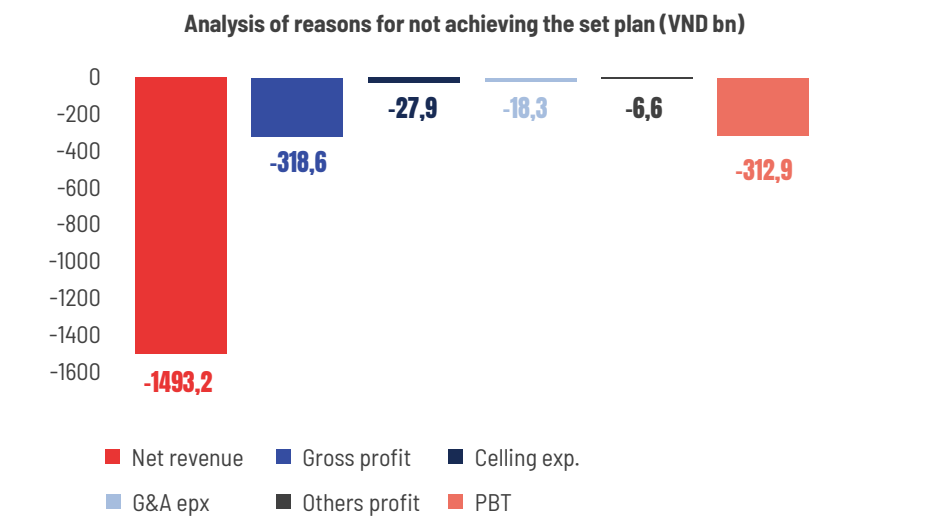
- Spandex-blended yarn
- 5-in-1 yarn with properties including cooling effect, UV resistance, anti-stick, quick-dry, and moisture absorption

These innovations aim to attract global brands and premium customers, supporting revenue and profit growth and enabling the Company to achieve its 2025 objectives.

Actual performance compared to the set plan

INDICATORS (VND BN)	ACTUAL 2024	FORECAST 2024	ACTUAL/FORECAST
Net revenue	1,210.3	2,703.5	44.8%
Profit before tax	18.9	331.8	5.7%
Profit after tax	12.4	300.6	4.1%

Amid the overall challenges faced by the industry, the Company did not achieve its planned targets. Specifically, in 2024, the consolidated revenue, profit before tax, and profit after tax reached only 44.8%, 5.7%, and 4.1% of the respective targets set for the year.



The main reason for not achieving the profit target was:
 Lower-than-planned sales revenue: Revenue fell VND 1,493.2 billion short of the target due to a sales volume shortfall of 27.9 thousand tons. As a result, gross profit was VND 318.6 billion lower than planned, and profit after tax was VND 312.9 billion below expectations.

This shortfall prevented the Company from meeting its projected profit targets.

Financial status

OVERVIEW OF CONSOLIDATED AND PARENT COMPANY FINANCIAL SITUATION IN 2024 COMPARED TO THE SAME PERIOD IN 2023

INDICATORS (VND BN)	CONSOLIDATED			PARENT		
	2024	2023	%+/-	2024	2023	%+/-
Total assets	3,811.2	2,973.9	28.2%	2,631.7	2,396.0	9.8%
Net revenue	1,210.3	1,425.1	-15.1%	1,249.3	1,425.1	-12.3%
Gross profit	163.2	192.1	-15.0%	155.0	192.1	-19.3%
Profit from business activities	25.5	89.0	-71.3%	64.9	89.9	-27.8%
Other profits	(6.6)	2.0		6.5	0.7	902.7%
Profit before tax	18.9	91.0	-79.2%	58.4	90.6	-35.5%
Profit after tax	12.4	87.8	-85.9%	51.5	87.4	-41.0%
Dividend rate	0.0	0.0	0.0%	-	-	

CONSOLIDATED AND SEPARATE CAPITAL STRUCTURE

INDICATORS (VND BN)	CONSOLIDATED			SEPARATE		
	2024	2023	%+/-	2024	2023	%+/-
Liabilities	2,103.9	1,345.0	56.4%	881.7	763.6	15.5%
Current liabilities	1,311.2	935.6	40.1%	881.4	763.4	15.5%
Short-term trade payables	377.7	237.8	58.8%	320.7	237.3	35.1%
Short-term advances from customers	22.2	39.2	-43.3%	22.2	39.2	-43.3%
Statutory obligations	6.9	3.0	132.1%	6.9	3.0	132.4%
Payables to employees	20.4	25.6	-20.4%	18.0	24.9	-27.6%
Short-term accrued expenses	10.4	8.0	31.1%	8.3	7.9	4.4%
Other short-term payables	7.6	5.2	46.5%	7.4	5.2	43.4%
Short-term loans	857.6	609.5	40.7%	489.8	438.6	11.7%
Bonus and welfare funds	8.3	7.3	13.8%	8.1	7.3	11.3%
Non-current liabilities	792.7	409.4	93.6%	0.3	0.3	0.5%
Other long-term liabilities	-	-		-	-	
Long-term loans	792.5	409.1	93.7%	-	-	
Long-term provision	0.3	0.3	0.5%	0.3	0.3	0.5%
OWNERS' EQUITY	1,707.4	1,628.9	4.8%	1,750.0	1,632.4	7.2%
Share capital	966.4	966.4	0.0%	966.4	966.4	0.0%
Share premium	64.5	40.8	57.9%	64.5	40.8	57.9%
Treasury share	-	(42.4)	-100.0%	-	(42.4)	-100.0%
Investment and development fund	1.2	1.2	0.0%	1.2	1.2	0.0%
Undistributed earnings	675.3	662.9	1.9%	718.0	666.4	7.7%
TOTAL RESOURCES	3,811.2	2,973.9	28.2%	2,631.7	2,396.0	9.8%

DETAILS OF SHORT-TERM LOANS

INDICATORS (VND BN)	CONSOLIDATED			SEPARATE		
	2024	2023	%+/-	2024	2023	%+/-
Short-term Loans	857.6	609.5	40.7%	489.8	438.6	11.7%
Bank Loans	505.1	441.0	14.5%	489.8	438.6	11.7%
Current Portion of Long-term Loans	352.5	168.6	109.1%	-	-	
Long-term Loans and Liabilities	792.5	409.1	93.7%	-	-	
Bank Loans	792.5	409.1	93.7%	-	-	
Total	1650.1	1018.6	62.0%	489.8	438.6	11.7%

Short-term trade payables increased by 58.8%, from VND 237.8 billion (2023) to VND 377.7 billion (2024), due to changes in supplier credit terms.

Short-term loans rose by 40.7%, from VND 609.5 billion (2023) to VND 857.6 billion (2024). The increase was primarily driven by: (i) A 109.1% rise in current maturities of long-term loans, from VND 168.6 billion (2023) to VND 352.5 billion (2024) and (ii) A 14.5% increase in bank loans, from VND 441 billion (2023) to VND 505.1 billion (2024).

Long-term loans surged by 93.7%, from VND 409.1 billion (2023) to VND 792.5 billion (2024). The increase was due to a USD 45.3 million loan with a 5-year term (March 30, 2025 – January 17, 2028) to finance the Unitex factory project.

Due to low profitability, equity grew modestly by 4.8%.

In 2024, the Company sold 2,541,650 treasury shares, including 1,041,650 shares sold to employees under the ESOP program at VND 20,000 per share and 1,500,000 shares sold to the public under official document No. 188-24/CV-CTTK.

CONSOLIDATED AND PARENT COMPANY ASSET STRUCTURE

INDICATORS (VND BN)	CONSOLIDATED			SEPARATE		
	2024	2023	%+/-	2024	2023	%+/-
CURRENT ASSETS	997.1	1,395.9	-28.6%	951.2	1,131.9	-16.0%
Cash and cash equivalents	105.6	109.5	-3.5%	94.7	108.6	-12.8%
Short-term investment	-	54.1	-100.0%	-	-	
Current accounts receivable	105.3	450.1	-76.6%	125.8	277.4	-54.7%
Inventories	616.1	615.0	0.2%	584.6	614.7	-4.9%
Other current assets	170.0	167.2	1.7%	146.1	131.2	11.3%
NON-CURRENT ASSETS	2,814.2	1,577.9	78.3%	1,680.5	1,264.1	32.9%
Long-term receivable	-	-		-	-	
Fixed assets	560.7	642.4	-12.7%	560.7	642.4	-12.7%
Long-term asset in progress	2,111.1	783.1	169.6%	15.0	25.3	-40.7%
Long-term investments	13.8	13.8	0.0%	535.8	535.8	0.0%
Other long-term assets	128.6	138.7	-7.3%	50.2	60.6	-17.2%
TOTAL ASSETS	3,811.2	2,973.9	28.2%	2,631.7	2,396.0	9.8%

DETAILS OF SHORT-TERM RECEIVABLES

INDICATORS (VND BN)	CONSOLIDATED			SEPARATE		
	2024	2023	%+/ -	2024	2023	%+/ -
Short-term Receivables	105.3	450.1	-76.6%	125.8	277.4	-54.7%
Short-term Trade Receivables	92.7	91.3	1.6%	100.5	91.3	10.1%
Short-term Advances to Suppliers	7.1	354.5	-98.0%	1.0	1.0	4.9%
Short-term Loan Receivables	3.5	3.5	0.0%	3.5	182.3	-98.1%
Other Short-term Receivables	2.0	0.8	140.1%	20.8	2.9	628.7%

Short-term receivables decreased by 76.6%, from VND 450.1 billion (2023) to VND 105.3 billion (2024), primarily due to a 98% drop in prepayments to suppliers, from VND 354.5 billion (2023) to VND 7.1 billion (2024), as the Unitex project nears completion. As a result, current assets declined by 28.6%, from VND 1,395.9 billion (2023) to VND 997.1 billion (2024).

Meanwhile, construction in progress increased by 169.6%, from VND 783.1 billion (2023) to VND 2,111.1 billion (2024), reflecting investment costs for the Unitex project. This led to a 28.2% increase in total assets, from VND 2,973.9 billion (2023) to VND 3,811.2 billion (2024).

TAX AND STATUTORY OBLIGATIONS

INDICATORS (VND BN)	CONSOLIDATED		SEPARATE	
	2024	2023	2024	2023
Corporate income tax	4.81	0	4.81	0
Import – export tax		0.17		
Individual income tax	0.34	0.297	0.34	0.29
Value added tax	1.74	2.5	1.74	2.5
Total	6.84	2.97	6.89	2.97

The Company did timely and fully pay tax amounts including Corporate income tax, Individual income tax, Value added tax, in compliance with statutory regulations.

Provision of required funds

Provision of required funds was made in accordance with the Charter and the laws.

INDICATORS (VND BN)	2024	2023
Investment and Development Fund	1.2	1.2

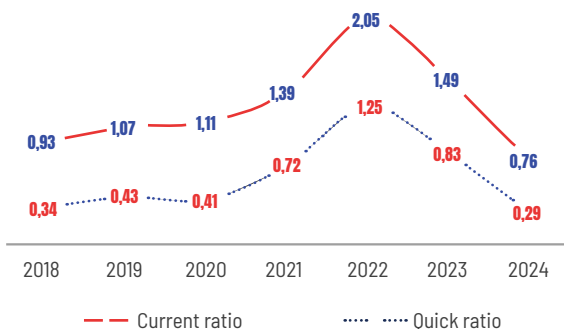
Key financial indicators

INDICATORS (VND BN)	UNIT	CONSOLIDATED			SEPARATE		
		2024	2023	+/-	2024	2023	+/-
Liquidity							
Current ratio	Times	0.76	1.49	(0.73)	1.08	1.48	(0.40)
Quick ratio	Times	0.29	0.83	(0.54)	0.42	0.68	(0.26)
Capital Structure				-			-
Total Liabilities/Equity	Times	1.23	0.83	0.41	0.50	0.47	0.04
Total Liabilities/Total Assets	Times	0.55	0.45	0.10	0.34	0.32	0.02
Debt Structure (Short-term & Long-term Borrowings and Finance Leases)							
Borrowings/Equity	Times	0.97	0.63	0.34	0.50	0.47	0.04
Borrowings/Total Assets Ratio	Times	0.43	0.34	0.09	0.34	0.32	0.02
Operational Efficiency				-			-
Average Inventory Turnover	Times	1.70	2.28	(0.58)	1.82	2.28	(0.46)
Total Asset Turnover	Times	0.36	0.55	(0.19)	0.50	0.63	(0.13)
Accounts Receivable Turnover	Times	13.15	17.74	-4.58	13.03	17.74	(4.71)
Profitability				-			-
Profit Margin	%	2.1%	6.2%	-4.1%	5.2%	6.3%	-1.1%
Return on Sales (ROS)	%	1.0%	6.2%	-5.1%	4.1%	6.1%	-2.0%
Return on Assets (ROA)	%	0.3%	3.0%	-2.6%	2.0%	3.6%	-1.7%
Return on Equity (ROE)	%	0.7%	5.4%	-4.7%	2.9%	5.4%	-2.4%
Earnings per Share (EPS)	VND	130	933	(803.1)		1,003	

All of the Company's operational efficiency ratios declined in 2024 compared to 2023.

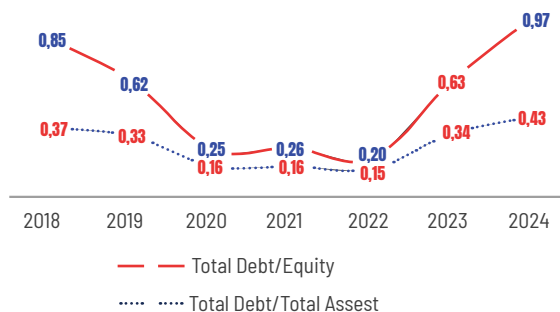
Accounts receivable turnover and inventory turnover both decreased in 2024 compared to 2023. This was due to the decline in accounts receivable and inventory value at a lower rate than the drop in revenue, leading to a reduction in both turnover ratios. Meanwhile, short-term trade payables increased, causing the accounts payable turnover to decrease.

Liquidity ratios



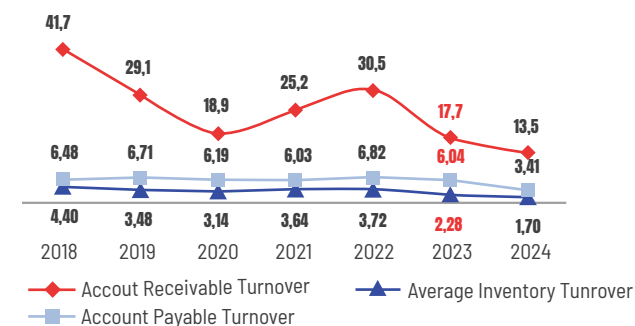
The current ratio in 2024 was 0.76 times, as current assets decreased by 28.6%, while short-term liabilities increased by 40.1%. The quick ratio also declined compared to 2023, reaching 0.29 times, following a similar trend as the current ratio.

Debt Structure (Short-term & Long-term Borrowings and Finance Leases)



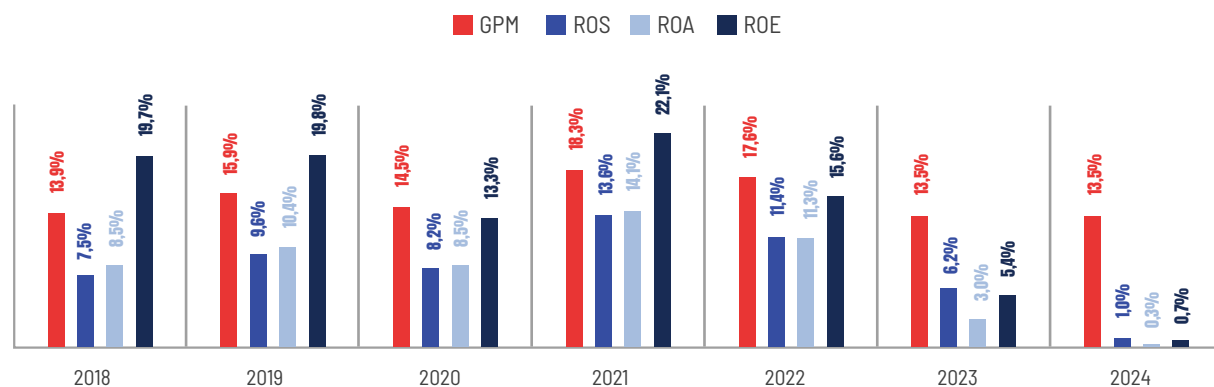
In 2024, short-term borrowings increased by 40.7% compared to the same period, long-term borrowings rose by 93.7%, while equity capital only grew by 4.8%. Total assets increased by 28.2%, leading to a significant rise in the debt-to-equity ratio and debt-to-total-assets ratio, reaching 0.97 times and 0.43 times, respectively.

Operating Efficiency



The Company's operating efficiency indicators in 2024 declined compared to 2023. The accounts receivable turnover, accounts payable turnover, and inventory turnover reached 13.15 times, 3.41 times, and 1.7 times, respectively.

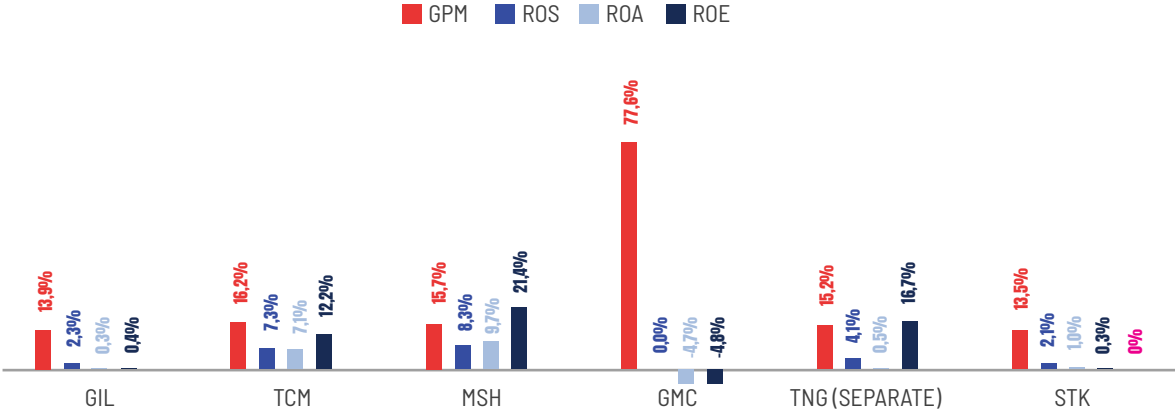
Profitability



As revenue and net profit after tax in 2024 declined compared to 2023, all profitability ratios also decreased accordingly.

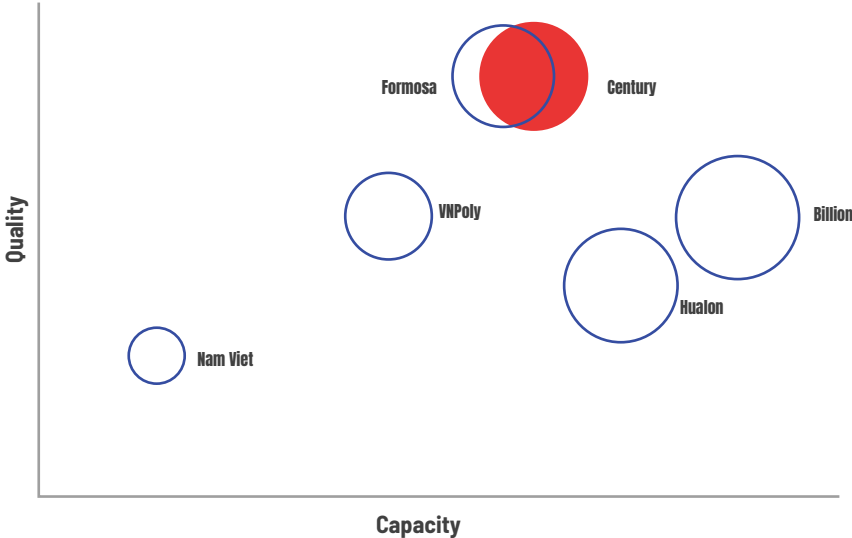
The gross profit margin (GPM), return on sales (ROS), return on assets (ROA), and return on equity (ROE) were 13.5%, 1.0%, 0.3%, and 0.7%, respectively. Due to low profitability, these indicators were lower than those of companies such as TCM, TNG, and MSH.

Comparison of CENTURY's Profitability Ratios with Listed Companies in the Same Industry in 2024



COMPANY POSITION COMPARED TO BUSINESSES IN THE SAME INDUSTRY

Top các công ty xuất khẩu sợi Polyester Filament



The year 2024 was a challenging year for the textile industry in general and for polyester yarn exporters in particular. However, the Company maintained its position as one of the leading polyester yarn exporters, ranking 4th in Vietnam in terms of export market share.

Assessment of Company performance



Mr. Dang Trieu Hoa

Vice chairman, Managing Director

Year of birth: 1969

Education: Business Administration

Working experience:

06/2010 to present: Managing Director, CENTURY.

1995-2000: Director, Hoan A Trading & Services Co., Ltd.

1991 - 1995: Director, Viet Phu Trading & Services Co., Ltd.

% CENTURY's ownership: 14.57%.



Mdm. Nguyen Phuong Chi

Chief Strategic Officer, Corporate Governance officer,
Authorized person disclosing information

Year of birth: 1972

Education: Thạc sỹ Tài chính Ứng dụng.

Working experience:

01/2015 to present: CSO, CENTURY

3/2008-12/2014: Investment Advisory Manager, Tri Tin Consulting & Investment JSC.

4/2005-2/2008: Senior Project Manager, Openasia Consulting Ltd.

10/2004-2/2005: Business Development Officer, Mekong Private Sector Facility ("MPDF").

10/2002-10/2004: Senior Financial Analyst, PricewaterhouseCoopers (Vietnam) Ltd.

3/1997-3/2000: Legal Assistant, Deacons Graham & James, Hanoi Branch.

% CENTURY's ownership: 0.083%

BOM PERSONNEL CHANGES IN 2024:

In 2024, the Company expanded its leadership team by recruiting a Chief Operating Officer (COO). This individual will be responsible for leading and managing the Company's operations, ensuring sustainable and efficient growth.



Mr. Phan Nhu Bich

Deputy CFO/ Chief Accountant

Year of birth: 1970

Education: MBA

Working experience:

11/2010 to present: Chief Accountant, CENTURY.

03/2004 - 03/2010: Controller/ Accountant, Thanh Cong Textile Garment & Investment Trading JSC.

1997 - 03/2004: Accountant, Binh Phuoc Electricity Company.

% CENTURY's ownership: 0.12%.



Mr. Nguyen Ngoc Lam

Chief Operating Officer

Year of Birth: 1975

Education: Master's Degree in Business Administration / Chemical Engineering

Work Experience:

11/2024 - Present: Chief Executive Officer, CENTURY

11/2023 -6/2024: Production Director, GTI Vietnam

4/2001 -6/2023: Technical Director, Nissei Electric Vietnam

% CENTURY's ownership: 0.00%.

BOM'S SHARE OWNERSHIP

STT	NAME	POSITION AT CENTURY	SHARE OWNERSHIP AT CENTURY	PERCENTAGE (%)	MEMBERSHIP AT OTHER ENTITIES	PERCENTAGE (%)
1	Dang Trieu Hoa	Chairman, Managing Director	14,078,944	14.57%	20,863,760	
2	Phan Nhu Bich	Deputy CFO/ Chief Accountant	112,000	0.12%	0	0.00%
3	Nguyen Phuong Chi	Chief Strategic Officer, Corporate Governance officer, Authorized person disclosing information	80,000	0.083%	0	0.00%
4	Nguyen Ngoc Lam	Chief Operational Officer	0	0	0	0.00%



Overall assessment of the BOM

KPIS (VND BILLION)	ACTUAL 2024	COMPARED TO ACTUAL 2023	ACTUAL 2024/ FORECAST 2024
Sales revenue	1,210.3	-15.1%	44.8%
Profit before tax	18.9	-79.2%	5.7%
Profit after tax	12.4	-85.9%	4.1%

Accomplished results

Despite the challenges in the industry, the BOM successfully retained existing customers and expanded the customer base with 35 new customers.

Selling and administrative expenses decreased by 23.6%, from VND 80 billion to VND 64.8 billion, reflecting the Company's effective cost-control efforts, contributing to the optimization of business operations.

Unaccomplished points

Targets on profit, profitability ratio, financial targets, asset structure and capital sources, efficiency of asset use and capital resources all worsened in 2023.

Consolidated Assets - Resources structures

INDICATORS (VND BN)	% IN 2024	2024	2023	+/-
Current assets	26.2%	997.1	1,395.9	-28.6%
Non-current assets	73.8%	2,814.2	1,577.9	78.3%
TOTAL ASSETS	100,0%	3,811.2	2,973.9	28.2%
Liabilities	55.2%	2,103.9	1,345.0	56.4%
Current liabilities	34.4%	1,311.2	935.6	40.1%
Non-current liabilities	20.8%	792.7	409.4	93.6%
Owner's equity	44.8%	1,707.4	1,628.9	4.8%
TOTAL RESOURCES	100,0%	3,811.2	2,973.9	28.2%

Growth in Consolidated Assets

In 2024, total assets increased by 28.2% compared to 2023, mainly driven by:

Long-term construction-in-progress costs, which accounted for 55.4% of total assets, recorded significant growth from VND 783.1 billion (2023) to VND 2,111.1 billion (2024), representing an increase of 169.6%. This growth primarily resulted from the Company's intensified investment in the Unitex factory to expand its scale and support sustainable development.

Growth in Consolidated Capital Structure

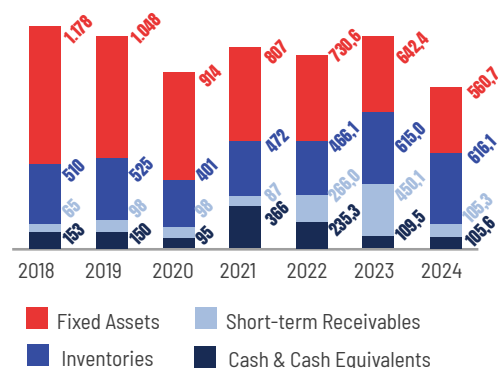
In 2024, liabilities accounted for 55.2% of the total capital structure, increasing by 56.4% from VND 1,345 billion (2023) to VND 2,103.9 billion (2024). Key increases were observed in:

- Short-term loans, which rose by 40.7%, from VND 609.5 billion (2023) to VND 857.6 billion (2024), accounting for 22.5% of total capital.
- Long-term loans, which surged by 93.7%, from VND 409.1 billion (2023) to VND 792.5 billion (2024), representing 20.8% of total capital.

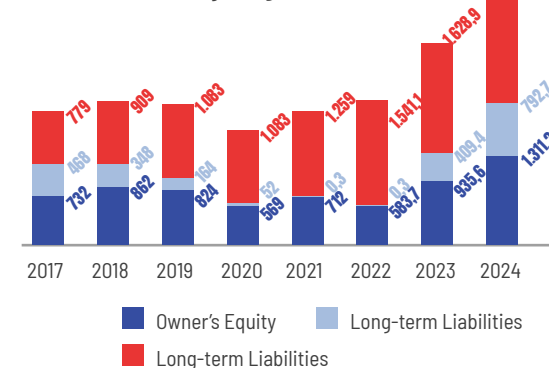
Meanwhile, equity increased slightly by 4.8%, from VND 1,628.9 billion (2023) to VND 1,707.4 billion (2024), accounting for 44.8% of total capital.

These changes reflect the Company's financial expansion, with a significant increase in loans to support the construction of the Unitex factory.

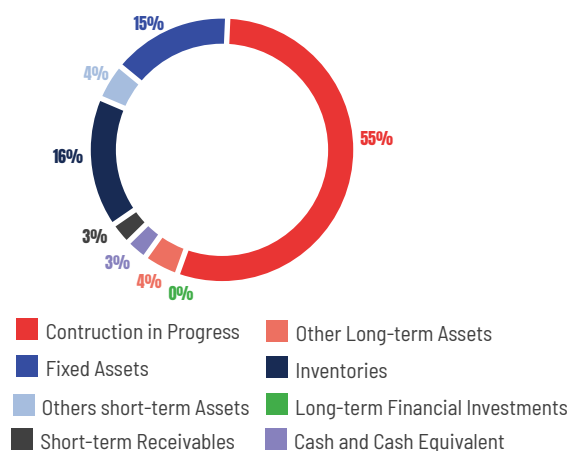
Asset growth (VND bn)



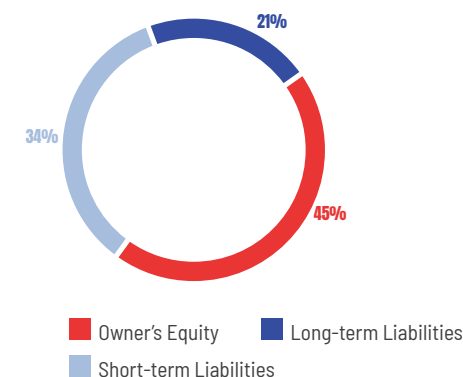
Tình hình tăng trưởng nguồn vốn (Tỷ đồng)



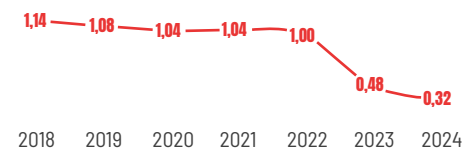
Asset Structure in 2024



Capital Structure in 2024



Asset Utilization Efficiency (Net Revenue / Total Assets)

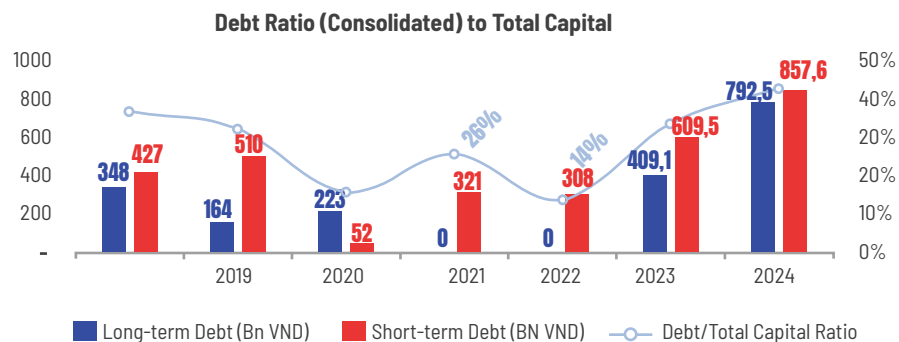


The asset utilization ratio in 2024 reached 0.32 times, decreasing from 0.48 times in 2023.

Bad Debt and Non-Performing Assets

The situation regarding bad debts and non-performing assets affecting the Company's business performance during the year: None.

Assessment of Debt Situation



In 2024, the Company's total debt reached VND 1,650.1 billion, accounting for 43% of total capital, representing a 62% increase compared to the same period last year. This rise was mainly due to borrowing to finance the new Unitex factory project.

INDICATOR (BN VND)	2024	2023	+/-
Short-term Debt	857.6	609.5	40.7%
Long-term Debt	792.5	409.1	93.7%
Total Debt	1,650.1	1,018.67	62.0%

In 2024, the Company did not record any overdue liabilities.

Assessment of the Impact of Interest Rate and Exchange Rate Fluctuations

COMPARISON OF FINANCIAL INCOME AND FINANCIAL EXPENSES IN 2024 WITH THE SAME PERIOD LAST YEAR.

INDICATORS (VND)	2024	2023	+/- (%)
Financial income	12.9	31.1	-58.5%
Foreign Exchange Gains	12.5	20.2	-37.9%
Interest Income	0.4	10.7	-96.7%
Financial expenses	85.8	54.1	58.7%
Foreign Exchange Losses	68.6	36.7	86.9%
Loan Interest Expenses	17.1	17.3	-1.2%
Financial profit/loss	-72.9	-23.0	217.0%
Foreign Exchange Impact (Income vs. Expenses)	-56.1	-16.4	243.3%
Interest Income vs. Expenses	-16.8	-6.6	152.3%

The VND/USD exchange rate as of December 31, 2024, was 25,251 VND, marking a 4.86% increase compared to the rate of 24,080 VND on December 31, 2023.

Thanks to sufficient USD-denominated revenue to cover raw material imports, interest payments, and foreign currency loans, most of the Company's foreign exchange losses were unrealized losses related to the revaluation of foreign currency loans at the end of the accounting period.

Financial Situation Assessment

	CURRENT RATIO	QUICK RATIO	D/E	ROS	ROA	ROE
2018	0.93	0.34	0.37	8%	8.50%	19.70%
2019	1.07	0.43	0.62	9.62%	10.35%	19.80%
2020	1.11	0.41	0.25	8.18%	8.47%	13.33%
2021	1.38	0.72	0.26	13.63%	14.12%	22.12%
2022	2.05	1.25	0.20	11.5%	11.4%	15.7%
2023	1.49	0.83	0.63	6.2%	3.0%	5.4%
2024	0.76	0.29	0.97	1.0%	0.3%	0.7%

Financial indicators related to liquidity and profitability were lower than in 2023.

Although total borrowings increased, the debt-to-equity ratio remained below 1, demonstrating the Company's prudent approach to financial risk management.

FUTURE DEVELOPMENT ORIENTATION

SHORT-TERM OBJECTIVES:	MEDIUM- AND LONG-TERM OBJECTIVES:
Officially commence commercial production of Phase 1 of the Unitex Factory when all the requisite conditions are met, marking a significant milestone in the Company's expansion and increasing production capacity to 99,300 tons, strengthening market position.	Continue expanding production capacity with new facilities, including the Unitex Factory and the Fiber-Textile-Garment Alliance, to optimize economies of scale and enhance competitiveness.
Accelerate research and development of innovative products with superior features such as Recycle Plus yarn, Quick Dry (moisture-wicking) yarn, CD yarn, Soft Package, and AMA products to meet the growing market demand.	Strengthen the application of AI in production by pioneering the implementation of the POC software – a centralized production control system at the POY and DTY plants. This initiative will optimize operational processes, improve production efficiency, ensure superior product quality, and minimize defective rates, contributing to the development of a smart and sustainable manufacturing system.
Expand the product portfolio by introducing new colors for Dope Dyed yarn, focusing on environmentally friendly products and contributing to sustainable production trends.	Develop projects to expand the supply chain and introduce high-value-added products.
Focus on training and enhancing the skills of the production team.	Stabilize the workforce and build a succession plan for production teams.
Effectively utilize internal audit functions to identify and implement improvements for potential internal risks.	

Improvements in Organizational Structure, Policies, and Management

IMPLEMENTING INTERNAL AUDITING TO STRENGTHEN THE COMPANY'S RISK MANAGEMENT SYSTEM:

With an objective perspective from an external internal audit unit, the Board of Management has reviewed processes and standards, proposing improvements aligned with actual business conditions.

Establishing quality KPIs for each product type to identify the root causes of underperformance. Additionally, for each order, the production department evaluates and adjusts production conditions to enhance efficiency. The production team collaborates with the accounting department to monitor material consumption standards for each product type, serving as a basis for cost control and strengthening the Company's competitive advantage.

Enhancing inventory management procedures by conducting daily stocktaking of raw materials, tools, and finished goods, ensuring proper tracking of inventory inflows and outflows to prevent losses and discrepancies between records and actual stock levels.

Business Performance Forecast for 2025

Indicator (Bn VND)	Forecast 2025	Actual 2024	Forecast 2025 vs. Actual 2024
Parent company			
Net revenue	1,932.7	1,249.3	154.7%
Gross profit	442.9	153.0	285.8%
Consolidated			
Net revenue	3,270.0	1,210.3	270.2%
Gross profit	601.0	163.2	368.2%
Profit after tax	300.6	12.4	2,423.4%

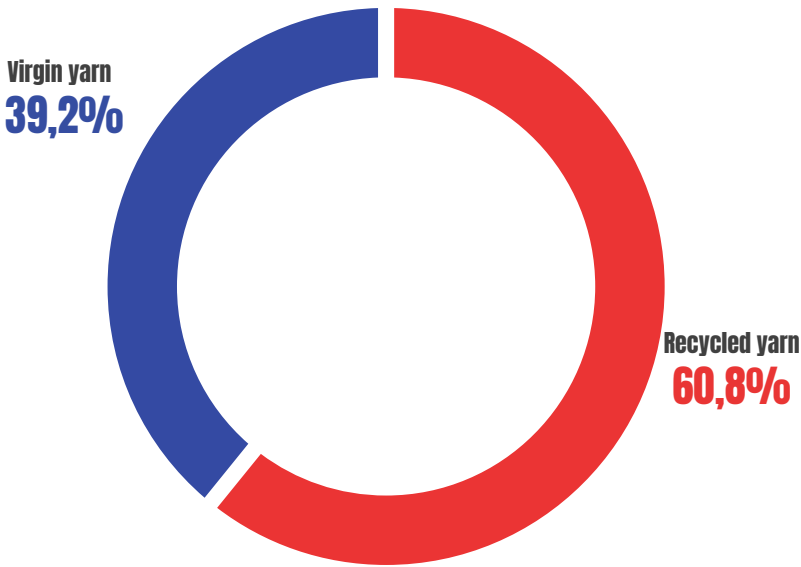
The estimated business results for 2025 may be adjusted based on the approval and resolution of the 2025 Annual General Meeting of Shareholders.

KEY ASSUMPTIONS FOR THE 2025 BUSINESS FORECAST

For the Parent Company:

- Revenue is expected to increase by 170.2% compared to 2024, with revenue from virgin and recycled yarn increasing by 91.1% and 268.7%, respectively.
- Sales volume is projected to rise by 160.5% compared to 2024, with virgin and recycled yarn sales increasing by 68% and 343.3%, respectively.
- The proportion of recycled yarn revenue is estimated to reach approximately 60.8% in 2025, as more recycled yarn orders are expected to be transferred to the subsidiary, Unitex.
- The average selling price is anticipated to rise by 3.7% compared to 2024, with virgin yarn prices increasing by 13.7% and recycled yarn prices declining by 16.8%.
- The price of PET chips is expected to decrease by 5.4% compared to 2024, with virgin chip prices increasing by 4.5% and recycled chip prices dropping by 5.5%.
- The average price gap between selling prices and PET chip costs is expected to widen by 1.8% compared to 2024, with the virgin polyester price gap increasing by 26% and the recycled polyester price gap decreasing by 27.6%.
- The projected gross profit margin for 2025 is 18.4%.
- Selling, general, and administrative expenses are expected to account for 3.7% of total revenue.
- The exchange rate as of December 31, 2025, is forecasted to increase by 2% compared to the exchange rate as of December 31, 2024.
- The estimated average corporate income tax rate is approximately 11.9%.

PROJECTED NET REVENUE BY PRODUCT IN 2025 (CONSOLIDATED)



Explanation of the Board of Management Regarding the Auditor’s Opinion

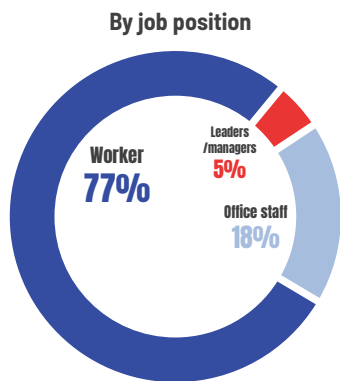
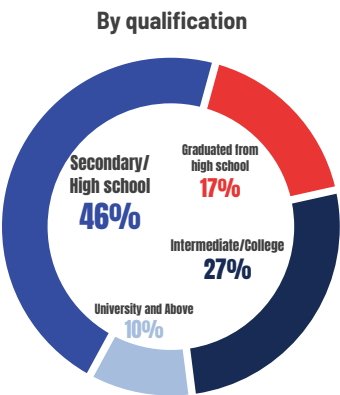
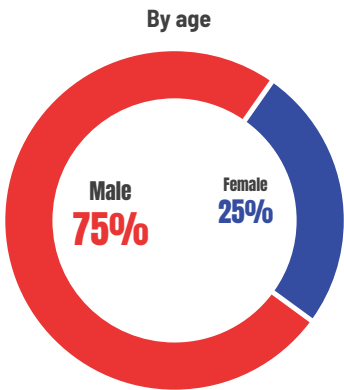
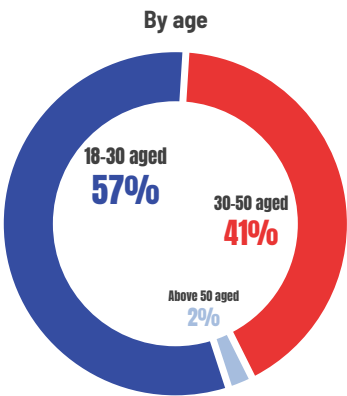
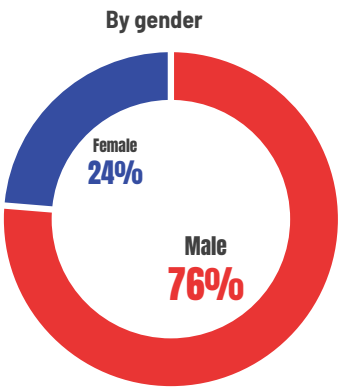
The auditing firm Ernst & Young (E&Y) has not issued any qualified/adverse/disclaimer opinion on the consolidated audited financial statements and the separate financial statements for the fiscal year 2024.

Human Resource Development

Recognizing the critical role of human resources in the Company's sustainable development strategy, the Board of Management places people at the core of its growth. The Company continuously enhances recruitment, training, and talent development, fostering a well-experienced and resilient succession team that is always ready to contribute to the Company.

Workforce Structure

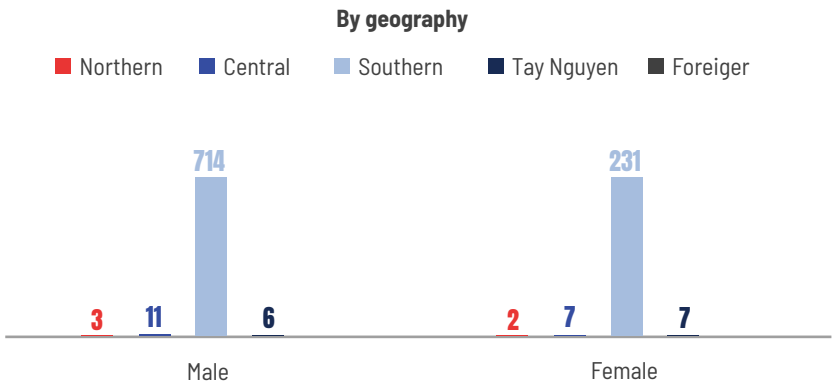
TOTAL NUMBER OF EMPLOYEES IN 2024: 999 PEOPLE.



Recruitment Situation in 2024

CENTURY's recruitment policy emphasizes a comprehensive screening and evaluation process for applicants, considering not only their competencies and qualifications but also their willingness to learn, sense of responsibility, ambition, and alignment with the Company's culture. Every individual, regardless of position, is provided with opportunities for skill development and career advancement. Each employee is regarded as an essential part of the organization, contributing to the Company's overall objectives.

One of the key goals of sustainable development is to maintain a stable workforce while being able to expand as needed. In 2024, the Company recruited 981 new employees, with 75% male and 25% female, primarily concentrated in the Southern region.



Employee Benefits

BASIC SALARY POLICY

The Company is committed to establishing and adjusting its salary scales based on the region's minimum wage each year, ensuring compliance with State regulations.

The salary used as the basis for social insurance contributions follows the Company's salary scale.

Employees receive timely annual salary adjustments in accordance with State regulations.

The Company does not impose salary deductions as a disciplinary measure, except in cases where financial compensation is required for damages, as determined by the Company's Disciplinary Council, with the participation of the grassroots Trade Union.

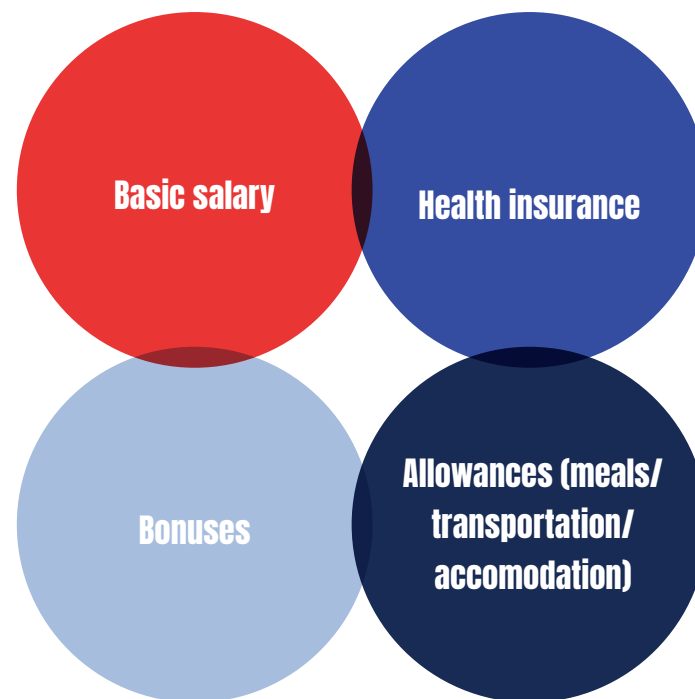
REWARD AND PENALTY POLICY

The Company issues an annual Reward and Penalty Regulations with clear and transparent guidelines, ensuring that employees are informed in advance. The purpose is to motivate employees to improve performance and adhere to Company regulations.

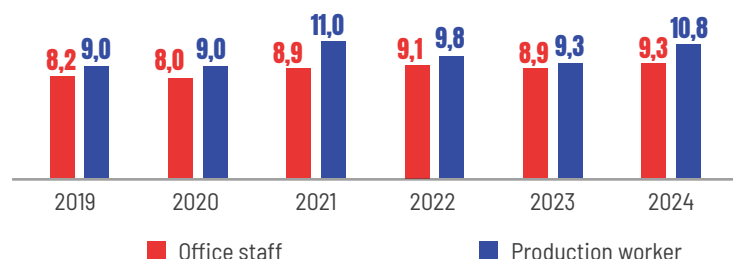
Monthly performance bonuses: Employees meeting work performance standards receive additional income, including: Task completion bonus, Compliance bonus, Department-specific performance incentives, Other allowances (e.g., transportation support), Provision of necessary work equipment (e.g., personal laptops for employees).

In addition to the 13th-month salary and Tet (Lunar New Year) bonus, the Company also shares its business success with employees. Depending on annual business performance and strategy, employees may receive an additional bonus equivalent to one month's average income.

Welfare system at Century



Monthly average income of employees (VNDmil/person/month)



(Source: Human Resources Department of Century)

The average income level across the Company has increased compared to 2023, reflecting improvements in employee compensation: Factory workers' income increased by 16.7% and office staff income increased by 4.1%.

This positive adjustment demonstrates the Company's commitment to enhancing employee welfare and ensuring fair compensation growth in line with business performance.

ENHANCING EMPLOYEE PERFORMANCE AND COMPENSATION

The Company remains committed to maintaining stable business operations and ensuring timely salary and bonus payments for employees, fostering job security and financial stability. A performance management system has been established to evaluate individual work quality across all departments. Each department follows annual, quarterly, and monthly KPIs, continuously refining these metrics every quarter to align with business needs.

For the production sector, daily checklists and productivity tracking are implemented for all levels, from operators to management, using SAP and POC systems. The Company's benefits policy is tied to performance, offering additional bonuses to employees who meet their monthly targets. These initiatives aim to enhance efficiency, productivity, and employee motivation, contributing to overall business growth.

KEY LABOR POLICY CHANGES IN 2024

Defined KPIs for each job position, introduced clear performance metrics to ensure a fair evaluation and reward system for employees.

Adjusted policies to attract and retain talent, improving job satisfaction and stability.

Strengthened Recruitment and Training, increased focus on hiring and skill development, ensuring a more competent workforce.

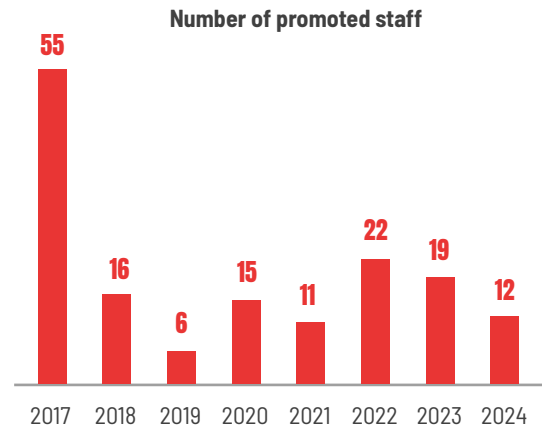
Implemented a 10% salary increase in April 2024 across most positions to recognize employees' contributions and enhance their quality of life. This reflects the Company's commitment to employee well-being and long-term development.

PROMOTION POLICY

The Company focuses on encouraging and maintaining a reasonable promotion policy, ensuring the transparent and serious appointment of its employees.

Employees with sufficient capabilities who wish to apply for a higher position will be monitored, guided, and evaluated by the Human Resources department in coordination with the direct supervisor. If an employee's skills meet more than 70% of the required standards, they will undergo a training and challenge period of 2-3 months before being officially appointed to the higher position.

In 2024, a total of **12** employees were promoted to higher positions.



ENSURING OCCUPATIONAL SAFETY & HEALTH FOR EMPLOYEES

In addition to prioritizing employee welfare policies, Century Synthetic Fiber also focuses on maintaining a safe and hygienic working environment, preventing fire hazards, and reducing workplace accidents.

CENTURY proactively implements environmental monitoring measures to prevent occupational diseases and ensure employees' health. In 2024, the Company collaborated with Southern Environmental Health Joint Stock Company to conduct workplace environmental assessments. This initiative aimed to identify environmental factors affecting employee health and propose solutions to mitigate risks in the working environment.

100% of employees received occupational safety training, particularly those in specialized roles such as loading and unloading, forklift operation, warehouse management, and machine maintenance. Fire safety training was also conducted at the workplace.

The Company organizes annual health check-ups and periodic occupational health screenings for workers exposed to high noise levels. Additionally, CENTURY provides an on-site medical room with healthcare staff and offers 24/7 accident insurance for all employees.

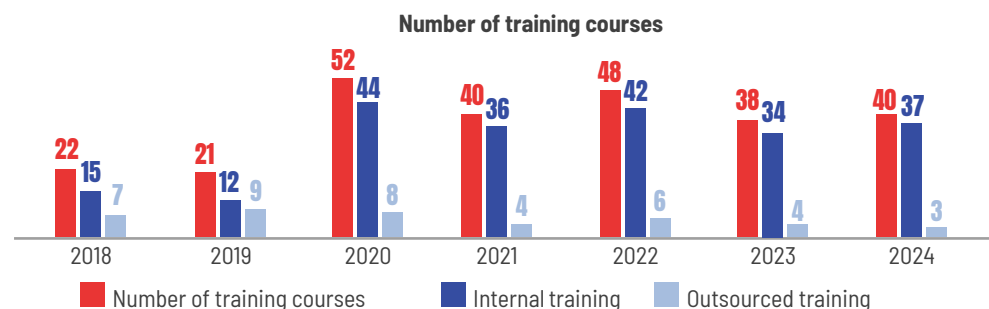
In 2024, no workplace accidents were recorded.



Training & Employee Development Policy

Alongside the recruitment process, the Company highly values employee training, including pre-employment training, on-the-job training, and training for career advancement opportunities.

The Company organizes training programs for all employees throughout the year. As a result, the average training hours per employee, regardless of position or gender, remain equal.



	2018	2019	2020	2021	2022	2023	2024
Training budget (VND mil.)	184.9	205.8	133.9	183.4	186.8	141.9	96.5
Actual training expenses (VND mil.)	51.4	43.4	17.5	24.2	53.7	88.4	36.92
Actual training cost/training budget	28%	21%	13%	13%	29%	62%	38
Average training hours (hours/capita/year)	130.83	138.4	206.33	235.07	303.4	247.07	223

NUMBER OF EMPLOYEES AND TRAINING DURATION BY EMPLOYEE CATEGORY					
Leader/Manager		Office staff		Production worker	
Number of employees	Number of hours	Number of employees	Number of hours	Number of employees	Number of hours
20	40	285	367	2,972	222,499.50

SKILLS ENHANCEMENT PROGRAMS FOR WORKERS

Training on occupational safety standards	Training on Chemical Safety standards	Training on fire safety standards
Training standards on 5S, devotion to product quality	Social policies	Fire protection training
First Aid Training	Working skill xment, advanced training for multi-skills	Training for forklift drivers
Training on new regulations on Incoterms 2020	Training on recruitment skills	Production process training

Manager-level training courses

NAME OF TRAINING COURSES	TRAINED DEPARTMENT	TRAINING TIME (HOUR/PERSON)	NUMBER OF PARTICIPANTS	
			MANAGERS	
			NUMBER	DURATION
Training company regulations for new employees	Staff and workers	2.0	20	40
Training on labor safety standards according to SOP				
Training on chemical safety standards according to SOP				
Training on Fire Safety standards according to SOP				
Training on 5S standards VP				
Training on Product Respect Regulations				

ITEM	2019	2020	2021	2022	2023	2024
Total salary-bonus paid to employees	107.8	107.6	113.2	120.0	101.8	98.9
Total value of transactions with suppliers	1,484.6	953.6	1,321.4	1,452.3	994.4	1,392.2
+ Value of transactions with local suppliers	197.4	93.3	140.0	216.6	175.6	327.7
Total tax paid in the year (including VAT, import and export tax, corporate income tax, personal income tax, natural resources tax and other taxes ...)	167.8	68.5	116.6	152.7	113.0	152.1

AWARDING SCHOLARSHIPS IN 2024

SCHOOL NAME	QUANTITY	BUDGET (VND)
Cu Chi Vocational College	1	7,000,000
Tay Ninh Vocational College	1	7,000,000
Tay Ninh College of Economics and Technology	1	7,000,000
Total		21,000,000

The Company provides scholarships to students from vocational schools, supporting young talents in their education and career development.

ANTI-CORRUPTION & BRIBERY PREVENTION

The Company's Board of Management prioritizes anti-corruption efforts and ensuring fairness in the workplace. Throughout the Company's operations, strict compliance with legal regulations and fundamental ethical principles is maintained to uphold integrity.

Since 2016, the Company has implemented a Code of Conduct, outlining essential ethical rules that all members—including the Board of Directors, Board of Supervisors, Board of Management, and all employees—must adhere to. Any employee found soliciting or accepting bribes from customers or suppliers will face strict disciplinary action. The Company maintains a zero-tolerance policy toward bribery, corruption, or any unethical benefits that violate legal regulations, company policies, or ethical standards in the countries where it operates.

Based on these core principles, the Company provides clear guidelines to determine whether an individual has violated the Code of Conduct. Additionally, it has established a compliance monitoring system, continuous improvement measures, and feedback mechanisms regarding issues related to the Code of Conduct.

At Century Synthetic Fiber, the Human Resources Department and the Corporate Development Department are responsible for overseeing reports and concerns related to the Code of Conduct.



Century
Synthetic Fiber Corporation

INVESTMENT PROGRESS AND PROJECT IMPLEMENTATION

Implementation of Parent Company's Projects **105**

Project Implementation Status of the Subsidiary **106**



Implementation of Parent Company's Projects

Alliance Project from Fiber to Garment Alliance Project from Fiber to Garment

Equity Investment in Other Entities: The Company has invested in Dintsun Vietnam Co., Ltd., a limited liability company established in Vietnam.

According to its Investment Registration Certificate (GCNĐKĐT), Dintsun's primary business activity is infrastructure investment and development. Dintsun's registered headquarters is located in Xay Da B Hamlet, Ho Dac Kien Commune, Chau Thanh District, Soc Trang Province, Vietnam.

The Company's ownership stake in Dintsun Vietnam is 5%, equivalent to a capital contribution of VND 13,800,000,000.



Unitex factory

Project Implementation Status of the Subsidiary

Project: “Unitex Corporation”

Project information:

- Maximum Capacity: 60,000 tons per year, divided into two phases (Phase 1: 36,000 tons; Phase 2: 24,000 tons).
- Total Investment Capital: USD 120 million (Phase 1: USD 75 million, Phase 2: USD 45 million).
- Construction Location: Lot A17.1, C1 Road, Thanh Thanh Cong Industrial Park, An Hoa Commune, Trang Bang District, Tay Ninh Province.
- Project Area: 100,183 m².
- Project Products: Various types of DTY yarn, including recycled yarn, high-value-added specialty yarns, and other fiber types.

Current Project Status:

Construction: The plant structure and surrounding infrastructure have been completed.

Machinery and Equipment for Production: All POY and DTY machines, auxiliary systems, and the automated warehouse have been fully installed and are operating at 100% stability. Unitex has entered the trial production phase and is currently processing for CENTURY.

Construction Approval and Fire Prevention System: The Company's waiting for the final approval from the relevant authorities.

Total Capital Contribution to the Subsidiary (Unitex Corporation) as of the end of 2024: **VND 522,000,000,000.**



Century
Synthetic Fiber Corporation

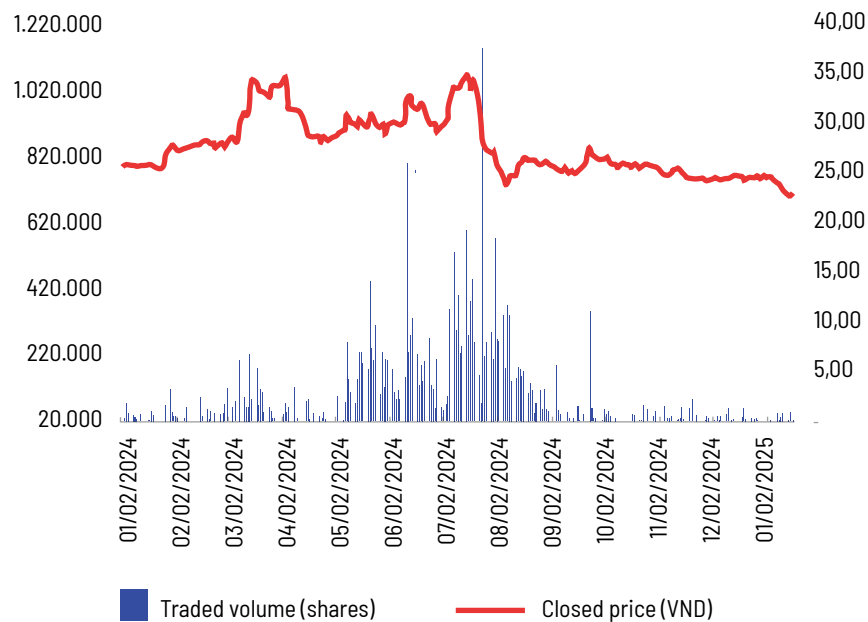
STOCK VIEW AND INVESTOR RELATION

Stock overview	108
Reasons to invest in CENTURY	109
Share and shareholder structure	110
Transactions by internal persons and related persons on shares of the Company in 2024	118
Treasury stock trading	118
Other stock trading	118
History of chartered capital increase and change in owner's equity	119
Changes in owner's equity	120
Dividend policy	120
Investor Relation Activities	121

Stock overview

Stock name	Stock of Century Synthetic Fiber Corporation
Stock code	CENTURY
Listed stock exchange	HOSE
Market Capitalization	2,570.54 VND bn
Number of Listed Shares	96,636,924 Shares
Number of Outstanding Shares	96,636,924 Shares

Stock trading performance in 2024

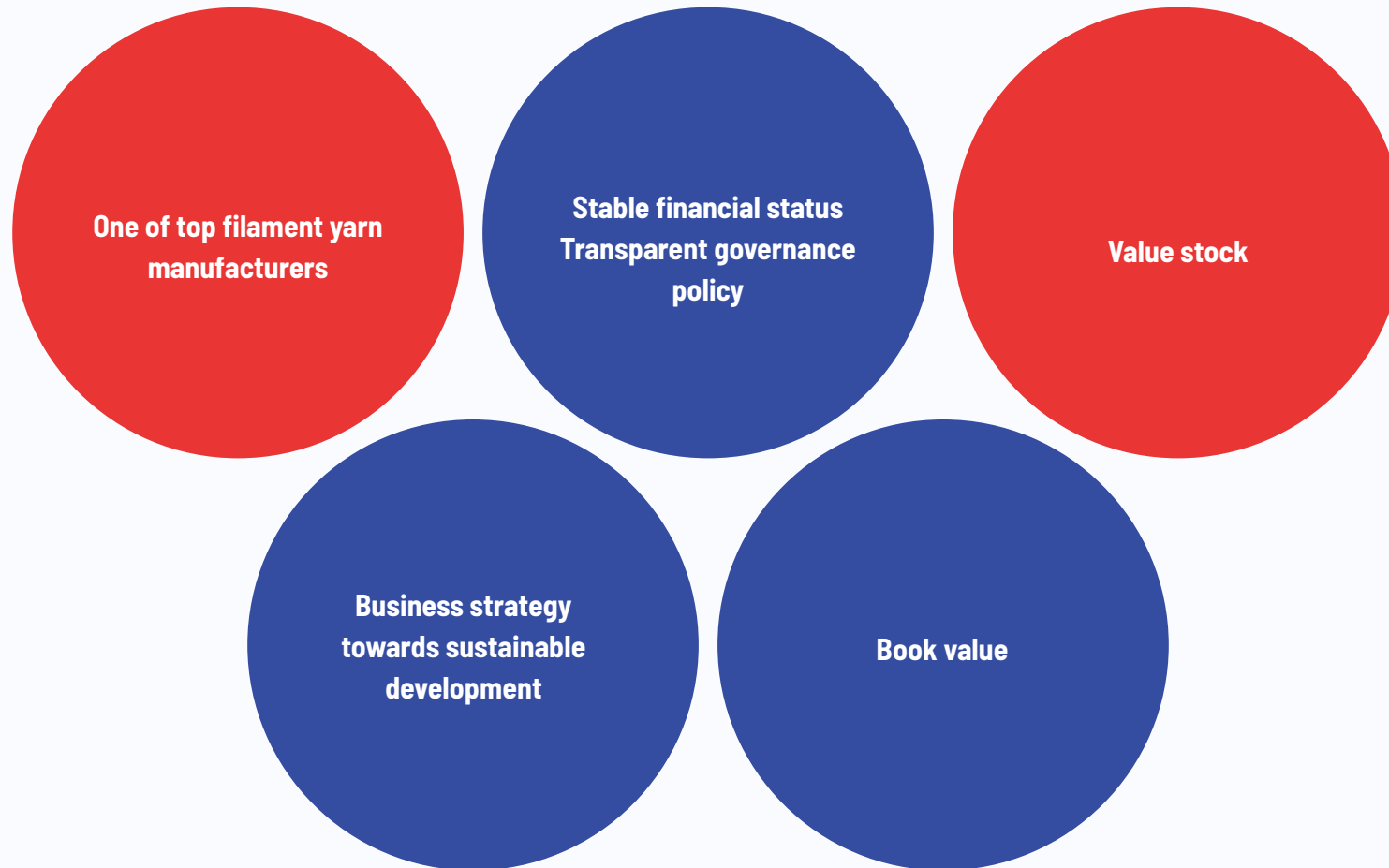


(Source: Fiinpro)

HISTORY OF DIVIDEND PAYMENT

TIME	RATIO
04/07/2023	Dividend in shares, ratio 15%
04/08/2022	Preferential sales, ratio 20%
22/04/2022	Cash dividend, ratio 15%
13/07/2021	Cash dividend, ratio 15%
16/07/2020	Cash dividend, ratio 15%
17/06/2019	Cash dividend, ratio 15%
24/04/2019	Preferential sales, ratio Dividend in shares, ratio 7%
28/03/2019	ESOP
14/06/2018	Cash dividend, ratio 8%
24/07/2017	Dividend in shares, ratio 12%
30/06/2017	Cash dividend, ratio 3%
01/06/2016	Bonus in shares, ratio 5% Dividend in shares, ratio 10%
19/04/2016	Cash dividend, ratio 5%
03/11/2015	Bonus in shares, ratio 10%

Reasons to invest in CENTURY



Share and shareholder structure

As at 31/12/2024, the number of shares of Century as below:

Registered Owner's Equity (VND)	966,369,240,000
Total number of listed shares	96,636,924
Total number of outstanding shares	96,636,924
Total number of treasury shares	0
Market capitalization	2,570.54 VND bn (07/03/2025)
Abroad trade stock	0
Total number of free transferring shares	96,636,924
Total number of restricted transferring shares	0

SHAREHOLDER LIST STATISTICS (BASED ON THE SHAREHOLDER RECORD AS OF FEBRUARY 28, 2025)

BY SHARE TYPE			
Share type	Voting rights per share	Number of shares	Percentage (%)
Common shares	01 share : 01 vote	96,636,924.0	100.0%
Preferred shares		0	0.0%
Treasury shares		0	0.0%
Total		96,636,924	100.0%

BY DOMESTIC AND FOREIGN

SHAREHOLDER CLASSIFICATION: DOMESTIC AND FOREIGN	NUMBER OF SHARES	PERCENTAGE BY OWNERSHIP (%)	NUMBER OF SHAREHOLDERS	PERCENTAGE BY NUMBER OF SHARES (%)
Foreign	16,101,450	16.7%	82	4.2%
• Individual	1,269,837	1.3%	60	3.0%
Minor	1,269,837	1.3%	60	3.0%
• Organization	14,831,613	15.3%	22	1.1%
Minor	14,831,613	15.3%	22	1.1%
Domestic	80,535,474	83.3%	1,884	95.8%
• Individual	60,192,817	62.3%	1,870	95.1%
Major	34,942,704	36.2%	3	0.2%
Minor	25,250,113	26.1%	1,867	95.0%
• Organization	20,342,657	21.1%	14	0.7%
Major	19,509,877	20.2%	1	0.1%
Minor	832,780	0.9%	13	0.7%
Total	96,636,924	100.0%	1,966	100.0%

BY INDIVIDUAL AND ORGANIZATION

SHAREHOLDER CLASSIFICATION: INDIVIDUAL AND ORGANIZATION	NUMBER OF SHARES	PERCENTAGE BY OWNERSHIP (%)	NUMBER OF SHAREHOLDERS	PERCENTAGE BY NUMBER OF SHARES (%)
Individual	61,462,654	63.6%	1,930	98.2%
• Foreign	1,269,837	1.3%	60	3.0%
Minor	1,269,837	1.3%	60	3.0%
• Domestic	60,192,817	62.3%	1,870	95.1%
Major	34,942,704	36.2%	3	0.2%
Minor	25,250,113	26.1%	1,867	95.0%
Organization	35,174,270	36.4%	36	1.8%
• Foreign	14,831,613	15.3%	22	1.1%
Minor	14,831,613	15.3%	22	1.1%
• Domestic	20,342,657	21.1%	14	0.7%
Major	19,509,877	20.2%	1	0.1%
Minor	832,780	0.9%	13	0.7%
Total	96,636,924	100.0%	1,966	100.0%

BY MAJOR AND MINOR

SHAREHOLDER CLASSIFICATION: MAJOR AND MINOR	NUMBER OF SHARES	PERCENTAGE BY OWNERSHIP (%)	NUMBER OF SHAREHOLDERS	PERCENTAGE BY NUMBER OF SHARES (%)
Major	54,452,581	56.3%	4	0.2%
• Domestic	54,452,581	56.3%	4	0.2%
Individual	34,942,704	36.2%	3	0.2%
Organization	19,509,877	20.2%	1	0.1%
Minor	42,184,343	43.7%	1,962	99.8%
• Foreign	16,101,450	16.7%	82	4.2%
Individual	1,269,837	1.3%	60	3.0%
Organization	14,831,613	15.3%	22	1.1%
• Domestic	26,082,893	27.0%	1,880	95.6%
Individual	25,250,113	26.1%	1,867	95.0%
Organization	832,780	0.9%	13	0.7%
Total	96,636,924	100.0%	1,966	100.0%

List of Major Shareholders (Holding More Than 5%) & Ownership Changes in 2024

SHAREHOLDERS' NAME	INDIVIDUAL/ ORGANIZATION	NATIONALITY	BEGINNING BALANCE		ENDING BALANCE		CHANGE IN THE PERIOD
			NUMBER OF SHARES OWNED	% OWNERSHIP	NUMBER OF SHARES OWNED	% OWNERSHIP	
Huong Viet JSC.	Organization	VN	19,509,877	20.19%	19,509,877	20.19%	0.0%
Mr. Dang Huong Cuong	Individual	VN	6,878,420	7.12%	6,878,420	7.12%	0.0%
Mdm. Dang My Linh	Individual	VN	13,985,340	14.47%	13,985,340	14.47%	0.0%
Mr. Dang Trieu Hoa	Individual	VN	13,454,126	13.92%	14,078,944	14.57%	0.65%
Total			53,827,763	55.70%	54,452,581	56.35%	0.65%

LIST OF INTERNAL PERSONS AND RELATED PERSONS

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
1	2	3	5	10	11	12
1	CENTURY	Dang My Linh	BOD chairwoman	13,985,340	14.47%	30/03/2023
1.01	CENTURY	LIEN AN INVESTMENT AND TRADING CORPORATION	Related organization (CEO)			30/03/2023
1.02	CENTURY	KHAI TIEN REAL ESTATE DEVELOPMENT CO., LTD	Related organization (CEO)			30/03/2023
1.03	CENTURY	HUNG LOI SERVICE TRADING INVESTMENT COMPANY LIMITED	Related organization (Husband is CEO)			30/03/2023
1.04	CENTURY	Dang Kim Hoa	Father			30/03/2023
1.05	CENTURY	Trieu Hung Moi	Mother			30/03/2023
1.06	CENTURY	Hua Minh Nghia	Father-in-law			30/03/2023
1.07	CENTURY	Au Phung San	Mother-in-law			30/03/2023
1.08	CENTURY	Hua Vi Hoa	Husband			30/03/2023
1.09	CENTURY	Dang Thua Hien	Child			30/03/2023
1.10	CENTURY	Dang Thua Khanh	Child			30/03/2023
1.11	CENTURY	Dang Trieu Hoa	Vice-chairperson, Brother	14,078,944	14.57%	30/03/2023
1.12	CENTURY	Dang Huong Cuong	BOD MEMBER, Brother/Sister	6,878,420	7.12%	30/03/2023
1.13	CENTURY	Trinh Phung My	Sister-in-law			30/03/2023
1.14	CENTURY	Dang Vicky	Sister-in-law			30/03/2023

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
2	CENTURY	Dang Trieu Hoa	Vice-chairperson, CEO	14,078,944	14.57%	30/03/2023
2.01	CENTURY	Dang Kim Hoa	Father			30/03/2023
2.02	CENTURY	Trieu Hung Moi	Mother			30/03/2023
2.03	CENTURY	Trinh Phung My	Wife			30/03/2023
2.04	CENTURY	Dang Gia Han	Child			30/03/2023
2.05	CENTURY	Dang Gia Doanh	Child			30/03/2023
2.06	CENTURY	Dang Gia Hue	Child			30/03/2023
2.07	CENTURY	Dang My Linh	BOD chairwoman, Brother/Sister	13,985,340	14.47%	30/03/2023
2.08	CENTURY	Dang Huong Cuong	BOD MEMBER, Brother/Sister	6,878,420	7.12%	30/03/2023
2.09	CENTURY	Hua Vi Hoa	Brother/Sister-in-law			30/03/2023
2.10	CENTURY	Dang Vicky	Sister-in-law			30/03/2023
3	CENTURY	Dang Huong Cuong	BOD MEMBER	6,878,420	7.12%	30/03/2023
3.01	CENTURY	P.A.N Asia Co., Ltd.	Related organization (CEO)			30/03/2023
3.02	CENTURY	Dang Kim Hoa	Father			30/03/2023
3.03	CENTURY	Trieu Hung Moi	Mother			30/03/2023
3.04	CENTURY	Dang Vicky	Wife			30/03/2023
3.05	CENTURY	Trinh Hoai Thanh	Father-in-law			30/03/2023
3.06	CENTURY	Trinh Anh To	Mother-in-law			30/03/2023
3.07	CENTURY	Dang Tiffany	Child			30/03/2023
3.08	CENTURY	Dang Christina	Child			30/03/2023
3.09	CENTURY	Dang Bryan	Child			30/03/2023
3.10	CENTURY	Dang Trieu Hoa	Vice-chairperson, CEO, Brother	14,078,944	14.57%	30/03/2023
3.11	CENTURY	Dang My Linh	BOD chairwoman, Sister	13,985,340	14.47%	30/03/2023
3.12	CENTURY	Hua Vi Hoa	Brother-in-law			30/03/2023
3.13	CENTURY	Trinh Phung My	Sister-in-law			30/03/2023
4	CENTURY	Cao Thi Que Anh	BOD MEMBER			30/03/2023
4.01	CENTURY	GREENFOOD JOINT STOCK COMPANY	Related organization (CEO)	686,268	0.71%	30/03/2023

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
4.02	CENTURY	Cao Xuan Uy	Father			30/03/2023
4.03	CENTURY	Nguyen Thi Dan Que	Mother			30/03/2023
4.04	CENTURY	Trinh Van Tru	Father-in-law			30/03/2023
4.05	CENTURY	Tran Thi Loc	Mother-in-law			30/03/2023
4.06	CENTURY	Trinh Van Tuan	Husband			30/03/2023
4.07	CENTURY	Trinh Thi Mai Anh	Child			30/03/2023
4.08	CENTURY	Trinh Mai Linh	Child			30/03/2023
4.09	CENTURY	Trinh Mai Phuong – Paula	Child			30/03/2023
4.10	CENTURY	Trinh Mai Van	Child			30/03/2023
4.11	CENTURY	Cao Que Lam	Brother/Sister			30/03/2023
4.12	CENTURY	Cao Que Phong	Brother/Sister			30/03/2023
4.13	CENTURY	Cao Que Son	Brother/Sister			30/03/2023
4.14	CENTURY	Bui Thi Thu Ha	Sister-in-law			30/03/2023
4.15	CENTURY	Dao Mai Huong	Sister-in-law			30/03/2023
4.16	CENTURY	Nguyen Thi Thu Trang	Sister-in-law			30/03/2023
5	CENTURY	Vo Quang Long	BOD MEMBER	5	0.00%	30/03/2023
5.01	CENTURY	HUONG VIET INVESTMENT CONSULTANT CORPORATION	Related organization (CEO)	19,509,877	20.19%	30/03/2023
5.02	CENTURY	Vo Quang Trung	Father			30/03/2023
5.03	CENTURY	Nguyen Thi Luu Hue	Mother			30/03/2023
5.04	CENTURY	Vo Thi Thanh Giang	Wife			30/03/2023
5.05	CENTURY	Vo Quang Da	Father-in-law			30/03/2023
5.06	CENTURY	Nguyen Thi Bich Thuy	Mother-in-law			30/03/2023
5.07	CENTURY	Vo Quang Tri	Child			30/03/2023
5.08	CENTURY	Vo Quang Nhan	Child			30/03/2023
5.09	CENTURY	Vo Thi Kim Loan	Sister			30/03/2023
5.10	CENTURY	Nguyen Anh Tuan	Brother-in-law			30/03/2023
5.11	CENTURY	Vo Thi Kim Nhut	Sister			30/03/2023

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
5.12	CENTURY	Nguyen Van Sy	Brother-in-law			30/03/2023
5.13	CENTURY	Vo Thi Minh Chau	Sister			30/03/2023
5.14	CENTURY	Vo Thi Kim Chau	Sister			30/03/2023
5.15	CENTURY	Vo Thi Minh Hieu	Sister			30/03/2023
5.16	CENTURY	Chau Tan Thi	Brother-in-law			30/03/2023
5.17	CENTURY	Vo Quang Khai	Brother			30/03/2023
5.18	CENTURY	Tong Thi My Dung	Sister-in-law			30/03/2023
5.19	CENTURY	Vo Quang Phu	Brother			30/03/2023
5.20	CENTURY	Vo Thi My Lien	Sister-in-law			30/03/2023
5.21	CENTURY	Vo Quang Quy	Brother			30/03/2023
5.22	CENTURY	Nguyen Thi Thanh Tam	Sister-in-law			30/03/2023
5.23	CENTURY	Vo Quang Thang	Brother			30/03/2023
5.24	CENTURY	Nguyen Thi Bich Hanh	Sister-in-law			30/03/2023
5.25	CENTURY	Vo Quang Tri	Brother/Sister			30/03/2023
5.26	CENTURY	Ly Nhu Quynh	Sister-in-law			30/03/2023
6	CENTURY	Chen Che Jen	BOD MEMBER			30/03/2023
6.01	CENTURY	Chen Lan Chao	Mother			30/03/2023
6.02	CENTURY	Chang Feng Ying	Wife			30/03/2023
6.03	CENTURY	Chen Ju Fang	Child			30/03/2023
6.04	CENTURY	Chen Chih Yu	Child			30/03/2023
6.05	CENTURY	Chen Huang Jen	Brother			30/03/2023
7	CENTURY	Nguyen Quoc Huong	BOD MEMBER			30/03/2023
7.01	CENTURY	Nguyen Manh Khoi	Father			30/03/2023
7.02	CENTURY	Le Thi Thoa	Mother			30/03/2023
7.03	CENTURY	Nguyen Le Quoc Anh	Child			30/03/2023
7.04	CENTURY	Nguyen Tran Nhu Y	Child			30/03/2023
7.05	CENTURY	Nguyen Vinh Quang	Brother			30/03/2023

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
7.06	CENTURY	Nguyen Manh Ha	Brother			30/03/2023
7.07	CENTURY	Nguyen Minh Hai	Brother			30/03/2023
7.08	CENTURY	Phan Thi Thu Hien	Sister-in-law			30/03/2023
7.09	CENTURY	Nguyen Xuan Yen	Sister-in-law			30/03/2023
8	CENTURY	Nguyen Tu Luc	Head of BOS			30/03/2023
8.01	CENTURY	Nguyen Van Pha	Father			30/03/2023
8.02	CENTURY	Nguyen Thi Con	Mother			30/03/2023
8.03	CENTURY	Nguyen Van Au	Father-in-law			30/03/2023
8.04	CENTURY	Nguyen Thi Que	Mother-in-law			30/03/2023
8.05	CENTURY	Nguyen Kim Sang	Wife			30/03/2023
8.06	CENTURY	Nguyen Minh Luong	Brother			30/03/2023
8.07	CENTURY	Nguyen Hoa Hiep	Sister			30/03/2023
8.08	CENTURY	Nguyen Thi Thu Thuy	Brother/Sister			30/03/2023
8.09	CENTURY	Nguyen Thi Thu Hang	Brother/Sister			30/03/2023
8.10	CENTURY	Tran Bach Tuyet	Sister-in-law			30/03/2023
8.11	CENTURY	Daniel Dupree	Brother-in-law			30/03/2023
8.12	CENTURY	Phan Hong Thai	Brother/Sister-in-law			30/03/2023
8.13	CENTURY	Nguyen Duc Tuan	Brother/Sister-in-law			30/03/2023
8.14	CENTURY	Nguyen Kim Phung	Sister-in-law			30/03/2023
8.15	CENTURY	Nguyen Huu Phu	Brother/Sister-in-law			30/03/2023
8.16	CENTURY	Nguyen Ngoc Nhu Y	Child			30/03/2023
8.17	CENTURY	Nguyen Thanh Long	Son-in-law			30/03/2023
8.18	CENTURY	Nguyen Tu Cuong	Child			30/03/2023
9	CENTURY	Ha Kiet Tran	BOS MEMBER			30/03/2023
9.01	CENTURY	Ha Nghiep Tu	Father			30/03/2023
9.02	CENTURY	Dang Tu Phuong	Mother			30/03/2023
9.03	CENTURY	Ha Kiet Thuan	Brother/Sister			30/03/2023

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
10	CENTURY	Dinh Ngoc Hoa	BOS MEMBER	15,009	0.016%	30/03/2023
10.01	CENTURY	Dinh Van Tieu	Father			30/03/2023
10.02	CENTURY	Vo Thi So	Mother			30/03/2023
10.03	CENTURY	Pham Van Tu	Husband			30/03/2023
10.04	CENTURY	Dinh Van Sen	Brother/Sister			30/03/2023
10.05	CENTURY	Dinh Van Thuan	Brother/Sister			30/03/2023
10.06	CENTURY	Dinh Van Loi	Brother/Sister			30/03/2023
10.07	CENTURY	Pham Thao Ly	Child			30/03/2023
10.08	CENTURY	Pham Gia Nguyen	Child			30/03/2023
10.09	CENTURY	Thi Gai	Sister-in-law			30/03/2023
10.10	CENTURY	Le Phuong Bao Giang	Sister-in-law			30/03/2023
10.11	CENTURY	Pham Van Tieng	Father-in-law			30/03/2023
10.12	CENTURY	Phan Thi Um	Mother-in-law			30/03/2023
11	STK	Phan Nhu Bich	Chief Finance Officer, Chief accountant	112,000	0.12%	26/10/2016
11.01	CENTURY	Phan Van Dong	Father			26/10/2016
11.02	CENTURY	Nguyen Thi Thu	Mother			26/10/2016
11.03	CENTURY	Ngo Van Ne	Father-in-law			26/10/2016
11.04	CENTURY	Ha Thi Hanh	Mother-in-law			26/10/2016
11.05	CENTURY	Ngo Thuy Nhung	Wife			26/10/2016
11.06	CENTURY	Phan Tay Thy	Child			26/10/2016
11.07	CENTURY	Phan Ngoc Han	Child			26/10/2016
11.08	CENTURY	Phan Thanh Vu	Brother			26/10/2016
11.09	CENTURY	Phan Thanh Trang	Brother			26/10/2016
11.10	CENTURY	Phan Thanh Trung	Brother/Sister			26/10/2016
11.11	CENTURY	Phan Thanh Cang	Brother/Sister			26/10/2016
11.12	CENTURY	Phan Thi Thu Sang	Brother/Sister			26/10/2016
11.13	CENTURY	Phan Thi Kieu Oanh	Sister-in-law			26/10/2016

NO.	STOCK CODE	FULL NAME	POSITION IN LISTED COMPANY/RELATION WITH INTERNAL PERSONS (IF ANY)	NO. OF OWNED SHARES	% OWNERSHIP	STARTING DATE AS RELATED PERSON
11.14	CENTURY	Hoang Thi Dong Trang	Sister-in-law			26/10/2016
11.15	CENTURY	Nguyen Quang Duc	Brother/Sister-in-law			26/10/2016
12	CENTURY	Nguyen Phuong Chi	Authorised information disclosure person, Person in charge of corporate management, Chief Strategy Officer	80,000	0.083%	09/10/2019
12.01	CENTURY	Nguyen Van Vinh	Father			09/10/2019
12.02	CENTURY	Nguyen Thi Phuong	Mother			09/10/2019
12.03	CENTURY	Nguyen Vinh Quang	Brother			09/10/2019
12.04	CENTURY	Nguyen Phuc An	Child			09/10/2019

Transactions in shares by internal persons and related persons of the Company in 2024

NO.	TRADER	RELATION TO INTERNAL SHAREHOLDERS	SHARES OWNED AT BEGINNING		SHARES OWNED AT ENDING		REASON FOR INCREASE/DECREASE (BUY, SELL, CONVERSION, BONUS, ETC.)
			NUMBER OF SHARES	PERCENTAGE	NUMBER OF SHARES	PERCENTAGE	
1	Dinh Ngoc Hoa	BOS member	9	0%	15,009	0.016%	Purchase of Shares under the Employee Stock Ownership Plan (ESOP)
2	Dang Trieu Hoa	Vice Chairman of the Board of Directors	13,454,126	13.92%	14,078,944	14.57%	Purchase of Shares under the Employee Stock Ownership Plan (ESOP)
3	Nguyen Phuong Chi	Strategic Director/Corporate Governance Officer	13,800	0.01%	80,000	0.083%	Purchase of Shares under the Employee Stock Ownership Plan (ESOP)
4	Phan Nhu Bich	Chief Financial Officer (CFO) cum Chief Accountant	82,036	0.08%	112,000	0.116%	Purchase of Shares under the Employee Stock Ownership Plan (ESOP)

Treasury stock trading

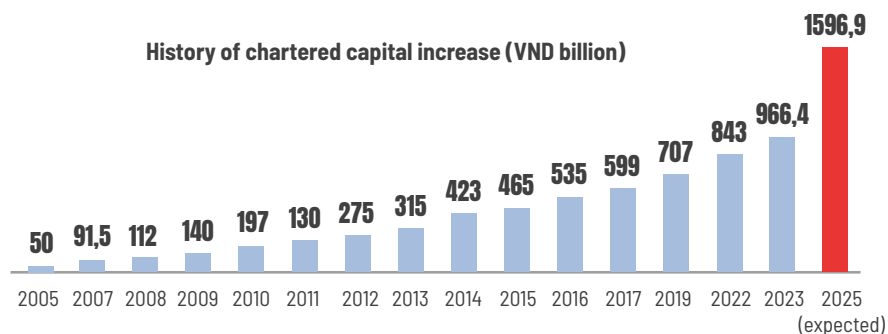
In 2024, the Company successfully sold 1,041,650 treasury shares to employees on March 30, 2024, and 1,500,000 treasury shares to the public on June 5, 2024. The State Securities Commission of Vietnam (SSC) approved the results of these treasury share sales.

Other stock trading

None.

History of chartered capital increase and change in owner's equity

History of chartered capital increase (VND billion)



ISSUANCE TIME	SUBJECTS RELEASED	CAPITAL INCREASE (VND BN.)	CHARTER CAPITAL AFTER RELEASE (VND BN.)
05/2005	Equitization: initial chartered capital	-	50
05/2007	Founding partners; Workers	15	65
09/2007	Existing shareholders; Strategic partnership	26,5	91,5
01/2008	Strategic partnership	8,5	100
12/2008	Existing shareholders (bonus shares: 12%)	12	112
11/2009	Existing shareholder (additional issuance: 25%)	28	140
01/2010	Strategic partnership (Issued separately)	40	180
09/2010	Existing shareholders (bonus shares: 10%)	17,3	197,3

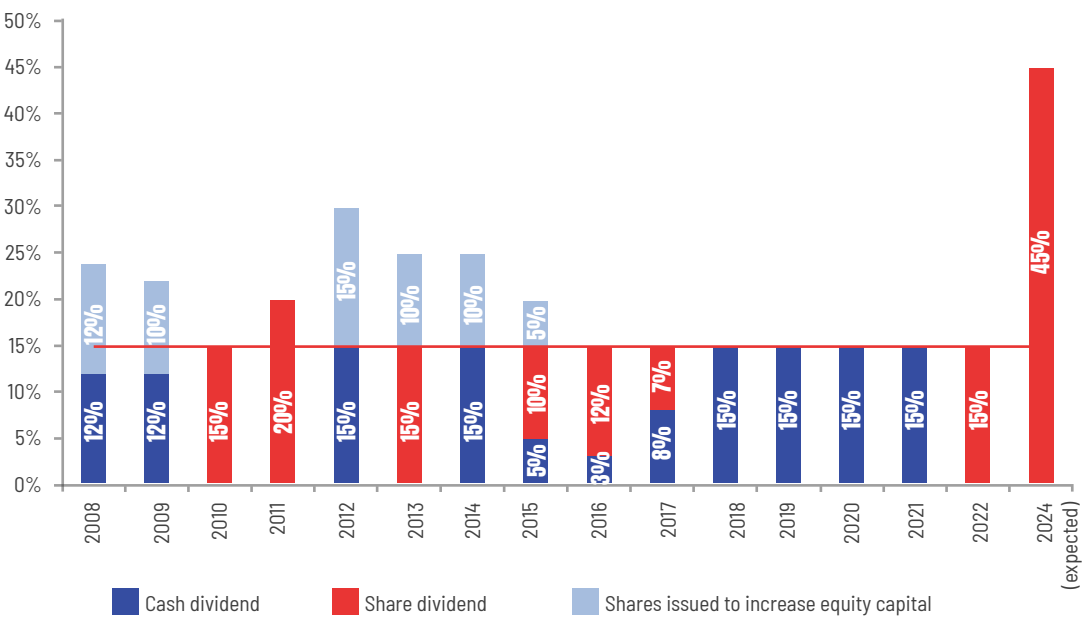
ISSUANCE TIME	SUBJECTS RELEASED	CAPITAL INCREASE (VND BN.)	CHARTER CAPITAL AFTER RELEASE (VND BN.)
06~07/2011	Existing shareholders • (stock dividends: 15%); employees • (ESOP 2010)	32.6	229.9
05/2012	Existing shareholders • (stock dividends: 20%)	45	274.9
06/2013	Existing shareholders • (issued shares to increase equity from ownership equity : 15%)	40.5	315.4
06/2014	Existing shareholders • (stock dividends: 15%) • (Issues shares to increase equity from ownership equity: 10%)	77.6	393.1
12/2014	Auction to the public	30.0	423.1
12/2015	Existing shareholders • (Issues shares to increase equity from ownership equity: 10%)	42.3	465.4
06/2016	Existing shareholders • (stock dividends: 10%) • (Issues shares to increase equity from ownership equity: 05%)	69.8	535.2
09/2017	Existing shareholders • (stock dividends: 12%)	64.2	599.4
05/2019	Existing shareholders • (stock dividends: 7%) • (public offering: 10%) • (ESOP: 0.1%)	107.9	707.3
09/2022	Existing shareholders	136.3	843.6
04/07/2023	Existing shareholders • (stock dividends: 15%)	122.7	996.4

Changes in owner's equity

In 2024, the Company sold treasury shares to employees under the ESOP program and to the public

- Stock Name: Century Synthetic Fiber Corporation
- Stock Type: Common Shares
- Total Outstanding Shares Before Treasury Share Sale: 94,095,274 shares
- Total Treasury Shares Sold: 2,541,650 shares
- Total Outstanding Shares After Treasury Share Sale: 96,636,924 shares
- Charter Capital (Voting Shares): VND 966,369,240,000

Dividend policy



Century Synthetic Fiber Corporation maintains a stable dividend policy, ensuring a dividend payout of at least 15% of par value for shareholders. Depending on business performance and annual investment plans, dividends may be distributed in cash or shares, with a minimum rate of 15% and the possibility of a higher payout.

Investor Relation Activities

2024 AGSM

In addition to its primary objective of presenting the strategic direction and operational plans for the year to the General Meeting of Shareholders (GMS), this event serves as an opportunity for the Board of Directors (BOD) and Executive Management to directly engage with shareholders, gather feedback, and develop strategies to meet shareholder expectations.

The 2024 Annual General Meeting of Shareholders (AGSM) was held on March 28, 2024.

Timely disclosure of information was completed in accordance with regulatory requirements, including meeting documents, meeting minutes, and resolutions passed after the AGM.



Articles and analytical reports

Every quarter, the Company releases "IR Newsletter" to update the situation of the textile industry and fiber sub-sector to shareholders and investors.

Announced:

- 37th IR newsletter issue (in April, 2024);
- 38th IR newsletter issue (in July, 2024);
- 39th IR newsletter issue (in October, 2024).
- 40th IR newsletter issue (in January, 2025).

Additionally, the Investor Relations (IR) team provides information to analysts and the media for publication on various public communication channels.

Participated in interviews with VIETNAM FINANCE and Vietnambiz on the topic of ESG (Environmental, Social, and Governance).

Welcomed VTV for a documentary filming and an interview with the CEO.



Earnings call

The Company also regularly connects with securities firms on a quarterly basis to host Earnings Calls, providing timely and comprehensive responses to investor inquiries.

Hosted quarterly CENTURY Earnings Calls with investment funds and investors, while also participating in Earnings Calls organized by securities firms such as HSC, SSI, etc.

- Q4.2023 earnings call with HSC on February 2, 2024
- Q4.2023 earnings call with other securities firms on February 6, 2024
- Q1.2024 earnings call with HSC on April 24, 2024
- Q1.2024 earnings call with other securities firms on May 3, 2024
- Q2.2024 earnings call with HSC on July 31, 2024
- Q2.2024 earnings call with other securities firms on August 1, 2024
- Q3.2024 earnings call with HSC on October 29, 2024
- Q3.2024 earnings call with other securities firms on October 30, 2024
- Q4.2024 earnings call with HSC on February 13, 2025
- Q4.2024 earnings call with other securities firms on February 14, 2025

The IR team frequently organizes company site visits, direct and online investor meetings to enhance transparency and engagement.

- Participated in Vietnam Access Day hosted by VietCap on February 27, 2024, at The Reverie Hotel.
- Joined Emerging 2024 hosted by HSC on June 20, 2024, at Le Meridien Saigon.
- Held a teleconference with SSI on June 11, 2024.
- Welcomed investment funds to visit the TB factory under the Vietnam Factory Relocation Tour by SSI on June 3, 2024.
- Conducted 9 investor meetings and factory tours with both local and international funds (VinaCapital, BVSC, FPTIS, Lion Global Investor, etc.).
- Hosted FPTIS Securities for a factory visit on September 26, 2024.
- Attended 2024 Vietnam Corporate Day organized by Goldman Sachs and SSI Securities on October 3, 2024.
- Welcomed Lion Global Investor for a visit to the Unitex factory on November 22, 2024.

Update website

- The disclosure activities and industry-related news, as well as company updates, are promptly published in the Investor Relations section on the Company's website in both Vietnamese and English, ensuring accurate, transparent, and timely information for investors.
- Continuous updates and adjustments are made to the website regarding company images, corporate information, industry news, recruitment details, financial data, and disclosure activities.

Information disclosure

- Information on the website has been updated.
- Disclosure obligations have been fully complied with in accordance with regulations for the SSC and HOSE.



Century
Synthetic Fiber Corporation

CORPORATE GOVERNANCE

Corporate Governance Principles	124
Corporate governance model	124
The Board of Directors' profile	125
Report of the BOD for the year 2024	127
Plan and orientations of the BOD in 2025	138
Plan of Corporate Governance's quality enhancement FY2025	138

Corporate Governance Principles

Century has established the Internal Governance Regulations, the Board of Directors' Operating Regulations, and the Board of Supervisors' Operating Regulations, aiming to enhance corporate governance quality toward sustainable development. This initiative strengthens the Company's credibility and image among stakeholders, including government agencies, investors, partners, suppliers, customers, and employees. The Company is committed to implementing Vietnam's Principles of Good Corporate Governance.



Corporate governance model

CENTURY is organized and operates under the corporate governance model specified in Point a, Clause 1, Article 137 of the Enterprise Law No. 59/2020/QH14, issued on June 17, 2020. Accordingly, the Company's management, governance, and control structure includes the General Meeting of Shareholders ("GMS"), the Board of Directors ("BOD"), the Board of Supervisors ("BOS"), the Chief Executive Officer ("CEO"), the Executive Committee ("EC"), functional departments, and specialized divisions.

At CENTURY, the GMS is the highest authority within the Company. The annual general meeting of shareholders is held once a year. The matters approved by the GMS are stipulated in Article 15 of the Company's Charter and in accordance with current legal regulations.

The BOD serves as the governing body of the Company. Its duties and authorities are defined in Article 27 of the Company's Charter. The BOD is responsible for implementing and overseeing the execution of GMS resolutions and is accountable to the GMS for the Company's activities.

The BOS is elected by the GMS and acts on its behalf to oversee all business operations of the Company. Its rights and responsibilities, including supervising the BOD and CEO and requesting explanations regarding the Company's financial status, are outlined in Article 36 of the Company's Charter. The BOS at CENTURY consists of three members with a five-year term.

The CEO is appointed by the BOD for a five-year term. The CEO's duties and powers are stipulated in Article 30 of the Company's Charter.

The EC consists of four members who assist the CEO in managing the Company's operations.

Additionally, the Company has appointed a Corporate Governance Officer who also serves as the Company Secretary to ensure that the Company operates in compliance with legal regulations, the Charter, and internal policies.

For more details, please refer to the "Organizational Structure" section in the 2024 Annual Report.

CHANGES IN THE BOARD OF DIRECTORS:

In 2024, there were no changes in the Board of Directors' personnel.

The Board of Directors' profile



(Mdm.) Dang My Linh (53 years old)

Education level: Master

Qualification: Business Administration

Quá trình công tác

	COMPANY	TITLE
1993-1999	Worldtex Enterprise Co., Ltd	MD assistant
2000-2020	Century Corp	BOD member
2001-now	Liantex LTD.	MD
	Khai Tien Real Estate Development	Chairperson
2020-now	Century Corp	Chairperson

Position: Chairwoman of the BOD

Date of appointment: 30/03/2023



(Mr.) Dang Trieu Hoa (56 years old)

Education level: Bachelor

Qualification: Business Administration

History of career:

	COMPANY	TITLE
1991 - 1995	Viet Phu Trading and Service Company LTD.	MD
1995 - 2000	Hoan A Trading and Service Company LTD.	MD
2000 - 02/2020	Century Corp.	Chairman cum MD
02/2020 - now	Century Corp.	Vice chairman cum MD

Position: Vice chairman of the BOD

Date of appointment: 30/03/2023



(Mr.) Dang Huong Cuong (49 years old)

Education level: Bachelor

Qualification: Business Administration

History of career:

	COMPANY	TITLE
2004-now	P.A.N Asia LTD.	Director
2005-now	Century Corp.	BOD member

Position: Member of the BOD

Date of appointment: 30/03/2023



(Mdm.) Cao Thi Que Anh (59 years old)

Education level: Master

Qualification: Food technology

History of career:

	COMPANY	TITLE
1991-2008		Self-employment
2008 - now	Green Food JSC	MD
2009-2012	International Securities JSC.	Chairman
2015-now	Century Corp.	BOD member

Position: Member of the BOD

Date of appointment: 30/03/2023



(Mr.) Vo Quang Long (47 years old)

Education level: Master

Qualification: Business Administration

History of career:

	COMPANY	TITLE
2006-2009	ACB Fund Management	Head of investment
1/2010-9/2010	HD Bank	Head of investment
10/2010-01/2018	OCB	Deputy manager of investment
02/2018-now	Huong Viet consulting and investment JSC.	MD
2018-now	Century Corp.	BOD member

Position: Member of the BOD

Date of appointment: 30/03/2023



(Mr.) Chen Che Jen (61 years old)

Education level: Bachelor

Qualification: Technology

History of career:

	COMPANY	TITLE
1990-1997	Formosa Taffeta Co., Ltd	Sales team
1997-1999	Formosa Taffeta HK	Manager
2002-now	Formosa Taffeta VN	Marketing manager
2018-now	Century Corp.	BOD member

Position: Independent member of the BOD

Date of appointment: 30/03/2023



(Mr.) Nguyen Quoc Huong (54 years old)

Education level: Master

Qualification: Business Administration

History of career:

	COMPANY	TITLE
2013-2014	Eximbank	MD
2014-2017	Eximbank	Vice president
2018-now	Self-employment	
2018-now	Century Corp.	BOD member

Position: Independent member of the BOD

Date of appointment: 30/03/2023

The Board of Directors of Century Synthetic Fiber Corporation for the 2023-2028 term consists of seven members, including:

- 01 executive member of the Board of Directors;
- 06 non-executive members of the Board of Directors, of which 02 members are independent non-executive members

All 7/7 members of CENTURY's Board of Directors comply with Clause 3, Article 275 of Decree No. 155/2020/ND-CP, which stipulates that a member of the Board of Directors of a public company may concurrently hold a position on the Board of Directors of no more than five other companies.

SHAREHOLDING RATIO OF BOARD MEMBERS IN 2024 (TERM 2023-2028)

NO.	FULL NAME	POSITION	NUMBER OF SHARES OWNED	PERCENTAGE (%)	NUMBER OF SHARES OWNED BY RELATED PERSONS	PERCENTAGE (%)	HOLDING POSITION IN ANOTHER BOD?	NUMBER OF BOD ATTENDING (CENTURY EXCLUDED)	NAME OF THE COMPANY (CENTURY EXCLUDED)
1	Dang My Linh	Chairwoman	13,985,340	14.47%	20,957,364	21.69%	Yes	1	Lien An Trading & Investment Joint Stock Company
2	Dang Trieu Hoa	Vice chairman	14,078,944	14.57%	20,863,760	21.59%	No	0	
3	Dang Huong Cuong	BOD member	6,878,420	7.12%	28,064,284	29.04%	No	0	
4	Cao Thi Que Anh	BOD member	0	0.00%	686,268	0.71%	Yes	1	Green Food Joint Stock Company
5	Vo Quang Long	BOD member	5	0.00%	19,509,877	20.19%	Yes	5	Huong Viet Investment Consulting Joint Stock Company Quoc Loc Phat Joint Stock Company Gateway Thu Thiem Joint Stock Company Tay Ninh Industrial Park Infrastructure Development Joint Stock Company Vietnam International Securities Joint Stock Company (VIS)
6	Chen Che Jen	Independent BOD member	0	0.00%	0	0.00%	No	0	
7	Nguyen Quoc Huong	Independent BOD member	0	0.00%	0	0.00%	No	0	

Report of the BOD for the year 2024

BOD meetings

In 2024, the BOD has conducted 27 offline and via-email-meetings to solve matters belonging to the BOD's functions and authorities.

The BOD has issued 29 Resolutions in 2024.

The Minutes and Resolutions of the BOD were sufficiently sent to BOD members and BOS members.

In the BOD meetings, the BOS and BOM were invited to exchange information, discuss and reach an agreement in strategies, business orientations and directions

Separate meetings of Independent BOD members.

None.

STT	BOARD OF DIRECTOR' MEMBER	NUMBER OF MEETINGS ATTENDED BY BOARD OF DIRECTORS	ATTENDANCE RATE	REASONS FOR ABSENCE
1	Mdm. Dang My Linh	27/27	100%	
2	Mr. Dang Trieu Hoa	27/27	100%	
3	Mr. Dang Huong Cuong	26/27	96.3%	Conflicting business schedule
4	Mdm. Cao Thi Que Anh	26/27	96.3%	Conflicting business schedule
5	Mr. Vo Quang Long	27/27	100%	
6	Mr. Chen Che Jen	27/27	100%	
7	Mr. Nguyen Quoc Huong	27/27	100%	

NO	RESOLUTION NO.	DATE	CONTENT	APPROVAL RATE
1	01-2024/NQHĐQT	15/01/2024	Amending some articles in BOD Resolution No. 23-2023/NQHĐQT dated 9th November 2023	100%
2	02-2024/NQHĐQT	15/01/2024	Approving Loan to Unitex Corporation	100%
3	03-2024/NQHĐQT	15/01/2024	Approving the registration dossier for private placement	100%
4	04-2024/NQHĐQT/TK	15/01/2024	Amending ESOP rules	100%
5	05-2024/NQHĐQT/TK	31/01/2024	Approving the selling price of the Company's treasury shares	100%
6	05A-2024/NQHĐQT	02/02/2024	Approving granting credit limit for CENTURY at Eximbank - Ho Chi Minh branch 2024	100%
7	06-2024/NQHĐQT	05/02/2024	Approving the 2024 AGSM's record date	100%
8	07-2024/NQHĐQT/TK	06/03/2024	Approving 2024 AGSM's documents	100%
9	07A-2024/NQHĐQT	15/03/2024	Approving the credit limit for CENTURY at Orient Commercial Bank 2024	100%
10	08-2024/NQHĐQT/TK	19/03/2024	Approving the distribution of undistributed shares under ESOP	100%
11	09-2024/NQHĐQT/TK	30/03/2024	Approving results of using treasury stock to sell to employees under ESOP	100%
12	10-2024/NQHĐQT/TK	30/03/2024	Approving the implementation of private placement	100%
13	11-2024/NQHĐQT/TK	30/03/2024	Approving the dossier for private placement	100%
14	12-2024/NQHĐQT	04/04/2024	Approving the credit line at Orient Commercial Bank for Unitex Corporation 2024	100%
15	13-2024/NQHĐQT	20/05/2024	Approving grating credit limit and allowing the Century Synthetic Fiber Corporation – branch to use the granted credit limit of Century Synthetic Fiber Corporation at Woori Bank Ltd – Sai Gon branch in 2024.	100%
16	14-2024/NQHĐQT	20/06/2024	Approving credit limit for CENTURY at Vietcombank 2024	100%
17	15-2024/NQHĐQT	08/07/2024	Choosing an independent auditing company for the fiscal year 2024	100%
18	16-2024/NQHĐQT	09/08/2024	Approving credit limit at Woori Bank Vietnam Limited – Sai Gon branch in 2024	100%
19	17-2024/NQHĐQT	12/08/2024	Approving the implementation of private placement	100%
20	18-2024/NQHĐQT	12/08/2024	Approving additional contribution to charter capital of Unitex corporation	100%
21	19-2024/NQHĐQT	13/08/2024	Approving the dossier for private placement of shares	100%
22	21-2024/NQHĐQT	20/08/2024	Approving the adjustment of Unitex's Investment Certificate	100%
23	22-2024/NQHĐQT	26/09/2024	Supplementing contents of the BOD resolution No. 17-2024/NQHĐQT dated 12/08/2024	100%
24	23-2024/NQHĐQT	26/09/2024	Approving additional contribution to charter capital of Unitex corporation	100%
25	24-2024/NQHĐQT	27/09/2024	Approving the dossier for private placement of shares	100%
26	25-2024/NQHĐQT	23/12/2024	Approving transactions with the related party - Unitex	100%
27	26-2024/NQHĐQT	23/12/2024	Approving the remuneration payment of the Company's BOD and BOS for FY2024	100%
28	27-2024/NQHĐQT	26/12/2024	Approving the implementation of share issuance to pay FY2023's dividend	100%
29	28-2024/NQHĐQT	27/12/2024	Approving the registration dossiers for share issuance to pay FY2023's dividend	100%

Implementation of GSM Resolutions

Type of Meeting: **Annual General Shareholders' Meeting**

Date: **28/03/2024**

NO.	APPROVED CONTENTS OF AGSM 2023	RESULTS
1	Approval of the 2023 Dividend Distribution Plan: Dividend payment in shares at a rate of 15% per outstanding share.	The dividend payment for the 2023 fiscal year has not yet been executed. Reason: The FY2023 dividend payment plan has not been implemented because the Company's private placement plan has not been executed as scheduled. According to the sequence of issuance plans approved by the 2024 General Meeting of Shareholders (GMS), the Company must complete the private placement before proceeding with share issuance for the FY2023 dividend payment. The Company will distribute dividends for FY2023 and FY2024 in 2025 after completing the private placement.
2	Approval of the 2024 business forecast: • Revenue: VND 2,703.5 billion • Net profit after tax: VND 300.6 billion	Actual performance in 2024 • Revenue: VND 1,210 billion (achieved 44.8% of the target) • Net profit after tax: VND12.4 billion (achieved 4.1% of the target)
3	Authorization for the Board of Directors (BOD) to select an auditing firm for the 2024 financial statements.	Ernst & Young Vietnam (E&Y Vietnam) has been selected as the independent auditor for the 2024 financial statements.
4	Approval of the issuance of shares for the 2023 dividend payment.	Not yet implemented (refer to item 1 in this table)
5	Approval of remuneration for the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2024 • Total remuneration for the BOD in 2024: VND 1.2 billion. • Total remuneration for the BOS in 2024: VND 180 million	Payment was made on December 31, 2024

IMPLEMENTATION OF GSM RESOLUTIONS 2022

NO.	APPROVED CONTENTS IN 2022 AGSM	RESULTS
1.	Approving the plan of using treasury stocks to issue shares under ESOP	In 2024, the Company successfully utilized treasury shares for issuance under the employee stock ownership plan (1,041,650 shares), which was approved by the State Securities Commission of Vietnam (SSC).
2.	Approving private placement plan	On April 23, 2024, the State Securities Commission (SSC) issued an official dispatch confirming complete receipt of the Company's application for the private placement of shares. The Company will proceed with this offering and complete the placement within 90 days from the date the SSC issued its approval in writing.
3.	Approving treasure stock selling	In 2024, the Company successfully sold 1,500,000 treasury shares, and the transaction was approved by the SSC.



List of Board Members with Corporate Governance Training Certificates

4 (out of 7) BOD members (term 2023-2028) and 2 (out of 3) BOS members (term 2023-2028) were granted a certificate of corporate governance by the training centers recognized by Securities Commission State. The Company always facilitated all members of the BOD, BOS and BOM to participate in training courses on corporate governance. However, the training time often coincides with the business travel of the Managing Board members, so some of them could not participate in courses fully. Besides, CENTURY has one BOD member who is a foreigner and the language barrier also affects his completion of the certificate on corporate governance as mentioned above.

List of members who have the certificate of corporate governance:

1. Dang My Linh – Chairwoman
2. Dang Trieu Hoa – Vice Chairman
3. Dang Huong Cuong – BOD Member
4. Cao Thi Que Anh – BOD Member
5. Nguyen Tu Luc – Head of BOS
6. Dinh Ngoc Hoa – BOS member

BOD sub-committees

Not yet established so there are no activities of the BOD's Sub-committees

Report on the Activities of Independent Board Members

The BOD members play vital roles in evaluating and monitoring the activities of the BOM, ensuring the prevention of conflicts of interest between related parties; improving equality and functional efficiency, guiding strategic direction, risk managements, production quality managements. The independent-BOD-members are all high-experienced in manufacturing, trading, finance and management.

The independent-BOD-members were actively involved in discussion to form the Company's strategies, supervision of the management's implementation of the Company's strategy and business plan and in building the Company's corporate governance.

- Mr. Chen Che Jen has many years of experience in yarn production and trading, he has frequently monitored the quality KPIs to come up with solutions and experience in risk managements in production activities.

- Mr. Nguyen Quoc Huong has extensive experience in finance, he has always supervised the working capital flow, debt standings and profit distribution plans of the Company.

Below is the evaluation by Independent Board Members on the Activities of the Board of Directors:

CONDUCT OF BOD MEETING

- The BOD meetings were convened and conducted in accordance with set schedule and regulations
- The meeting agenda and contents were thoroughly and carefully discussed and assessed to propose the best solutions/directions for the Company
- Matters related to business and financial strategies, corporate culture, management system were discussed regularly between the BOD and Board of Management
- The new investment projects were studied, discussed and challenged at the BOD and BOS's meeting.
- Transactions with related parties are carefully reviewed and approved by the Board of Directors before implementation.

OVERSIGHT OF THE BOARD OF MANAGEMENT

- The BOD performed a good job of supervising the BOM, ensuring that the Company's operations are always controlled to stay on the right strategic path and making timely adjustments to decisions when practically required
- The BOD regularly monitored and oriented the CEO and the BOM in their operating process, ensuring compliance with delegation and the BOD's policies and regulations
- The BOD especially cared about risk management solutions to help the BOM in early identifying problems, helping the Company maintaining sustainability and stability in operations and protecting interest of investors

GENERAL ASSESSMENT OF THE BOD'S ACTIVITIES

- The BOD's activities in 2024 were conducted in accordance with the AGSM's resolution, in compliance with the Company's Charter, Corporate Governance Rules and corporate governance standards
- The BOD Members showed their sense of responsibility and professionalism and carefulness in performing their roles in protecting the Company's interests.
- The BOD members gave advices on enhancing corporate governance, management policies and solutions to handle risks arising from the Company's operations
- The BOD members guided effective solutions to help the BOM in overcoming challenges in the Company's operation
- The BOD was effective in reviewing, approving and monitoring operating, financial and other corporate plans, strategies and objectives (in term of operational and financial results)
- The BOD was effective in evaluating the performance of the Company's senior managers.
- The BOD was effective in establishing a corporate environment that promotes timely and effective disclosure, fiscal accountability, high ethical standards and compliance with applicable laws and regulations.
- The BOD was effective in developing a corporate governance structure that allowed and encouraged the BOD to fulfill its responsibilities
- The BOD was effective in questioning and providing advice and assistance to the Company's senior managers.
- CENTURY conducted a materiality analysis to identify the most important ESG issues.
- Stakeholders, such as customers and investors, were involved in the development of the sustainability strategy.
- CENTURY clearly established long-term sustainability goals aligned with the Company's strategic vision.
- The Company applied specific KPIs to measure progress in achieving sustainability goals.
- Departments and employees at CENTURY received training to understand their roles in implementing the sustainability strategy.
- The Company collaborated with consulting organizations or external experts to implement sustainability initiatives (e.g., ENERTEAM, WWF).
- CENTURY conducted annual evaluations of the effectiveness of its sustainability strategy.
- The Company collected feedback from stakeholders to improve its sustainability strategy and reporting.
- CENTURY implemented corrective measures if it identified gaps or failures in the execution of the sustainability strategy.

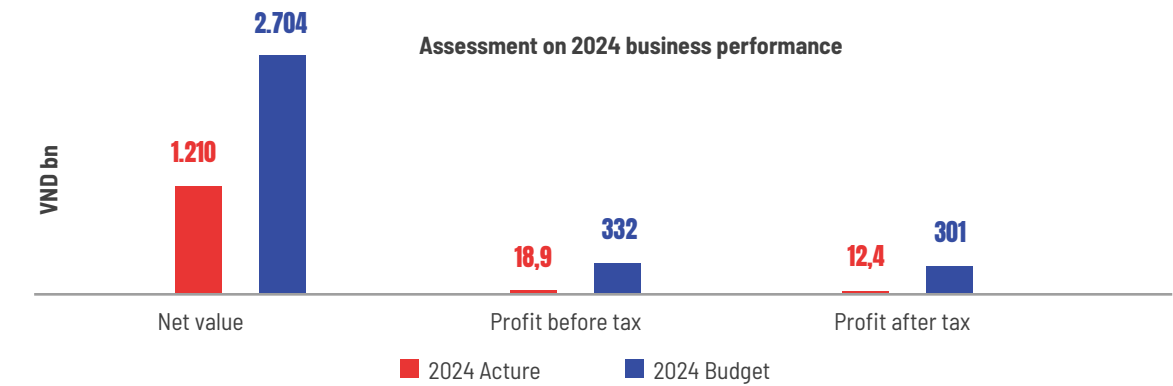
Self-evaluation of the Board of Directors' (BOD) Performance

LEADING – SUPERVISING

- BOD members evaluated the budget presented by BOM members and directed the Company to achieve the targets.
- Based on the business context and quarterly meeting of BOD, BOD also raised ideas and solutions for BOM to adjust business plan, reduce cost, increase productivity, assure healthy financial statement.
- BOD has advised the Company in investment activities, fund raising through debt and equity, assure the Company's ability.
- The Board of Directors also warned of potential risks in the business environment and macroeconomic factors so that the Board of Management could have an in-depth view, strengthen the defense layer, and have time and opportunities to mitigate disadvantages, competitions from the marketplace.
- The composition of the BOD is in compliance with the regulations, 2 out of 7 members are independent ones.
- The independent members have proactively participated in the BOD's meetings, contributed realistic ideas to the BOM and the BOD in building business strategies, implementing business plan and enhancing corporate governance quality.
- BOD members were provided with sufficient information in a timely manner so that they can make accurate analyses on the Company's situation and fulfill their responsibilities honestly and diligently for the ultimate interests of the Company's shareholders.
- The BOD's meetings were organized and conducted in accordance with the Company's Charter. The BOD meeting minutes, resolutions and decisions were made with consensus of its members and were filed in accordance with regulations.

BOD's Assessment on CENTURY's and BOM's performance

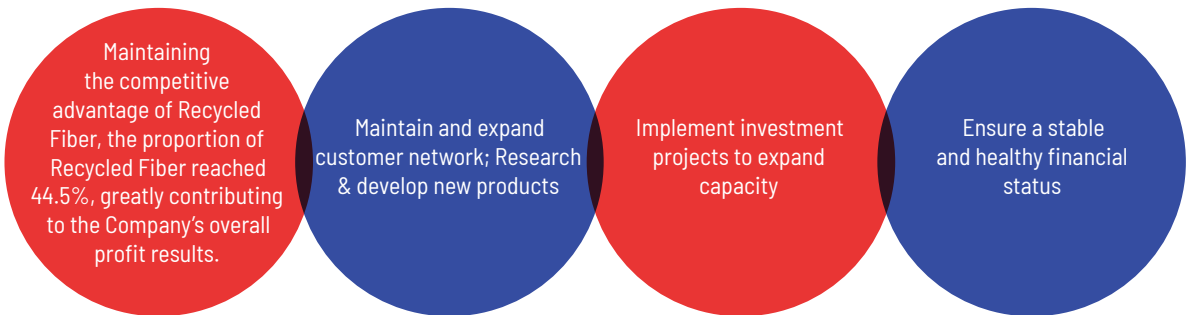
ASSESSMENT ON GENERAL BUSINESS PERFORMANCE OF CENTURY



The Company did not maintain its growth momentum in 2024. Specifically, revenue decreased by 15.1% compared to 2023, pre-tax profit dropped by 79.2%, and after-tax profit declined by 85.9% year-over-year.

Due to unfavorable business conditions and a decline in global textile demand, the Company also failed to meet its targets for 2024. Specifically, net revenue reached 44.8% of the plan, pre-tax profit achieved 5.7%, and after-tax profit reached 4.1% of the target.

However, the Company also achieved certain accomplishments in 2024:



Besides that, CENTURY needs to focus on quality control, meet the set plan to remain shareholders and vendors...; effectively distribute investment equity to assure payment ability, stable financial status of the Company.

Besides, the Company needs to focus on production quality control and business target to maintain trust among shareholders and suppliers, ...; allocate investment capital appropriately to ensure solvency and stable financial status for the Company.

ASSESSMENT ON BOM'S ACTIVITIES

• Supervising methods

The BOD has periodically and regularly supervised the BOM through regular BOD meetings, meetings via email, on the implementation of the General Meeting of Shareholders' Resolutions.

BOD has discussed and approved BOD Resolution based on proposals of BOM.

The BOM is responsible for explaining the quarterly and annual business performance in details, forecasting the business results of the next quarter or the following year.

• Outcomes

The BOM has carried out its tasks in accordance with the Resolutions of the ASM.

The BOD has made initiatives to improve operations, risk management, supporting the BOM, therefore gained certain achievements in 2024.

2024 performance haven't met the budget in general.

The BOM must exert greater efforts in view of potentially challenging market condition in 2024. The BOM has to set specific business strategies, continue to develop and stabilize markets, raise revenue contribution of recycled yarn, develop new products and maintain stable financial status.

The functional directors should perform well their functions in order to support the Managing Director and supervise the departments' performances, identify the potential problems in order to prevent internal risks, thereby reinforcing the Company's internal strength to cope with external risks.

Evaluation of the BOD on the Implementation of Environmental, Labor, and Social Goals

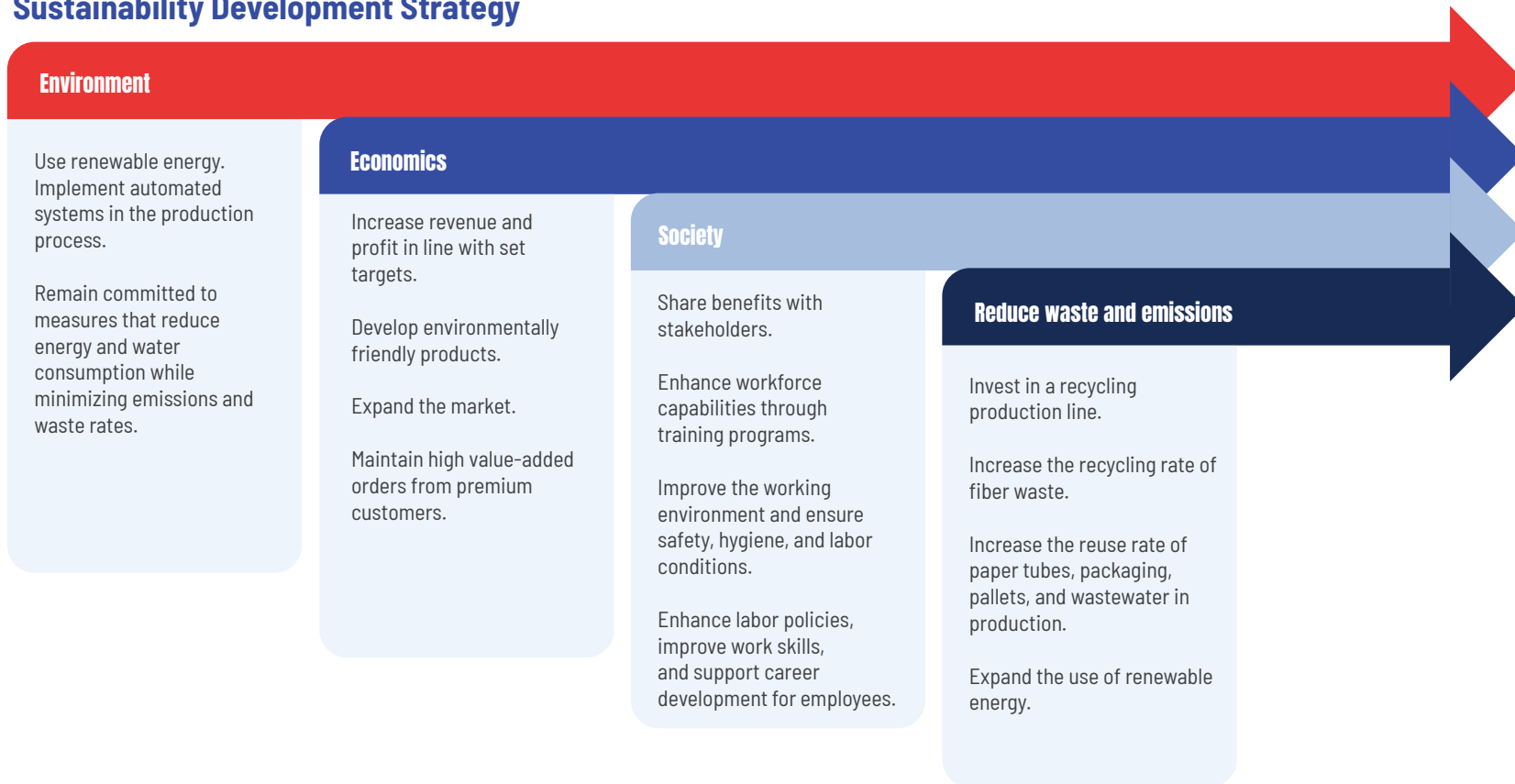
The Board of Directors (BOD) plays a key role in setting objectives and guiding the Company's sustainable development. The sustainable development strategy is concretized into specific goals for each department, division, and operational unit. The BOD is responsible for overseeing, monitoring, and ensuring that the set sustainability goals are implemented and achieved within the Company.

By quantifying each department's goals into measurable Key Performance Indicators (KPIs), the Board of Management can accurately and effectively assess the implementation of the Company's overall sustainability strategy.

On a quarterly basis, the BOD holds meetings to review reports from the Board of Management and promptly provide direction for CENTURY's business and production activities. Economic, social, and environmental aspects are directly presented by Board of Management representatives during these meetings. The BOD members evaluate these aspects and provide strategic guidance to improve the Company's performance.

The BOD assigns the Board of Management and the Investor Relations department the responsibility of preparing the sustainability report, ensuring that the report is developed based on international best practices, Vietnamese regulations, and the Company's actual situation.

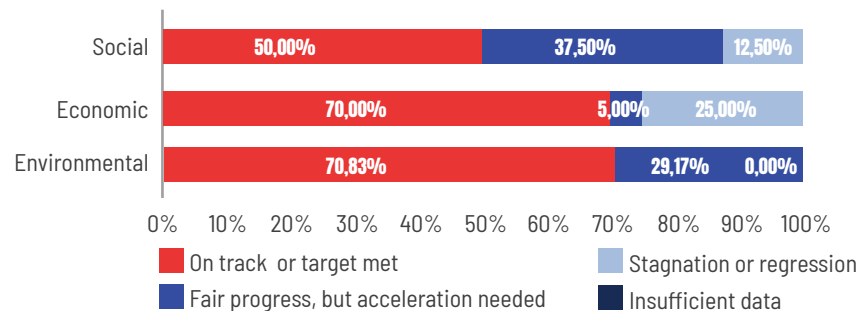
Sustainability Development Strategy



The sustainable development strategy of CENTURY includes:

- Focusing on environmentally friendly products: recycled fiber (Recycle).
- Investing in modern technology to save electricity, reduce waste, recycle materials, and utilize renewable energy.
- Investing in AI technology platforms for management and operations: Smart Factory at Trang Bang 3, applying AI to monitor production defects, reduce defective products, and optimize material usage.
- Achieving sustainable development through competitive benefits, a safe and transparent working environment, and career development opportunities for employees.

Evaluation of Sustainable Development Strategy Implementation



CENTURY has chosen 2021 as the base year, as it has complete data on the planned and actual implementation of the economic, environmental, and social criteria set by the Company. The specific indicators for each criterion are as follows:

YEAR	GOAL	CRITERIA	KPIS	ACTUAL
2024	Economics	Revenue (VND billion)	2,703	1,210
		Net Profit After Tax (VND billion)	300	12.4
		Minimum Average Salary Increase	-0.60%	9.9%
		Dividend Payment to Shareholders (15% in shares)	15%	-
		Year-End Bonus for Employees (Months of Salary)	1	1
	Environment	POY Paper Tube Reuse Rate	3.00	3.00
		Percentage of Water Recycled and Reused	2%	2.43%
		Water Consumption (m ³ /kg of fiber)	0.00213	0.003415
		Electricity Consumption (kWh/kg of fiber)	1.470	1.988
		Increase/Decrease in Carbon Footprint Coefficient of Electricity Consumption	67,116	52,442
		Percentage of Recycled Fiber Used	53.3%	44.50%
	Society	Employee Turnover Rate	25.00%	40.99%
		Unsuccessful Recruitment Rate	20.00%	25.01%
		Meeting Workforce Demand	95.00%	65.92%
		Salary Budget Management	97.00%	99.02%

YEAR	GOAL	CRITERIA	KPIS	ACTUAL
2021	Economics	Revenue (VND billion)	2357	2042
		Net Profit After Tax (VND billion)	248.2	278.4
		Minimum Average Salary Increase	5%	5%
		Dividend Payment to Shareholders (15% of Par Value)	15%	15%
		Year-End Bonus for Employees (Months of Salary)	1	1
	Environment	POY Paper Tube Reuse Rate	3.7	3.6
		Percentage of Water Recycled and Reused	2.00%	2.00%
		Water Consumption (m ³ /kg of fiber)	0.0022	0.0025
		Electricity Consumption (kWh/kg of fiber)	1.49	1.65
		Increase/Decrease in Carbon Footprint Coefficient of Electricity Consumption	48,246	44,263
		Percentage of Recycled Fiber Used	50%	50%
	Society	Employee Turnover Rate	25.00%	34.19%
		Unsuccessful Recruitment Rate	20.00%	25.80%
		Meeting Workforce Demand	95.00%	82.60%
		Salary Budget Management	97.00%	95.00%

For detailed information, please refer to Section 5 of the Annual Report.

Short-, Medium-, and Long-Term Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS (MEDIUM - LONG TERM) 2026-2028	SUSTAINABLE DEVELOPMENT GOALS - SHORT TERM (2025)
<ul style="list-style-type: none"> • The Company is expanding its production scale with new factories (Unitex and the Textile-Garment Alliance) to achieve economies of scale. Phase 2 of the Unitex factory is expected to increase the total capacity by 24,000 tons/year • Implementing a solar energy project for the Unitex factory (rooftop solar and DPPA). • Focusing on developing eco-friendly fibers (Recycle, Dope Dye, Recycle Plus, etc.) to meet the demand of both domestic and export customers. • Increasing the proportion of eco-friendly products in production structure and revenue. • Increasing the proportion of recycled fiber according to the target, from 44.5% in 2024 to 60%-70% by 2026-2027 in existing factories. • Reducing carbon footprint emissions by minimizing electricity consumption at factories and increasing the use of renewable energy sources. • Applying AI systems in production and implementing POC production control software in POY and DTY factories to enhance production efficiency, achieve high quality, and reduce waste. • Applying automation technology in the packaging process. • Researching and implementing an energy monitoring project to track electricity consumption, with an expected annual savings of 3-5% in electricity usage. • Implementing monitoring and measurement of the environmental impact of products through Life Cycle Assessment (LCA). 	<ul style="list-style-type: none"> • Phase 1 of the Unitex factory (36,000 tons/year) has been put into trial operation to optimize production capacity, will be put into commercial operation when all the requisite conditions are met. • Enhancing the operational capacity of the solar energy project for the two factories in Trang Bang and Cu Chi by signing a DPPA contract with a strategic partner for the Trang Bang factory. • Strengthening the promotion and sales of Recycled fiber products while improving product quality. • The target proportion of recycled fiber in 2025 is 60.8% of the total revenue across all three factories: Trang Bang, Cu Chi, and Unitex. • Accelerating research and development of new high-performance products such as Recycle Plus fiber, Quick Dry (moisture-wicking) fiber, CD fiber, Soft Package, and AAA products. • Developing new color options for dope-dyed fiber, an environmentally friendly product. • Strictly complying with production standards such as REACH 168, OEKO-TEX 100, GRS, and brand-specific standards to ensure consumer health and safety. • Diversifying the customer portfolio to minimize the risk of dependency on a few key customers.

Key objectives in 2025

Maintain a high contribution ratio of recycled yarn (44.5%) to total revenue

Achieve the targets set in the 2025 business plan

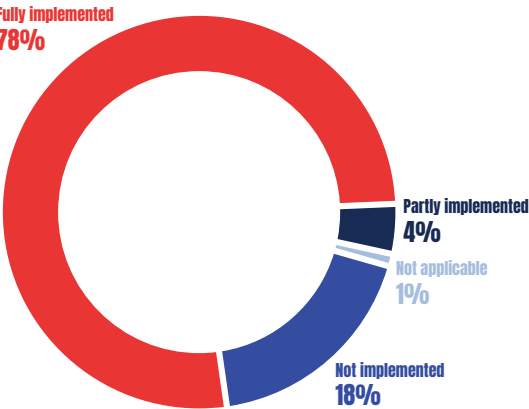
Successfully launched the Unitex factory into commercial operation and ensured smooth operations

Focus on high value-added products and develop new products to attract more orders and customers

Evaluation of the Corporate Governance Implementation in 2024

EVALUATION BASED ON THE ASEAN CORPORATE GOVERNANCE SCORECARD

According to the ASEAN Corporate Governance Scorecard standards, Century has successfully met 114 out of 149 criteria in the Corporate Governance Scorecard.



Criteria Fully Implemented at CENTURY:

- (1) Ensuring basic shareholder rights;
- (2) Ensuring fair treatment of shareholders;
- (3) Protecting the rights of stakeholders;
- (4) Ensuring transparent information disclosure;
- (5) Ensuring the Board of Directors fulfills its responsibilities.

Criteria for Improvement:

- (6) Board Structure: A subcommittee under the Board of Directors has not yet been established.

IMPLEMENTATION OF CORPORATE GOVERNANCE IN ACCORDANCE WITH THE LAW

REGULATIONS	REASONS OF NON-COMPLIANCE	REMEDIES
The Company's Managing Director is a family member of the Company's managers, which does not meet the provisions of Point b, Clause 5, Article 162 of the Enterprise Law 2020.	The Company has not yet found qualified and capable personnel to be in charge of the position of Managing Director of the Company.	The Company will continue to search for qualified personnel to take over this position.

Plan and orientations of the BOD in 2025

- Continuing to supervise and direct the activities of the BOM in order to achieve 2025 business plan;
- Accompanying Managing Director and Management team in identifying business opportunities and developing business strategies for a sustainable development;
- Setting strategies and policies to improve the quality of human resources;
- Monitoring the cost managements, overall efficiency of the BOM.
- Linking sustainable development sectors to corporate governance of the Company.

TENTATIVE BOD MEETING SCHEDULES IN 2025

NO	TENTATIVE SCHEDULES	EXPECTED DAY
1	Quarter 1	25/04/2025
2	Quarter 2	25/07/2025
3	Quarter 3	24/10/2025
4	Quarter 4	27/02/2026

Plan of Corporate Governance's quality enhancement FY2025

Enhance Corporate Governance by good reviewing and practicing regulations to enable effective resources utilization, long-term sustainable development values creation, investment capital attraction to the Company.

Complete Internal Audit Function, improve risks management in such an unfavorable market condition.

Prepare for establishment of Audit Committee.



Century
Synthetic Fiber Corporation

REPORT OF THE BOARD OF SUPERVISORS

Composition of the BOS **140**

BOS activities **141**

Report on the BOS's activities **142**

Composition of the BOS

BOS MEMBERS OF TENURE 2023-2028 (STARTED ON 30/03/2023)



Mr. Nguyen Tu Luc

Head of the BOS

Year of birth: 1952

Education: Bachelor of Accounting

Working experience:

2007 - present: Head of BOS, CENTURY

2006 - 2021: MD assistant, CENTURY

2000 - 2006: Chief Accountant, CENTURY

1984 - 2000: Chief Accountant, South Asia Shoes

1979 - 1984: General Accountant at Ho Chi Minh City Hotel Company, Chief Accountant at Saigon Hotel.



Mdm. Ha Kiet Tran

BOS Member

Year of birth: 1986

Education: Master

Working experience:

2013 - 2015: Investment Department Specialist - Dong A Securities Joint Stock Company.

2015 - 2017: Head of IB Department, Currency Business and Investment Division - Orient Commercial Joint Stock Bank.

2018 - present: Head of Investment Department - Huong Viet Investment Consulting Joint Stock Company.



Mdm. Dinh Ngoc Hoa

BOS Member

Year of birth: 1979

Education: Bachelor

Working experience:

2005 - 2024: Head of Planning-production department, CENTURY

2002 - 2004: Accountant, Vi Hop Ltd.

OWNERSHIP RATIO OF MEMBERS OF THE BOARD OF SUPERVISORS IN 2023 (TERM 2023-2028)

NO.	FULL NAME	POSITION	NUMBER OF SHARES OWNED	PERCENTAGE (%)	CONCURRENT POSITIONS IN THE BOARD OF SUPERVISORS OF OTHER COMPANIES	PERCENTAGE (%)
1	Nguyen Tu Luc	Head of BOS	0	0.00%	None	0.00%
2	Ha Kiet Tran	BOS member	0	0.00%	None	0.00%
3	Dinh Ngoc Hoa	BOS member	15,009	0.00%	None	0.016%

BOS activities

The working program of the BOS in 2024 was set after AGSM, the BOS conducts the meeting to build the working plan for the next year, which assigned the tasks for each BOS's member, held 04 meetings during the year in accordance with Company's Charter and Century Synthetic Corporation activities as below:

- Supervising the implementation of the AGSM's resolution;
- Supervising the operation and financial standings of the Company;
- Supervising the activities of the BOD, BOM and management system of the Company;
- Making assessment on cooperation between the BOD and the BOM;
- Monitoring the operation and financial standing of the Company
- Make assessment on the Company's investment projects including projects already implemented and being implemented in accordance with the BOD's resolutions.
- Based on which, the BOD made proposal to the BOD for the coming years.

BOS MEETINGS

NO.	CONTENTS	DATE OF MEETING	RESULT
1	Review of 2023 Performance and Discussion on 2024 Plan	28/02/2024	100% approved
2	Discussion and Evaluation of Q1 2024 Performance	24/05/2024	100% approved
3	Discussion and Evaluation of Q2 and First Half of 2024 Performance	02/08/2024	100% approved
4	Discussion and Evaluation of Q3 and First Nine Months of 2024 Performance	25/10/2024	100% approved

Report on the BOS's activities

Evaluation of the Implementation of the 2024 AGSM Resolutions

Based on the AGSM's resolutions, the Company's BOD has implemented these resolutions:

- The Head of BOS was invited to participate all the BOD's meetings
- In general, the Company's BOD has fully implemented their rights and responsibilities in accordance with the Company's charter, ensuring that the Company's corporate governance is conducted in accordance with the laws.

PROFIT DISTRIBUTION FOR THE FISCAL YEAR 2023	IMPLEMENTATION RESULTS
Dividend payment in shares at a 15% ratio	The Company has submitted an application to distribute dividends in shares at a rate of 15% to the State Securities Commission ("SSC"). However, SSC has not yet approved the application because the Company must complete the private issuance before issuing shares to pay dividends for the 2023 fiscal year in accordance with the order of issuances approved by the 2024 AGSM. The Company will distribute dividends for fiscal years 2023 and 2024 in 2025 after completing the private placement.

2024 CONSOLIDATED BUSINESS RESULTS

KPIS (VND BIL.)	2024 ACTUAL	AS COMPARED TO 2023 ACTUAL	AS COMPARED TO 2024 FORECAST
Net revenue	1,210.3	-15.1%	44.8%
Net profit before tax	18.9	-79.2%	5.7%
Net profit after tax	12.4	-85.9%	4.1%

CONSOLIDATED FINANCIAL INDICATORS

KPI	UNIT	2024	2023	SO SÁNH
Liquidity ratios				
Current ratio	Time	0.76	1.49	(0.73)
Quick ratio	Time	0.29	0.83	(0.54)
Capital structure				
Total Liabilities/Equity Ratio	Time	1.23	0.83	0.41
Total Liabilities/Total Assets Ratio	Time	0.55	0.45	0.10
Debt to Equity	Time	0.97	0.63	0.34
Debt to Total Assets	Time	0.43	0.34	0.09
Operational Capacity				
Inventory turnover	Time	1.70	2.28	(0.58)
Total Asset Turnover	Time	0.36	0.55	(0.19)
Profitability				
Operating Profit Margin (Operating Profit/Net Revenue)	%	2.1%	6.2%	(4.1%)
ROS	%	1.0%	6.2%	(5.1%)
ROA	%	0.3%	3.0%	(2.6%)
ROE	%	0.7%	5.4%	(4.7%)

DISCLOSURE OF INFORMATION

The Company has fully complied with disclosure obligations in accordance with the regulations applicable to publicly listed companies on the Vietnamese stock market.

The BOS's Assessment of the BOD's Activities

- The BOS has participated in the BOD's meetings as a supervisor in order to get informed on the Company's business activities, implementation of investment projects and to contribute opinions at the meetings within its rights and responsibilities.
- The BOS has monitored and checked the implementation of business plan and the resolutions of the AGSM and the BOD to ensure transparency.
- The BOS has periodically and occasionally checked the Company's compliance with its Charter, rules and the reasonability in its operations.
- In 2024, the BOS has continued its focus on risk management by reviewing the existing rules and regulations to ensure compliance with the Laws on Enterprises, the Company's charters and relevant regulations, with an aim to propose supplements of missing rules and procedures so that the Company can have safe operation and prevent inherent risks.
- Conducted meetings (face-to-face meetings and via email) to get consensus on the Company's business results, development strategies and targets on quarterly, semi-annual and annual basis.

The BOS's Assessment of the BOM's Activities

The Manager Director has fully and seriously implemented the BOD Resolutions and strictly complied with policies and regulations in production management, in particular:

- Directing and managing CENTURY' production and business activities in accordance to the plan approved at the AGSM 2024;
- Complying with legal regulations on capital contribution, construction, investment, and business registration.
- Conducting meetings not only about strategies, business goals but also about resolving problems in operations and managing both external and internal risks of the Company.

The BOS's Monitoring of the Company's Financial Situation

- The Company has prepared quarterly financial statements (4 statements per year) and disclosed in accordance with the regulations on public disclosure of listed companies.
- Consolidated financial statement and annual financial statement of Century Synthetic Fiber Corporation are audited by Ernst & Young Vietnam Co., Ltd
- 2024 financial statements reflected accurately and reasonably in all important matters of the Company's financial standings as at 31 December 2024 and was complied with Vietnam Accounting Standards and relevant regulations. There were no substantial differences between unaudited quarter reports with the ones audited by E&Y Vietnam.

Evaluation of the BOS on the co-operation between the BOS, BOD and BOM in 2024

The BOD's vision and business knowledge and competency:

Most of BOD members are knowledgeable and experienced in yarn production and have knowledge on corporate governance since they were trained on this matter and gained experiences from their leadership positions in various entities. Therefore, the BOD is visionary on strategies and able to lead the Company.

In general, the Company's BOD has fully and strictly implemented the rights and responsibilities of the Board of Directors according to the Company's charter, ensuring the direction and management of the Company in accordance with the law.

The BOS comprises of 3 members, who have bachelor's degree and experiences gained from their long-term working experiences in various entities. Therefore, the BOS Members are competent and have fully fulfilled their responsibilities.

The BOS has set working plan for the first year in 2023-2028 tenure and assigned tasks for each member in order to make BOS's report to the GSM.

Settlement of the Shareholders' complaint (if any)

In 2024, the BOS did not receive any complaints/requests for extraordinary inspection of the Company's operation.

BOS's Recommendation and action plan for 2025

- The BOS's action plan for 2025: continue to implement tasks in accordance with the Company's strategies and directions.
- Recommendation: As CENTURY is operated in accordance with the prevailing regulation, the BOS did not realize any mistakes during the course of its supervision, so the BOS has no other opinion/recommendations.



Century
Synthetic Fiber Corporation

PREVENTION OF CONFLICT OF INTEREST AND TRANSACTIONS WITH RELATED PARTY

Prevention of conflict of interest	145
Major Transactions Between CENTURY and Related Parties	145
Transactions in shares of internal shareholders in 2024	146
Transactions with other entities	146
Salary, bonus and remuneration of the Board of Directors, Board of Supervisors and Board of Management	146

Prevention of conflict of interest

Members of the BOD, BOS, BOM, and other managers (“Managers”) must comply with CENTURY’s Charter regarding transparency and must avoid conflict of interest as follows:

1. Managers should not take advantages of company’s opportunities for their self-interests. In addition, they should not take advantages of company’s information fortheir self-interests or other organizations, entities or persons.

2. Managers have obligations to disclose to the BOD all benefits, which they can get from other economic institutions, transactions or other individuals and which may conflict with the Company’s interest.

3. The Company should not offer loans or guarantee to Managers and their related persons or related entities in which the Managers have financial interests, unless the loans or the guarantees were approved by the general shareholder meeting.

4. A contract or transaction between the Company and one or several Managers, their related persons or institutions, entities, will be valid in the following circumstances:

a. For the contract, which have value of being lower than 20% of total asset in recent financial statements, the key points of that transaction, relationships, and interests, which relate to Managers or member of the BOD, were reported to the BOD or its Committees. In addition, the transaction was approved by majority of the BOD members, who have no relevant interests; or

b. For the contract which has value of being 20% higher than total asset in recent financial statements, the key points, relationships, and interests relating to Managers, were disclosed to and approved by shareholders who have no relevant interest.

c. Such a contract or transaction, which was considered by independent consultant as being fair and reasonable in all aspects in term of shareholders’ interests or it was approved by the BOD, or shareholder.

Major Transactions Between CENTURY and Related Parties

- Internal loan transaction between the Company and its subsidiary, Unitex Corporation was approved by the Board of Directors under Resolution No. 02-2024/NQHĐQT dated January 15, 2024.
- Sales/purchasing transaction between the Company and Unitex was approved by the Board of Directors under Resolution No. 25-2024/NQHĐQT dated December 23, 2024.

NO	NAME OF ORGANIZATION	BRC. NO./ DATE OF ISSUE	RELATIONSHIP WITH THE COMPANY	TRADING PERIOD	CONTENTS	TOTAL AMOUNT (VND)	ENDING BALANCE
1	UNITEX Corporation	3901206611 issued on 29/06/2015	Subsidiary	2024	Lending	VND 585,397,796,750	VND 522,423,356,965
2	UNITEX Corporation	3901206611 issued on 29/06/2015	Subsidiary	2024	Loan recall	VND (241,785,089,392)	VND 0
3	UNITEX Corporation	3901206611 issued on 29/06/2015	Subsidiary	2024	Loan interest	VND 9,051,492,375	VND 11,328,126,471
4	UNITEX Corporation	3901206611 issued on 29/06/2015	Subsidiary	2024	Sales	VND 38,298,187,366	VND 7,763,279,208
5	UNITEX Corporation	3901206611 issued on 29/06/2015	Subsidiary	2024	Purchasing	VND (31,898,383,180)	VND (17,747,869,669)

CENTURY ACTS A GUARANTOR FOR UNITEX TO OBTAIN A LONG-TERM LOAN FROM THE BANK:

	December 31, 2024	December 31, 2023
Loan bank	1,144,963,577,649	577,696,361,334
In which:		
Current portion	352,499,748,891	168,560,000,000
Non current portion	792,463,828,758	409,136,361,334

Details as follows:

BANK	DECEMBER 31, 2024 VND	ORIGINAL AMOUNT USD	TERM AND MATURITY DATE
CTBC bank Co., Ltd (*)	1,144,963,577,649	45,343,296,41	From March 30, 2025 to January 17, 2028
In which: Current portion	352,499,748,891	13,959,833.22	
Non current portion	792,463,828,758	31,383,463.18	

(*)CTBC Bank Co., Ltd. Serves as the agent bank for the syndicated loan provided by the following four banks: Kasikornbank Public Company Limited, The Shanghai Commercial & Savings Bank, Ltd. (Foreign Bank Branch), Entie Commercial Bank, and E. Sun Commercial Bank, Ltd.

Transactions in shares of internal shareholders in 2024

Please refer to the item “Transactions in shares by internal persons and related persons of the Company in 2024”, page 118 **Annual Report 2024**.

Transactions with other entities

None.

Salary, bonus and remuneration of the Board of Management

NO.	FULL NAME	POSITION	SALARY, BONUS REMUNERATION BEFORE TAX	DURATION OF HOLDING POSITION
1	Dang Trieu Hoa	Managing Director	1,492,450,300	01/01/2024-31/12/2024
2	Nguyen Phuong Chi	CSO	1,472,785,551	01/01/2024-31/12/2024
3	Phan Nhu Bich	CFO	936,636,843	01/01/2024-31/12/2024
Total (VND)			3,901,872,694	

Salary, bonus and remuneration of the Board of Directors, Board of Supervisors and Board of Management

Salary, bonus and remuneration of the Board of Directors

NO.	FULL NAME	POSITION	SALARY, BONUS REMUNERATION BEFORE TAX	DURATION OF HOLDING POSITION
1	Dang My Linh	Chairperson	150,000,000	01/01/2024-31/12/2024
2	Dang Trieu Hoa	Vice chairman cum MD	1,492,450,300	01/01/2023-31/12/2023
3	Dang Huong Cuong	BOD member	150,000,000	01/01/2024-31/12/2024
4	Cao Thi Que Anh	BOD independent member	150,000,000	01/01/2024-31/12/2024
5	Vo Quang Long	BOD member	150,000,000	01/01/2024-31/12/2024
6	Chen Che Jen	BOD independent member	225,000,000	01/01/2024-31/12/2024
7	Nguyen Quoc Huong	BOD independent member	225,000,000	01/01/2024-31/12/2024
Total (VND)			2,542,450,300	

Salary, bonus and remuneration of the Board of Supervisors

NO.	FULL NAME	POSITION	SALARY, BONUS REMUNERATION BEFORE TAX	DURATION OF HOLDING POSITION
1	Nguyen Tu Luc	Head of the BOS	60,000,000	01/01/2024-31/12/2024
2	Ha Kiet Tran	Member of the BOS	60,000,000	01/01/2024-31/12/2024
3	Dinh Ngoc Hoa	Member of the BOS	198,714,294	01/01/2024-31/12/2024
Total (VND)			318,714,294	

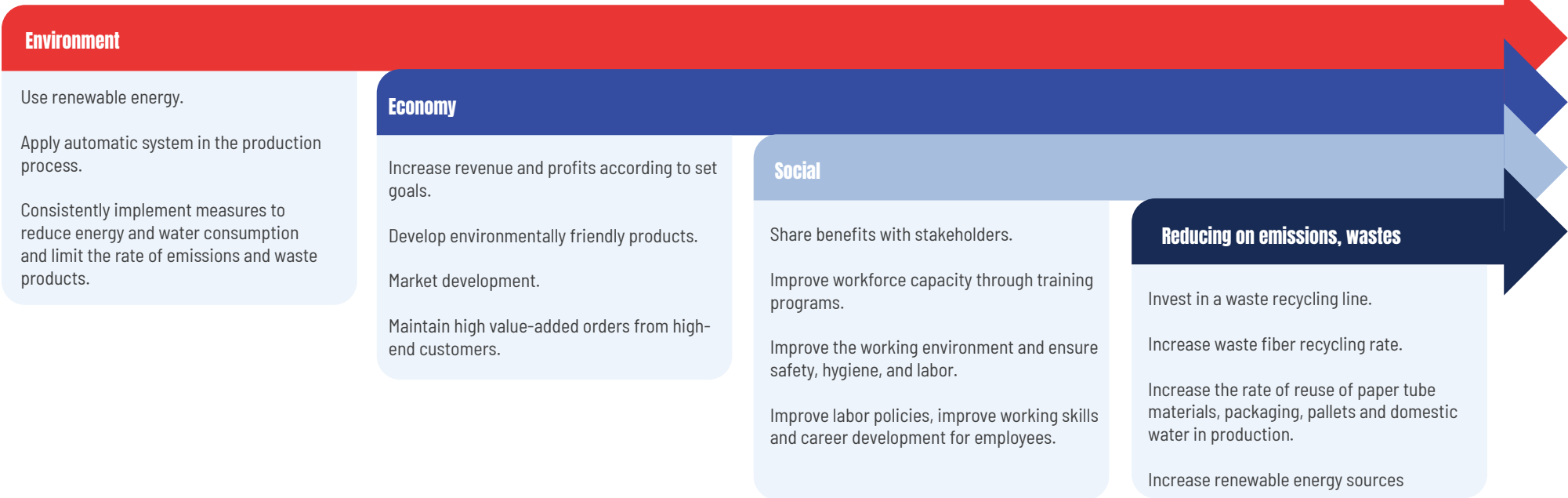


Century
Synthetic Fiber Corporation

ENVIRONMENTAL - SOCIAL IMPACT REPORT

Sustainable development strategy	148
Evaluate the results of implementing the sustainable development strategy	150
Responsibility for ensuring implementation of environmental policies	151
Environmental impact report	152
Company's green projects	164

Sustainable development strategy



The focus of Century Fiber’s sustainable development strategy is choosing products that are environmentally friendly and highly economically feasible.

Recycled yarn is one of the key products that enables the Company to advance its sustainable development journey further. It offers high economic value while contributing to environmental protection by recycling polyester bottles. (Using recycled PET chips in production helps reduce the carbon footprint by approximately 79% compared to virgin PET chips).

The Company is also developing more colored fiber products (dope dye) to help customers reduce water consumption and wastewater. Colored fiber products will meet the market demand for environmentally friendly products. This is also a trend that the fashion industry around the world (especially leading brands such as Nike, Adidas, Puma, H&M, and Inditex) is aiming for to limit toxic chemical discharge into the environment. In addition, the Company has also researched and added special features to recycled fiber products (such as moisture absorption, high elasticity, etc.) to create added value for consumers and boost demand consumption of recycled fibers.

In addition to its portfolio of eco-friendly products, the Company also focuses on investing in modern technology to reduce electricity consumption (e-saving technology), minimize waste, and encourage technical improvements to reduce material, electricity, and water consumption. The Company aims to increase the reuse of raw materials, recycle waste, and utilize renewable energy.

At the beginning of 2024, the Company implemented the Smart Factory system for Tranng Bang 3 factory. This project enables real-time production flow monitoring, from tracking material movement to detecting product defects. Artificial intelligence (AI) analyzes defect patterns and learns to identify them without human intervention. By predicting future defect trends, AI allows the plant to take timely corrective actions, ultimately reducing defective products and indirectly saving raw materials and energy.

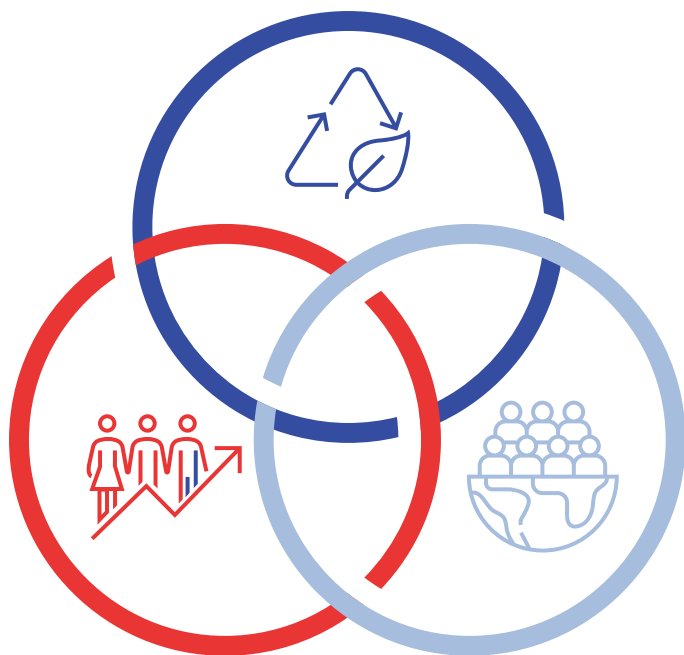
Research and implement an energy monitoring project to monitor power consumption. Expected to save 3-5% of electricity consumption each year.

In terms of labor and society, with the motto of developing together, the Company advocates sharing benefits with employees through constantly improving remuneration, enhancing employee capacity and creating opportunities for employees. Safe and comfortable working environment for workers. Century is always committed to transparency in the recruitment process and ensures a fair and transparent working environment for applicants, creating conditions for employees to develop.

MID AND LONG TERM SUSTAINABLE DEVELOPMENT GOALS (2026-2028)	SHORT-TERM SUSTAINABLE DEVELOPMENT GOALS-2025
<ul style="list-style-type: none"> • The Company continues to expand its production scale with new factories (Unitex, Yarn-Textile-Garment Alliance project) to gain the advantage of scale. Phase 2 of the Unitex factory is expected to increase the total capacity by 24,000 tons/year. • Implementing solar projects for Unitex factory (rooftop solar and DPPA). • Focusing on development of environmentally friendly yarns (Recycle, Dope dye, Recycle Plus...) to meet the needs of domestic and export customers. • Raising the proportion of environmentally friendly products in total output and sales revenue . • Raising the proportion of recycled yarn in the total sales revenue of existing factories with the tentative target from 44.5% in 2024 to 60%-70% in 2026-2027. • Reducing carbon footprint by minimizing electricity consumption at the factory and increasing the use of renewable energy sources. • Adopting AI systems in production, deploying POC software - production control center in POY and DTY factories, helping to increase production efficiency and reduce waste. • Applying automation technology in quality checking and packaging process. • Researching and implementing an energy monitoring project to monitor total power consumption. The project is expected to save 3-5% of electricity consumption each year . • Conducting monitoring and measurement of the product's environmental impact (Life Cycle Assessment (LCA)). 	<ul style="list-style-type: none"> • Phase 1 of the Unitex factory (36,000 tons/year) has been put into trial operation to optimize production capacity. The factory will be put into commercial operation when all the requisite conditions are met. • Increasing the capacity of solar energy projects for 2 factories in Trang Bang and Cu Chi by signing a DPPA contract with a strategic partner. • Promoting and selling Recycled yarn products and improving product quality. • The target proportion of recycled yarn in 2025 is 60.8% of the total revenue from all three factories: Trang Bang, Cu Chi, and Unitex. • Pushing for research and development of new products with outstanding features such as recycled plus yarn, quick-dry (hygroscopic), CD yarn, soft package, AAA products, FDY 08 Mountain Flat Yarn. • Developing new colors of dope-dyed yarn, environmentally friendly products. • Thoroughly complying with production standards of REACH 168, OEKO-TEX 100, GRS, and standards of brands to protect the health of consumers. • Diversifying more customer portfolios to reduce the risk of having to depend on a few customers.

Evaluate the results of implementing the sustainable development strategy.

The year 2024 took place in a challenging macro context, marked by prolonged geopolitical conflicts and unpredictable fluctuations. Century's business performance has not met expectations, impacted by both objective and subjective factors. However, the management remains steadfast in pursuing a sustainable development strategy while enhancing risk management to realize the set objectives and create long-term value for stakeholders.



ENVIRONMENT

Increase the proportion of environmentally friendly products:

The total revenue share from recycled yarn for 2024 reached 44.5%, a 5% decrease from 49.5% in 2023 due to intense price competition from other suppliers. However, the company aims to increase this ratio to 60-70% by 2026-2027 across its existing factories. Since the start of recycled yarn production until the end of 2024, the company has indirectly reused approximately 5.01 billion PET plastic bottles through recycled yarn production, reducing environmental impact, particularly by minimizing ocean plastic waste.

The proportion of colored yarn has also increased significantly, from 0.2% of revenue in 2021 to 0.9% in 2022, slightly decreasing to 0.83% in 2023, and then rising to 4.4% of revenue in 2024.

Recycling waste yarn into PET chips reduces the consumption of plastic pellets from crude oil and gas and indirectly protects the environment.

Reusing POY paper tubes: The number of paper tubes saved in 2024 was 2.38 million.

Thanks to the water condensation system from the refrigeration system, clean water consumption in 2024 is reduced.

No environmental violations occurred.

ECONOMY

Revenue reached VND 1,210 billion.

Net profit after tax reached VND 12.4 billion. The company is committed to paying a minimum annual dividend of 15% to shareholders in cash or shares).

Minimum Average Salary Increase: In 2024, despite business performance not meeting expectations due to weakened market demand and intense price competition—resulting in a decline in orders, reduced production output, and lower revenue—the company remained committed to employee well-being. To motivate the workforce, the company implemented a salary increase policy for employees in 2024, with an average increase of 9.9% compared to 2023.

Give Tet gifts and building funds to help financially disadvantaged employees.

Maintain reward policy for employees who complete assigned tasks well.

SOCIAL

Complete tax obligations, pay 152.14 billion VND in taxes to the State budget in 2024.

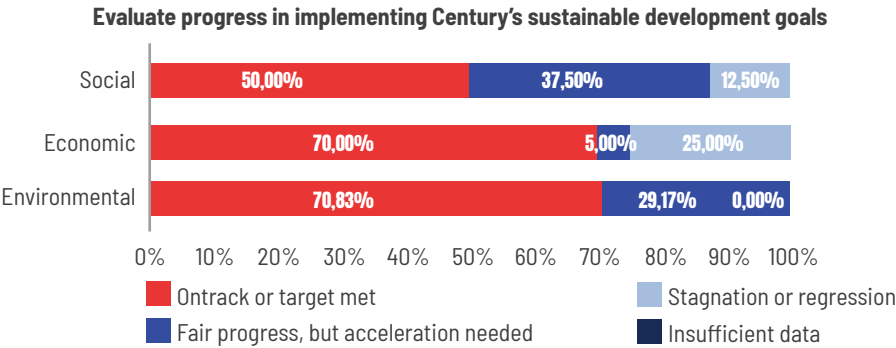
Comply with regulations of industrial parks, tax laws, regulations on import and export activities, regulations of the Enterprise Law, Securities Law...

Directly and indirectly create many jobs for local workers through the Company's recruitment activities.

Century has chosen the base year of 2021 when there is sufficient data on the implementation plan and actual implementation of the economic, environmental and social criteria that the Company has set. Specific indicators for each criterion are as follows:

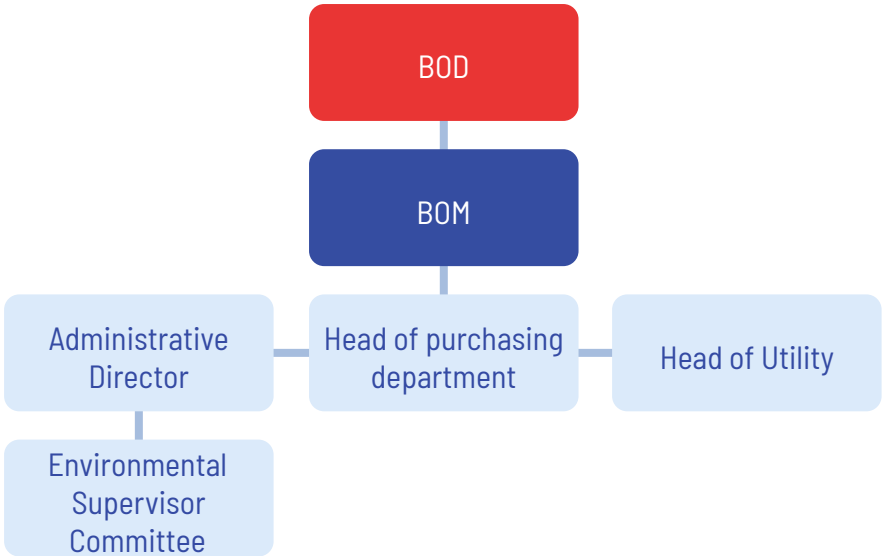
ENVIRONMENTAL	ECONOMIC	SOCIAL
The average rate of reusing of POY paper tubes	Revenue	Employee turnover rate
The rate of using circulating water of the total amount of water used	Profit after tax	Failed recruitment rate
Target water consumption m3/kg of yarn	Maintaining the average salary increase	Meeting human resource needs
Target electricity consumption Kw/kg yarn	Paying a minimum dividend of 15%/par value.	Salary Budget Management
Increase/decrease in the carbon footprint of electricity.	Year-end bonus of 1-month average salary for employees	
The proportion of recycled yarn in total sales revenue		

EVALUATE PROGRESS IN IMPLEMENTING CENTURY’S SUSTAINABLE DEVELOPMENT GOALS UNTIL 2024



Century’s progress toward sustainable development goals by 2024, measured by the level of “on track or target met,” has shown a decline compared to the previous year. Specifically, the completion rates for the Environmental, Economic, and Social criteria decreased from 77.78%, 80%, and 58.33% in 2023 to 70.83%, 70%, and 50% in 2024, respectively. Notably, the progress of Economic targets saw a significant drop, primarily due to underperforming business results, which prevented the Company from meeting its planned objectives. This reflects Century’s challenges in maintaining its sustainability roadmap amid economic volatility.

Responsibility for ensuring implementation of environmental policies



Under the direction and guidance of the Board of Directors, the Board of Management proposes and approves policies and mechanisms to control compliance with environmental protection.

Middle managers (directors/heads of departments) of relevant departments are responsible for ensuring no environmental violations such as waste, wastewater, emissions; ensure the product does not contain toxic chemicals; Implement environmental protection and energy saving initiatives.

INFORMATION ABOUT THE PERSON RESPONSIBLE FOR POLICIES AND ISSUES RELATED TO THE ENVIRONMENT

NAME	NGUYEN THI BAO NHAT
Position	HSE Staff
Email	nhatnguyen@century.vn

Environmental impact report

CHÍNH SÁCH BẢO VỆ MÔI TRƯỜNG

ISSUE	GENERAL MANAGEMENT MEASURES	SPECIFIC MANAGEMENT MEASURES	MEASURED RESULTS	POSSIBLE CONSEQUENCES ON THE ENVIRONMENT (*)
Concentration of dust	Establish targets and norms for each relevant unit; Responsible for weekly, monthly, quarterly, semi-annual and annual reporting to the General Director (the person most responsible for implementing environmental policies).	Periodic air quality measurement process.	Maximum allowable concentration value for non-silica dust.	Low
Noise		Periodic air quality testing procedures, equipped with noise-canceling buttons, and closed factory doors; health check for workers.		Medium
Greenhouse gas emissions		Reduce the use of DO oil, take measures to save electricity consumption, and use solar power.	Measure carbon footprint indirectly.	High
Wastewater & Waste		Daily check the domestic wastewater treatment system; classify and collect waste according to regulations; Apply measures to save clean water.	No violations occurred.	Medium

Raw materials consumptions

MATERIAL CLASSIFICATION	TYPES OF MATERIALS	ORIGIN
Non-renewable materials	Polyester Chip	Korea, Taiwan, Japan...
	Oil	Taiwan, Japan, Germany
	Recycled Polyester Chip	China, Malaysia, Taiwan
Renewable materials	Paper tubes	Vietnam, Taiwan
	Pallet	Vietnam
	Carton Boxes	Vietnam

PERCENTAGE OF RECYCLED MATERIALS FROM DIRECT PRODUCTION

$$= \frac{\text{Volume of PET chip recycled from waste yarn (kg)}}{\text{Total volume of input PET chip used (kg)}} \times 100 = 4,9\%$$

2019	2020	2021	2022	2023	2024
1.6%	2.55%	6.85%	5.66%	6.5%	4.9%

Over the years, the Company has continued recycling waste yarn into PET chips for production input. Thanks to this recycling system, the Company reduced its purchased PET chip consumption by 4.9% of total usage in 2024, contributing to lower CO2 emissions and reducing plastic waste in the environment.

THE PERCENTAGE OF (INDIRECTLY) RECYCLED MATERIALS USED

$$= \frac{\text{The volume of post-consumer recycled PET chip (kg)}}{\text{The total volume of PET chip consumption (kg)}} \times 100 = 51,4\%$$

2019	2020	2021	2022	2023	2024
33%	35%	42.7%	41%	44.3%	38.8%

By manufacturing recycled yarn, the Company replaced virgin PET chips with recycled PET chips, helping to prevent soil and water pollution. In 2024, the Company used 38.8% recycled PET chips of the total consumption.

In addition to the efficiency of using main raw materials, the Company has coordinated with reputable and quality partners to provide production of paper tubes with high quality. Therefore, the average current POY paper tubes after 1st time using could be reused more with 3.0 times, lessening the impact on the environment by reducing the number of paper tubes used in production.

In 2024, the number of used POY paper tubes is 792,815 tubes and on average 1 POY paper tube can be reused 3 times; Therefore, the reusing rate of materials (paper tubes) in 2024 is:

$$\begin{aligned} \text{The proportion of reuse} &= \frac{\text{Volume of reused material}}{\text{Total volume of material used in year}} \\ &= \frac{\text{Volume of POY tubes} \times \text{reusing time}}{\text{Volume of POY tubes} \times \text{reusing time} + \text{volume of DTY tubes} + \text{volume of FDY tubes}} \\ &= \frac{792,815 \times 3}{792,815 \times 3 + 6,024,287} = 28\% \end{aligned}$$

2019	2020	2021	2022	2023	2024
33%	35%	42.7%	41%	44.3%	38.8%

INITIATIVES TO PROTECT THE ENVIRONMENT FROM RAW MATERIALS	RESULTS
Increasing the output of recycled polyester chip has contributed to reducing the amount of primary plastic used, and minimizing waste (used plastic bottles) for the Earth.	The number of used plastic bottles indirectly recycled was 5.01 billion bottles by the end of 2024
Recycling wasted yarn into PET chips for reuse during the production process.	The waste yarn recycling rate was 74.5% in 2024.
Collect and reuse POY paper tube.	Number of reuses of paper tubes: 3.0 times, increasing the reuse rate of paper tubes (including POY, DTY and FDY) to 28%

In 2024, the reuse rate of paper tubes is expected to reach 3.0. According to the POY production division, because POY is a semi-finished product for further production of DTY yarn and to control errors in the DTY production process, the number of times the paper tube is reused must be reduced. Because using paper tubes many times can cause dents or stains on the paper tubes and not meet the standards for the DTY division, reducing the rate of using paper tubes by three times ensures that the tube is not protruding during the winder process and does not affect the following stages. In 2025, the Company will continue to reuse paper tubes up to three times, as recommended by Century experts, to optimize production efficiency while ensuring stable operational processes.

Energy consumption

THE ENERGY CONSUMPTION AT THE COMPANY

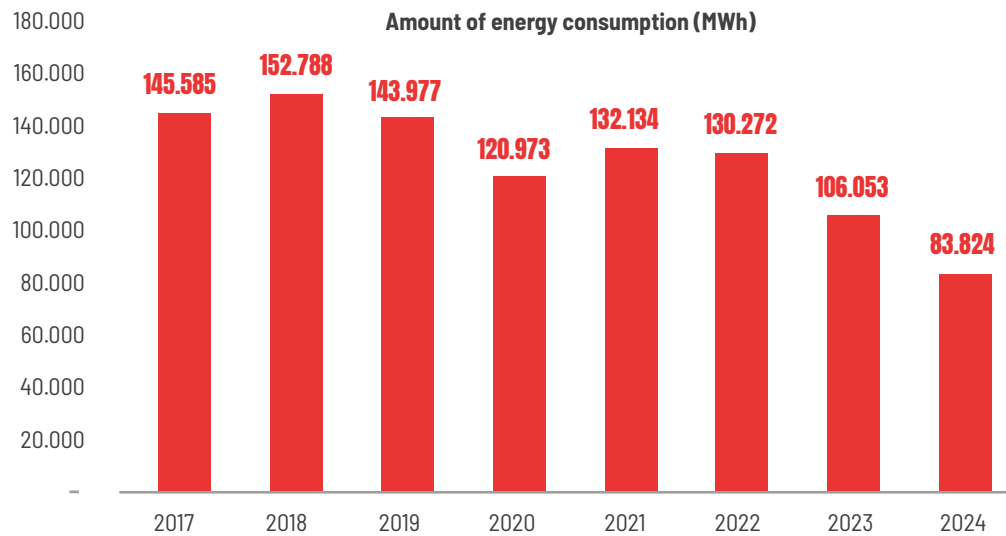
Due to the nature of the industry, machines operate almost continuously 24/7 (except for maintenance time) to ensure efficiency. Therefore, the Company always focuses on saving electricity consumption to reduce greenhouse emissions to the environment.

DO oil is used for two main sources: to run the generator when the power goes out and a small amount to recharge fire protection pumping machines.

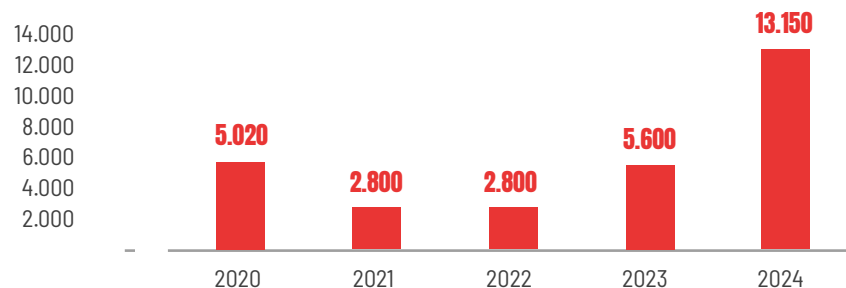
The Company only uses electricity and Diesel oil (DO) in its production activities. In there:

- (1) Non-renewable energy: DO and EVN electricity. The volume of DO used in 2024 was 10.5 tons, equivalent to 13,150 liters. DO is used for two primary purposes: to run the generator during a power outage and a small amount to charge the fire pump. The amount of electricity EVN used in 2024 was 77.5 million kWh.
- (2) Renewable energy-Solar power. The amount of solar power used in 2024 was 6.3 million kWh.

AMOUNT OF ENERGY CONSUMPTION IN 2024



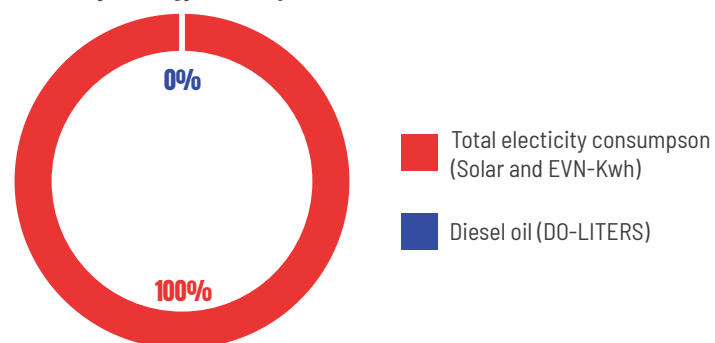
Amount of oil used over the years (Liters)



ENERGY SOURCES	2024	CONVERSION FACTOR TO MJ	MJ
Total electricity consumption (Solar + EVN) (Kwh)	83,823,562.07	3.6	301,764,823
Diesel oil (DO - Liters)	13,150	36,845	484,512
Total Energy Consumption			302,249,335

Total energy consumption at CENTURY = Used volume of non-renewable energy + Used volume of renewable = 302.2 billion Kjun.

Century's Energy Consumption Structure in 2024



Notes:

<https://convertlive.com/vi/u/chuy%E1%BB%83n%C4%91%E1%BB%95i/kilowattgi%E1%B%9D/%C4%91%E1%BB%83/megajoules#83815848> (Convert 1 kWh to MJ)

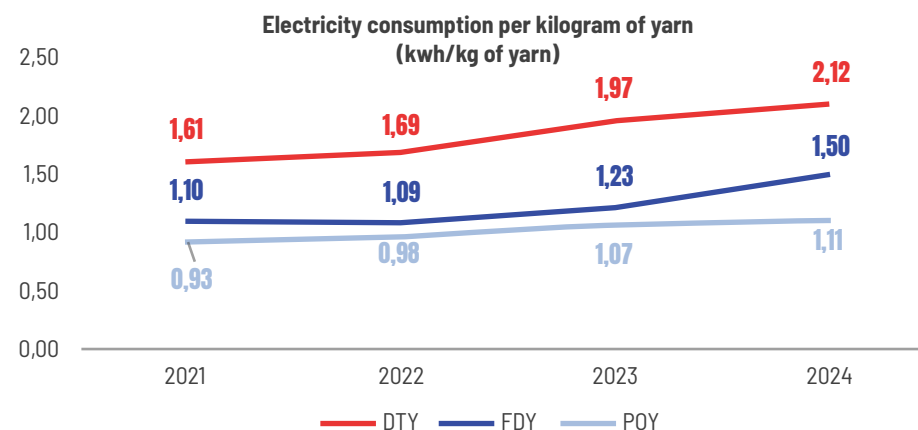
<https://veia.com.vn/he-so-chuyen-doi-don-vi-nang-luong-mj-cua-mot-so-nhien-lieu-pho-bien> (Convert 1 liter DO to MJ)

<https://convertlive.com/vi/u/chuy%E1%BB%83n-%C4%91%E1%BB%95i/megajoules/%C4%91%E1%BB%83/kilojoules> (Convert Mj to Kj)

ENERGY CONSUMPTION INTENSITY

- The Company has 3 main types of yarn products: POY, DTY and FDY.
- The Company built a system to monitor and measure energy consumption (kwh) per product unit (kg).

In particular, electricity consumed for each product unit:



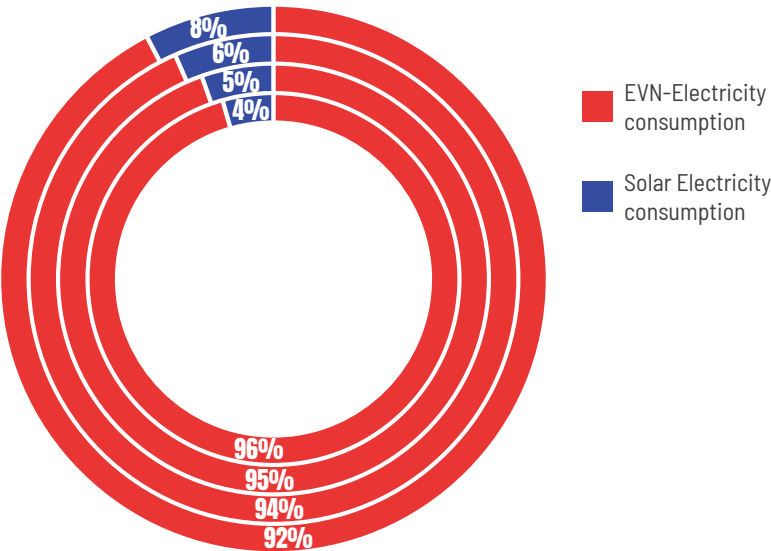
Notes: Output has been converted to the standard denier for each type of yarn: DTY, FDY, and POY.

The total electricity consumption in 2024 decreased by 21% compared to 2023, primarily due to the Company's decision to scale down production activities at Cu Chi factory from Q2.2024 to the end of Q3.2024, resulting in lower electricity usage than the previous year. Additionally, the actual capacity utilization at both Trang Bang and Cu Chi factories did not reach maximum levels, leading to many machines operating below full capacity, which contributed to the overall reduction in electricity consumption. However, electricity consumption per kilogram of DTY, POY, and FDY increased by 7.5%, 3.7%, and 22.4%, respectively, compared to the previous year. This was mainly due to the reduction in production activities, which caused total production output in 2024 to decline by 22% compared to 2023, while auxiliary systems such as compressed air and air conditioning continued to operate at full capacity. Additionally, the Company did not achieve the expected production efficiency according to its quality KPIs. The production of specialty yarns also led to higher electricity consumption during manufacturing.

Utilization of Renewable Energy - Solar Energy

Rooftop solar power project at Cu Chi and Trang Bang factories with a capacity of 7.4 Mwp. The Company has cooperated with a partner to deploy the installation of rooftop solar power systems for both Cu Chi and Trang Bang factories since 2020. In the coming years, the Company plans to increase the proportion of renewable energy use by signing with strategic partners to deploy rooftop solar power projects at Unitex factory and DDPA projects at Trang Bang and Unitex factories.

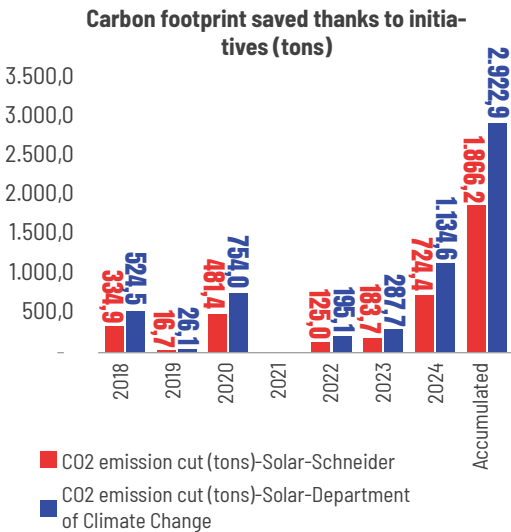
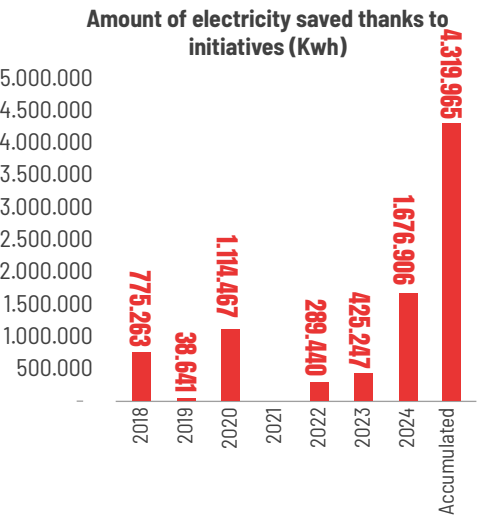
Electricity consumption proportion in the period 2021-2024



Note: From the inner to the outer ring corresponds to 2021-2024

ELECTRICITY SAVINGS FROM INITIATIVES

The Company has maintained the implementation of electricity-saving initiatives since 2018, such as installing inverters for DTY machine waste oil motors, misting pumps, and chiller pumps, addressing compressed air leaks, and adjusting AC fan blades 1, 2, and 3 at Trang Bang factory. As of 2024, these initiatives have cumulatively saved over 4.3 million kWh, equivalent to a reduction of 1.87 thousand tons of CO2 based on Schneider's emission factor and 2.92 thousand tons of CO2 based on the emission factor of the Department of Climate Change.



Note:

The emission factor according to Schneider Electric's Carbon Footprint Data Center: 0.432 tons of CO2/MWh.
The emission factor according to Vietnam's Department of Climate Change (DCC): 0.6766 tons of CO2/MWh.

ELECTRICITY SAVING SOLUTIONS FOR 2025

In 2025, the Company plans to implement the following measures to reduce electricity costs:

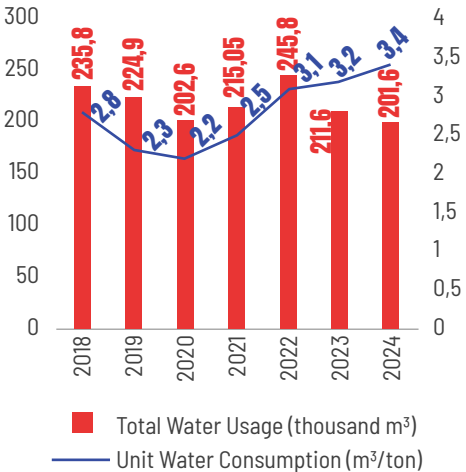
NO.	SOLUTION	EFFICIENCY
1	• Install an inverter for exhaust fan 1 in the AC 1 system.	• Expected savings of 32,832 kWh/year, equivalent to 61.3 million VND/year.
2	• Install an inverter for exhaust fan 2 in the AC 5 system. • Install an inverter for blower fan 2 in the AC 5 system.	• Expected savings of 183,168 kWh/year, equivalent to 342 million VND/year. • Expected savings of 81,216 kWh/year, equivalent to 151.5 million VND/year.
3	• Install solar-powered outdoor lights (already implemented in 2024, to be maintained in 2025)	• Expected savings of 19,008 kWh/year, equivalent to 32.8 million VND/year.

Water consumption

At Century, there is a closed-loop air-conditioning system, whereby water after going through chiller will come to AC reservoirs and cooling water pool to be reused. Thanks to this system, Century has saved 2,815 m³ of water each year.

Water consumed in the Company was provided and guaranteed for quality by the Industrial Zone Management.)

In 2024, water consumption decreased by 4.7% compared to 2023. However, this reduction was significantly smaller than the 22% decline in production output. As a result, the unit water consumption per kilogram of yarn increased slightly by 3.4% compared to 2023 (0.032 m³/kg in 2023 vs. 0.034 m³/kg in 2024). Additionally, the Company has continuously implemented and improved water-saving initiatives in production activities, such as maintaining the reuse of condensate water at the cooling towers of the Cu Chi and Trang Bang factories. This initiative helped the Company save over 21.65 million VND in 2024.



WATER SAVING INITIATIVES IN 2025

NO.	SOLUTION	EFFICIENCY
1	<ul style="list-style-type: none"> Continue recovering discharge water from air compressors 3 and 4 at TB3. Maintain condensate water recovery from AC 4 and 5. Recover condensate water from AC6 at Cu Chi and redirect it to the collection tank for reuse. 	<ul style="list-style-type: none"> Saving 3 m³/day and night, equivalent to 7,560,000 VND/year. Saving 2 m³/day and night, equivalent to 6,534,000 VND / year.
2	<ul style="list-style-type: none"> Monitor water meter data every shift to detect anomalies and take prompt corrective actions 	<ul style="list-style-type: none"> Water saving

PROPORTION OF RECLAIMED AND REUSED WATER 2024

$$= \frac{\text{Volume of reclaimed and reused water}}{\text{Volume of reclaimed and reused water}} \times 100 = \frac{4,901}{201,569} \times 100 = 2.4\%$$

2019	2020	2021	2022	2023	2024
1.2%	1.2%	2.3%	2.7%	3.1%	2.4%

Emissions

In fact, the Company does not generate emissions from boilers or coal, as these energy sources are not used at all in the production process.

Every three months, the Company conducts emissions monitoring in outdoor areas and production zones to promptly implement corrective measures in case of air pollution.

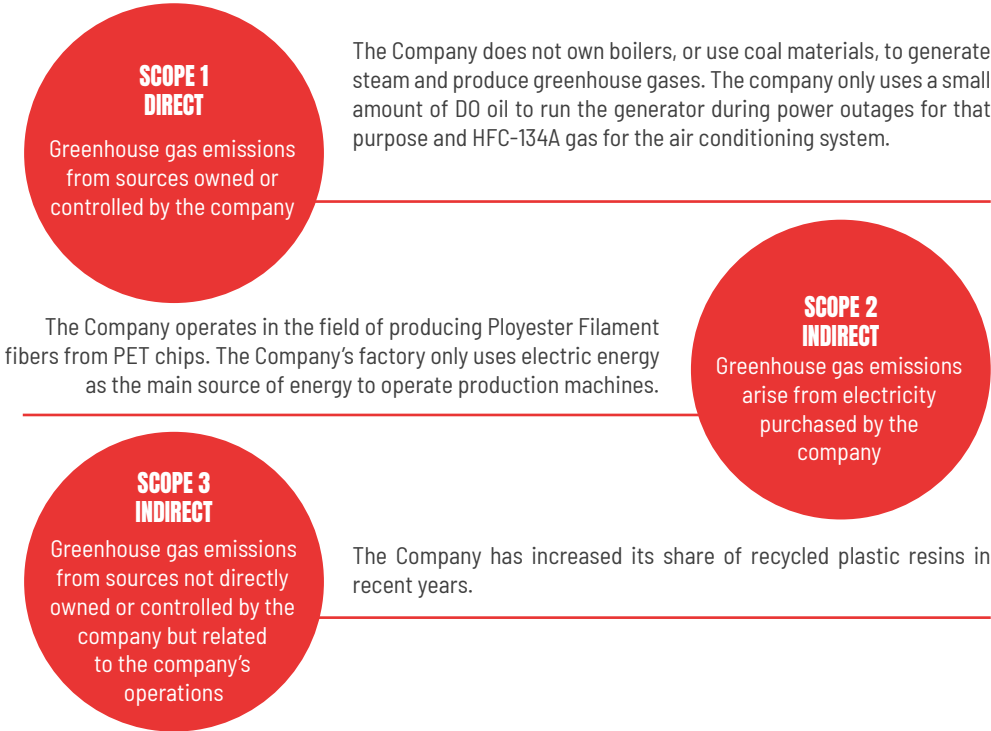
In addition, the Company also submits an environmental monitoring report on emissions to the authorities every six months in compliance with current legal regulations.

SOME MEASURES WHICH ARE CONDUCTED TO MINIMIZE EMISSION POLLUTION:

Controlling the operation of vehicles in the Company such as: container trucks, trucks, forklifts, cars regarding emission. The Company stops using vehicles that generate excessive emissions
Reducing the use of gasoline and DO oil by using electrical vehicles

Regularly maintaining vehicles, machinery, equipment using gasoline and oil DO to minimize emissions pollution.

REDUCE GREENHOUSE GAS EMISSIONS THROUGHOUT THE COMPANY'S ENTIRE VALUE CHAIN



In 2024, Century collaborated with the Center for Research and Development on Energy Saving (ENERTEAM) to conduct an energy audit. The audit aimed to assess energy usage efficiency at Trang Bang and Cu Chi factories, identify areas with potential savings, and propose solutions to optimize energy consumption. Century can reduce operating costs, improve production efficiency, and contribute to its sustainable development goals through this energy audit. Additionally, the energy audit helps the Company comply with energy efficiency regulations and meet the requirements of international customers and partners. This is also a crucial step in Century's strategy to reduce carbon emissions and move toward green manufacturing.

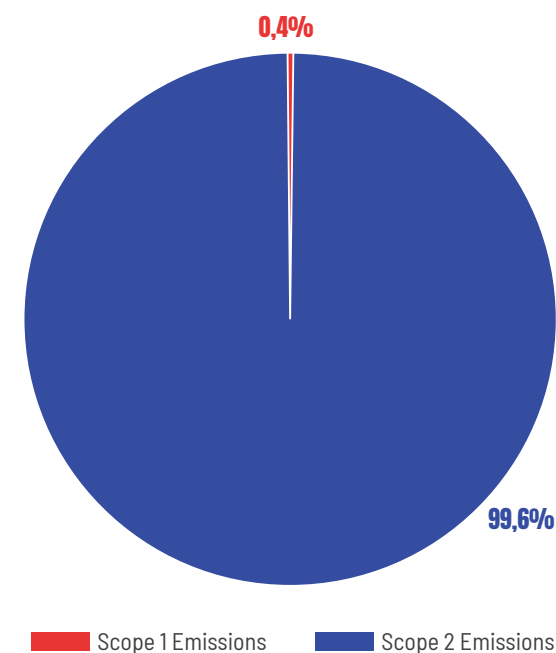
At the end of 2024, Century continued its collaboration with ENERTEAM, appointing this organization as the consulting unit to conduct a greenhouse gas (GHG) inventory for Trang Bang and Cu Chi plants. The inventory results will be compiled into a report and submitted to the authorities before March 31, 2025, ensuring compliance with Decree 06/2022/NĐ-CP. This is a crucial step in Century's commitment to environmental responsibility and sustainable development strategy.

The GHG inventory is carried out through on-site assessments, using data provided by the Company as required by **ENERTEAM**.

THE GHG EMISSIONS OF TRANG BANG FACTORY IN 2024 ARE AS FOLLOWS:

	THE TYPES OF EMISSIONS	TOTAL EMISSIONS (TONS OF CO ₂ e)	PROPORTION	COMPONENT EMISSIONS (TONS)						
				CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
1	Scope 1: Direct emissions	163	0.4%	21	2	0	0	-	-	-
1.1	Emissions from stationary combustion sources	20	0.0%	20	0	0	-	-	-	-
1.2	Emissions from the cooling systems	83	0.2%	-	-	-	0	-	-	-
1.3	Emissions from fire extinguishers	1	0.0%	1	-	-	-	-	-	-
1.4	Emissions from waste-water treatment systems	59	0.1%	-	2	0	-	-	-	-
2	Scope 2: Indirect emissions	44,263	99.6%	44,263	-	-	-	-	-	-
2.1	Emissions generated from purchased electricity	44,263	99.6%	44,263	-	-	-	-	-	-
Total		44,426	100.0%	44,284	2	0	0	-	-	-

Structure of Scope 1 and Scope 2 emissions of Trang Bang Factory in 2024

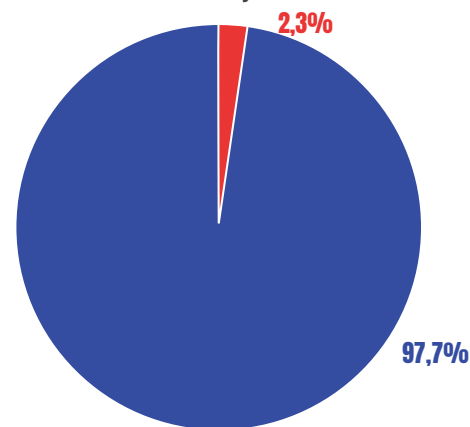


Source: 2024 GHG inventory report for Trang Bang factory by ENERTEAM

THE GHG EMISSIONS OF CU CHI FACTORY IN 2024 ARE AS FOLLOWS:

	THE TYPES OF EMISSIONS	TOTAL EMISSIONS (TONS OF CO ₂ e)	PROPORTION	COMPONENT EMISSIONS (TONS)						
				CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
3	Scope 1: Direct emissions	81	2.3%	1	1	0	0	-	-	-
3.1	Emissions from stationary combustion sources	-	-	-	-	-	-	-	-	-
3.2	Emissions from Mobile Combustion Sources	-	-	-	-	-	-	-	-	-
3.3	Emissions from the cooling systems	47	1.3%	-	-	-	0	-	-	-
3.4	Other Substances	-	-	-	-	-	-	-	-	-
3.5	Emissions from fire extinguishers	1	0.0%	1	-	-	-	-	-	-
3.6	Domestic Wastewater Treatment	33	0.9%	-	1	0	-	-	-	-
3.7	Industrial Wastewater Treatment	-	-	-	-	-	-	-	-	-
4	Scope 2: Indirect emissions	3,484	97.7%	3,484	-	-	-	-	-	-
4.1	Emissions generated from purchased electricity	3,484	97.7%	3,484	-	-	-	-	-	-
Total		3,565	100%	3,485	1	0	0	-	-	-

Scope 1 and Scope 2 emissions proportion of Cu Chi factory in 2024



Scope 1 Emissions Scope 2 Emissions

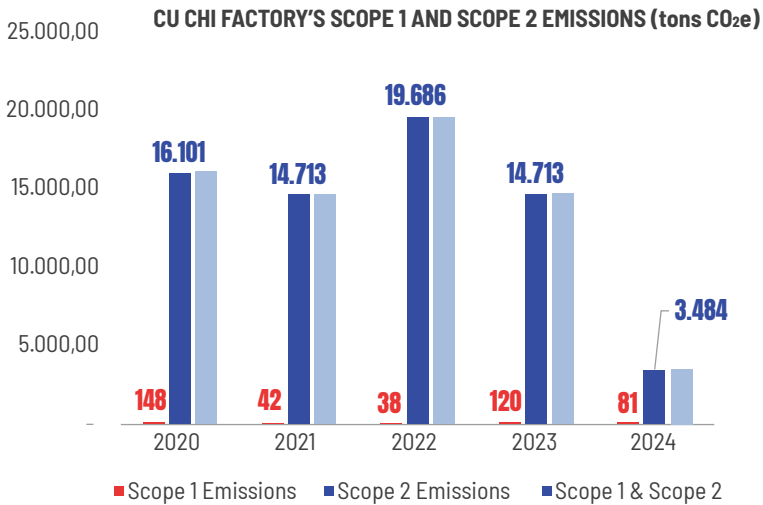
Source: 2024 GHG inventory report for Cu Chi factory by ENERTEAM

It can be seen that Scope 2 (Electricity Consumption) accounts for a significant proportion, reaching over 99.6% of the greenhouse gas (GHG) emissions structure at Trang Bang factory and 97.7% at the Cu Chi factory.

Based on ENERTEAM's calculation of GHG emissions for Trang Bang plant in 2023 and 2024, Century has estimated the GHG emissions for both Cu Chi and Trang Bang factories for the three years from 2020 to 2022.

CU CHI FACTORY'S SCOPE 1 AND SCOPE 2 EMISSIONS.

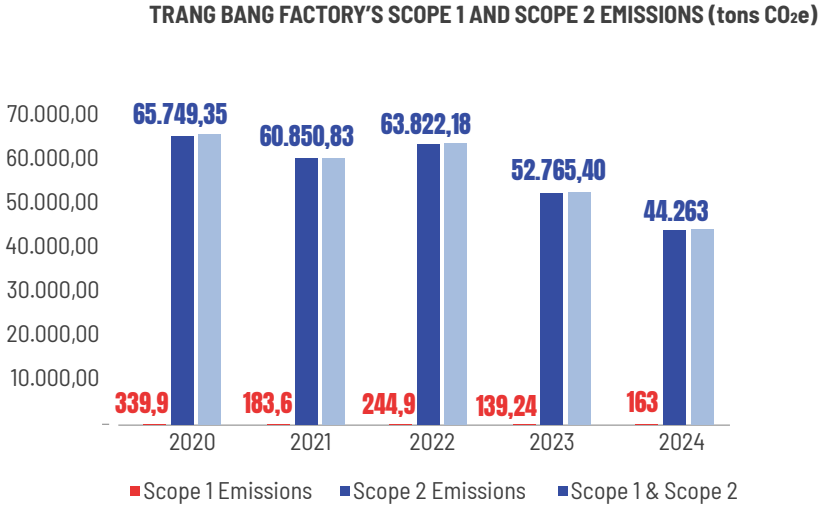
CU CHI FACTORY'S EMISSIONS		TONS CO ₂ E				
NO.	The types of emissions	2020	2021	2022	2023	2024
1	Scope 1: Direct emissions	148.33	42.43	38.03	120.06	81
1.1	Emissions from stationary combustion sources	1.61	0.00	0.00	1.61	-
1.2	Emissions from waste-water treatment systems	42.40	42.16	37.76	34.95	33
1.3	Emissions from the cooling systems	104.04	0	0	83.232	47
1.4	Emissions from fire extinguishers	0.27	0.27	0.27	0.27	1
2	Scope 2: Indirect emissions	16,100.98	14,712.55	19,685.75	14,712.55	3,484
2.1	Emissions generated from purchased electricity	16,100.98	14,712.55	19,685.75	14,712.55	3,484
Total emissions for Scope 1 and Scope 2		16,249.31	14,754.98	19,723.78	14,832.62	3,565



Source: Century calculated according to ENERTEAM methodology.

TRANG BANG FACTORY'S SCOPE 1 AND SCOPE 2 EMISSIONS.

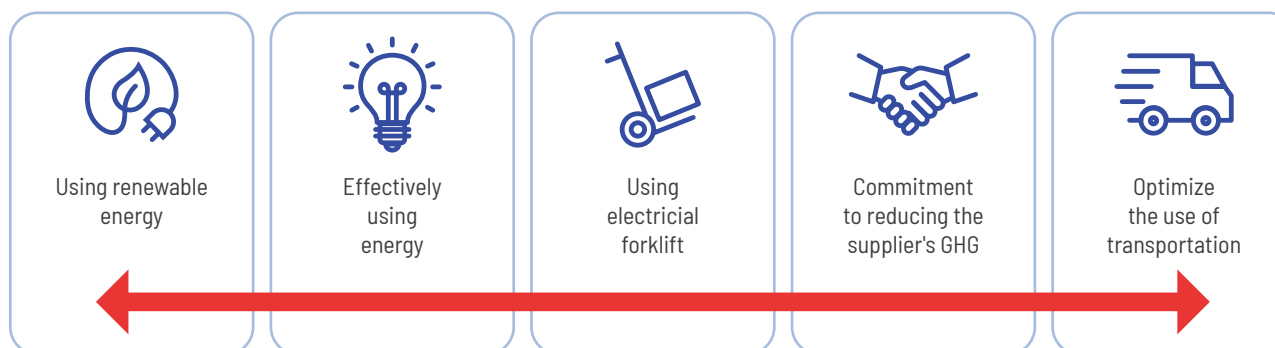
TRANG BANG FACTORY'S EMISSIONS		TONS CO ₂ E				
NO.	The types of emissions	2020	2021	2022	2023	2024
1	Scope 1: Direct emissions	339.93	183.62	244.95	139.24	163
1.1	Emissions from stationary combustion sources	14.02	7.52	7.52	13.43	20
1.2	Emissions from waste-water treatment systems	75.28	71.12	70.02	62.45	59
1.3	Emissions from the cooling systems	249.70	104.04	166.46	62.42	83
1.4	Emissions from fire extinguishers	0.94	0.94	0.94	0.94	1
2	Scope 2: Indirect emissions	65,749.35	60,850.83	63,822.18	52,765.40	44,263
2.1	Emissions generated from purchased electricity	65,749.35	60,850.83	63,822.18	52,765.40	44,263
Total emissions for Scope 1 and Scope 2		66,089.28	61,034.45	64,067.12	52,904.63	44,426



Source: Century calculated according to ENERTEAM methodology.

In 2024, Scope 2 emissions decreased significantly, particularly at Cu Chi factory, where emissions dropped from over 14,832 tons of CO₂e in 2023 to 3,565 tons of CO₂e. The primary reason was the downsizing of production activities at Cu Chi factory from Q2 2024 to the end of Q3 2024, leading to lower electricity consumption than the previous year. Specifically, electricity consumption at Cu Chi plant dropped sharply from 21,757,726 kWh in 2023 to 5,669,345 kWh in 2024. This reduction in electricity consumption was the key factor behind the significant decrease in Scope 2 emissions at Cu Chi factory.

Similarly, the actual capacity of Trang Bang factory did not reach its maximum level, causing many machines to operate below full capacity, contributing to the overall reduction in electricity consumption for the year. As a result, emissions decreased from over 52,904 tons of CO₂e in 2023 to 44,426 tons of CO₂e in 2024.



CARBON EMISSIONS (SCHNEIDER ELECTRIC)

	CONSUMPTION AMOUNT IN 2024	EMISSION FACTOR CO ₂ (SCHNEIDER ELECTRIC)	CARBON EMISSIONS 2020	CARBON EMISSIONS 2021	CARBON EMISSIONS 2022	CARBON EMISSIONS 2023	CARBON EMISSIONS 2024	INCREASE/ DECREASE (%) %2024/2023
Electricity Consumption volume (EVN Power)	77,509 MWh/year	0.432 (tCO ₂ e/MWh)	52,260 (tCO ₂ e/ year)	54,904 (tCO ₂ e/ year)	53,266 (tCO ₂ e/ year)	42,853 (tCO ₂ e/ year)	33,484 (tCO ₂ e/ year)	-22%

CARBON EMISSIONS (THE DEPARTMENT OF CLIMATE CHANGE-DCC)

	CONSUMPTION AMOUNT IN 2024	EMISSION FACTOR CO ₂ (SCHNEIDER ELECTRIC)	CARBON EMISSIONS 2020	CARBON EMISSIONS 2021	CARBON EMISSIONS 2022	CARBON EMISSIONS 2023	CARBON EMISSIONS 2024	INCREASE/ DECREASE (%) %2024/2023
Electricity Consumption volume (EVN Power)	77,509 MWh/year	0.6766 (tCO ₂ e/MWh)	81,851 (tCO ₂ e/ year)	85,991 (tCO ₂ e/ year)	83,425 (tCO ₂ e/ year)	67,116 (tCO ₂ e/ year)	52,442 (tCO ₂ e/ year)	-22%

INITIATIVES TO REDUCE CARBON FOOTPRINT GREENHOUSE GAS EMISSIONS

1. Through using renewable energy sources – solar energy:

The Company partnered with a supplier to install a rooftop solar power system at both Cu Chi and Trang Bang plants in 2020, which became operational in 2021. The rooftop solar project at these plants, with a capacity of 7.4 MWp, has helped the Company reduce 33,716 tons of CO₂ emissions by 2024. Additionally, the Company has signed a contract with a partner to purchase an additional 75 MWp of renewable energy in the coming years.

FROM THE BEGINNING OF THE PROJECT TO THE END OF 2024	
Amount of CO ₂ (tons) reduced by the solar system	33,716
Electricity generated by solar system (Mwh)	25,186
From 2025 to the end of the project lifecycle	
Amount of CO ₂ (tons) reduced by the solar system (Trang Bang and Cu Chi)	502,440
Electricity generated by the solar system (Mwh)	375,319
2025-2026 – Expanding Total Solar System Capacity to 75 MWp	
The amount of CO ₂ (tons) reduced by the Solar system over its entire project lifecycle.	3,686,760
Electricity generated by the solar system (Mwh)	2,753,985

Note: Indefol/Aurora emission factor: 1.3387ton CO₂e/Mwh

2. Through lifting the targeted contribution of recycled yarn in total sales revenue by 2026-2027.

The Company aims to increase the proportion of environmentally friendly "Recycle Yarn" in total revenue from 44.5% in 2024 to 60%-70% by 2026-2027 across Cu Chi, Trang Bang, and Unitex factories.

	2024	2026-2027
The proportion of Recycled yarn in total sales revenue	44.5%	60%-70%
The amount of CO ₂ (tons) can be reduced by using recycled materials - Recycle PET chips from post-consumer-used plastic bottles.	21.04 thousand tons	around 123.05 thousand tons

Note: Based on Century's PET chips suppliers, the emission factors of recycled PET chips and virgin PET chips are 0.5 tons CO₂e per ton of chips and 2.36 tons CO₂e per ton of chips, respectively.

At the end of 2024, Century continued its collaboration with ENERTEAM, appointing them as the consulting partner to conduct the greenhouse gas (GHG) inventory for Trang Bang and Cu Chi factories. The inventory results will be compiled into a report and submitted to the authorities before March 31, 2025, ensuring compliance with Decree 06/2022/NĐ-CP. This is a crucial step in Century's commitment to environmental responsibility and sustainable development strategy.

During the survey, ENERTEAM observed that the Company had implemented various energy-saving solutions and adopted several good practices, such as using energy-efficient LED lighting, high-efficiency air compressors, solar power, inverters for motors, pumps and fans, electric forklifts, and highly automated production machinery. Additionally, ENERTEAM has proposed solutions to enhance resource and energy efficiency further to reduce GHG emissions.

Effluent and waste

EFFLUENT

Century identifies the Company's wastewater from 2 sources: sanitary water and production wastewater (wastewater from sample dyeing room, inspection unit).

For wastewater management, the Company implements the following methods:

- Treat wastewater sources in accordance with current laws.
- To keep separate drainage systems for surface water runoff, sanitary waste water and industrial waste water which are connected to the with the drainage system, sewage of the Industrial zones.
- Regularly monitor wastewater quality parameters, ensure the wastewater quality indicators are in accordance to GRS standards.
- Make environmental monitoring reports to the relevant authorities about wastewater every 6 months in accordance with prevailing regulations.
- Measure the amount of wastewater discharged daily, and keep full records.
- Disclose volume and pay environmental protection fees for wastewater in full in accordance with current laws.
- The Company's wastewater primarily originates from two primary sources: domestic wastewater from employees and industrial wastewater from production. In 2024, the total wastewater volume increased to 37,347 m³, 31.6% higher than the 28,380 m³ recorded in 2023. This increase was mainly due to the trial operation of Unitex factory. Unitex alone consumed 29,031 m³ of water and generated 15,466 m³ of wastewater. The testing phase required multiple trial runs of production equipment to fine-tune technical parameters and ensure stable operation, leading to higher water consumption than the official production phase.

Annual statistics of effluent amount:

	UNIT	2018	2019	2020	2021	2022	2023	2024
Annual effluent amount	m ³	26,932	26,617	34,269	28,633	33,092	28,380	37,347

WASTE

The Company has identified two waste sources: hazardous and general waste. Century has been implementing various measures to manage and treat these waste sources:

For domestic solid waste and non-hazardous industrial waste:

1. Collecting into the storage areas in accordance with procedures for waste classification and management;
2. Transferring the waste to authorized entities for collection, transportation and treat.

For hazardous waste:

1. Attaching hazardous warning signs;
2. Setting up a separate storage for hazardous wastes;
3. Transferring to authorized entities for collection, transportation and treatment.

At Century, solid wastes from production and operation activities are strictly collected, classified and monitored in accordance with the regulation of wastes classification of GRS 4.0 – waste management.

WASTE TYPES	HAZARDOUS WASTE CODE	QUANTITY (KG)	ORGANIZATIONS AND INDIVIDUALS RECEIVING WASTE
TRANG BANG			Moi Truong Xanh Vietnam Joint Stock Company
Fuel oil	170601	15,226	
Used Diesel Oil	170601	2,297	
Absorbent and Filter Materials	180201	1,170	
Discarded Rigid Plastic Packaging	180103	24,995	
Torch Membrane	070109	0	
Sludge Waste	180201	9,950	
Discarded Light Bulbs	160106	0	
Used Printer Cartridges	080204	0	
Total quantity		53,638	
CU CHI			Moi Truong Xanh Vietnam Joint Stock Company
Discarded Rigid Plastic Packaging	180103	810	
Total quantity		810	

- The Company has signed contracts with waste collecting Companies, in which:
 - Collection, transportation and treatment of hazardous waste – Responsible Service Moi Truong Xanh Vietnam Joint Stock Company.
 - Collecting, transporting and treating domestic and industrial solid waste – responsible Service: Nguyen Ngoc Hanh One-Member Limited Liability Company, Vinh Long Vietnam Green Environment Company Limited, and Tay Ninh Environmental Treatment Joint Stock Company.
- The Company also makes the waste management report and submits it to the department of natural resources and environment of Ho Chi Minh city and Tay Ninh province.
- The Company registered as the hazardous waste owner with registration no.- QLCTNH79,002938, T (3rd issuance).



Environmental compliance

- As shown in the environmental measurement reports which are prepared quarterly (conducted 4 times/year) and the annual environmental impact assessment of Century, recorded measured environmental indicator are within the acceptable range in accordance with environmental laws.
- The cases of violation of environmental regulations and laws: 0 cases.
- Total fines for non-compliance with environmental laws and regulations: 0 times.
- Violations related to occupational safety, fire prevention, and environmental regulations detected during government inspections: 0 times.

Company's green projects

RECYCLED YARN	DOPE DYED YARN	RECYCLING THE WASTE YARN FROM PRODUCTION PROCESSES	SOLAR PROJECT
<p>Century has been producing recycled yarn since 2016. The proportion of recycled yarn in total revenue surged from 16% in 2018 to 54% in 2022. However, in 2023 and 2024, this proportion declined to 49.5% and 44.5%, respectively, mainly due to industry-wide challenges and intense price competition from other suppliers. Despite this, the Company remains steadfast in its commitment to sustainable development and aims to increase this share to 60%-70% by 2026-2027.</p> <p>Century has recycled 5.01 billion plastic bottles through recycled yarn production, contributing to ocean protection by reducing plastic waste—an urgent global environmental issue</p>	<p>The Company continues to develop more dope dye yarns in gray, black and navy blue, developing offers for customers in the domestic and export markets, which meets the market's need for environmentally friendly products. This is also a trend that the fashion industry around the world (especially leading brands such as Nike, Adidas, Puma, H&M, Inditex) is aiming to limit hazardous chemicals into the environment.</p>	<p>The Company has been utilizing a production line of 1,500 tons of recycled PET chip/year, raising the Company's profitability and cutting the cost of input material through recycling waste yarn into PET chip and protecting the environment, which helps the Company to increase profit, reduce cost and emissions.</p>	<p>The Company has partnered with a supplier to install rooftop solar power systems at both Cu Chi and Trang Bang factories since 2020. In the coming years, it plans to expand its scale through the DPPA Trang Bang, Unitex, and Unitex rooftop projects, with a total capacity of up to 75 MWp (including both existing and new projects).</p>



Century
Synthetic Fiber Corporation

AUDITED CONSOLIDATED FINANCIAL STATEMENTS

General information	166
Report of management	167
Independent auditors' report	168
Consolidated balance sheet	169
Consolidated income statement	171
Consolidated cash flow statement	172
Notes to the consolidated financial statements	173

GENERAL INFORMATION

THE COMPANY

Century Synthetic Fiber Corporation (“the Company”) is currently a shareholding company incorporated under the Law on Enterprise of Vietnam pursuant to the Enterprise Registration Certificates No. 0302018927 issued by the Department of Planning and Investment of Ho Chi Minh City dated 11 April 2005, as amended.

The Company listed its shares on the Ho Chi Minh Stock Exchange with trading code STK in accordance with Decision No. 410/QĐ-SGDHCM issued by the Ho Chi Minh Stock Exchange on 10 September 2015.

The current principal activity of the Company is to manufacture synthetic yarn and knitting.

The Company’s registered head office is located at Lot B1-1 North West Cu Chi Industrial Zone, Cu Chi District, Ho Chi Minh City, Vietnam. In addition, the Company has Trang Bang Branch, located at Street No.8, Trang Bang Industrial Zone, Trang Bang Commune, Tay Ninh Province, and one representative office, located at 102-104-106 Bau Cat, Ward 14, Tan Binh District, Ho Chi Minh City, Vietnam.

BOARD OF DIRECTORS

Members of the Board of Directors during the year and at the date of this report are:

• Ms Dang My Linh	Chairwomen
• Mr Dang Trieu Hoa	Vice Chairman
• Mr Dang Huong Cuong	Member
• Ms Cao Thi Que Anh	Member
• Mr Vo Quang Long	Member
• Mr Chen Che Jen	Independence member
• Mr Nguyen Quoc Huong	Independence member

BOARD OF SUPERVISION

Members of the Board of Supervision during the year and at the date of this report are:

• Mr Nguyen Tu Luc	Head
• Ms Ha Kiet Tran	Member
• Ms Dinh Ngoc Hoa	Member

MANAGEMENT

Members of the management during the year and at the date of this report are:

• Mr Dang Trieu Hoa	General Director
• Ms Nguyen Phuong Chi	Chief Strategic Officer
• Mr Phan Nhu Bich	Chief Financial Officer

LEGAL REPRESENTATIVE

The legal representative of the Company during the year and at the date of this report is Mr Dang Trieu Hoa.

AUDITOR

The auditor of the Company is Ernst & Young Vietnam Limited.

REPORT OF MANAGEMENT

Management of Century Synthetic Fiber Corporation ("the Company") is pleased to present this report and the consolidated financial statements of the Company and its subsidiary ("the Group") for the year ended 31 December 2024.

MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Management is responsible for the consolidated financial statements of each financial year which give a true and fair view of the consolidated financial position of the Group, and of the consolidated results of its operations and its consolidated cash flows for the year. In preparing those consolidated financial statements, management is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the consolidated financial statements; and
- prepare the consolidated financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

Management is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the consolidated financial position of the Group and to ensure that the accounting records comply with the applied accounting system. It is also responsible for safeguarding the assets of the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Management confirmed that it has complied with the above requirements in preparing the accompanying consolidated financial statements.

STATEMENT BY MANAGEMENT

Management does hereby state that, in its opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the consolidated financial statements.

For and on behalf of the management:

Dang Trieu Hoa
General Director

*THo Chi Minh City, Vietnam
7 March 2025*

INDEPENDENT AUDITORS' REPORT

To: The Shareholders of Century Synthetic Fiber Corporation

We have audited the accompanying consolidated financial statements of Century Synthetic Fiber Corporation ("the Company") and its subsidiary (collectively referred to as "the Group") as prepared on 7 March 2025 and set out on pages 5 to 35, which comprise the consolidated balance sheet as at 31 December 2024, and the consolidated income statement and the consolidated cash flow statement for the year then ended and the notes thereto.

Management's responsibility

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the consolidated financial statements, and for such internal control as management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statement, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Group's preparation and fair presentation of the consolidated financial statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of the Group as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Enterprises Accounting System and the statutory requirements relevant to preparation and presentation of the consolidated financial statements.

Ernst & Young Vietnam Limited

Ernest Yoong Chin Kang

Deputy General Director

Audit Practicing Registration Certificate
No. 1891-2023-004-1

*Ho Chi Minh City, Vietnam
7 March 2025*

Pham Ninh Tung

Auditor

Audit Practicing Registration Certificate
No. 5631-2025-004-1

CONSOLIDATED BALANCE SHEET

as at 31 December 2024

VND

CODE	ASSETS	NOTES	ENDING BALANCE	BEGINNING BALANCE
100	A. CURRENT ASSETS		997.061.057.465	1.395.936.217.102
110	I. Cash and cash equivalents	4	105.602.398.852	109.476.256.782
111	1. Cash		5.402.398.852	5.989.452.153
112	2. Cash equivalents		100.200.000.000	103.486.804.629
120	II. Short-term investment		-	54.050.637.373
123	1. Held-to-maturity investment		-	54.050.637.373
130	III. Current accounts receivable		105.312.984.991	450.138.868.654
131	1. Short-term trade receivables	5	92.738.753.955	91.305.667.931
132	2. Short-term advances to suppliers	6	7.104.476.750	354.529.855.008
135	3. Short-term loan receivable	7	3.471.000.000	3.471.000.000
136	4. Other short-term receivables	8	1.998.754.286	832.345.715
140	IV. Inventories	9	616.099.132.887	615.023.248.456
141	1. Inventories		622.696.170.006	621.333.490.652
149	2. Provision for obsolete inventories		(6.597.037.119)	(6.310.242.196)
150	V. Other current assets		170.046.540.735	167.247.205.837
151	1. Short-term prepaid expenses	14	4.129.693.461	2.793.026.285
152	2. Value-added tax deductible	17	165.766.676.433	162.695.833.297
153	3. Tax receivable from the State	17	150.170.841	1.758.346.255

VND

MÃ SỐ	TÀI SẢN	THUYẾT MINH	SỐ CUỐI NĂM	SỐ ĐẦU NĂM
200	B. NON-CURRENT ASSETS		2.814.182.774.472	1.577.922.927.005
220	I. Fixed assets		560.684.345.537	642.368.814.999
221	1. Tangible fixed assets	10	560.684.345.537	642.368.814.999
222	Cost		2.103.161.115.998	2.092.008.447.857
223	Accumulated depreciation		(1.542.476.770.461)	(1.449.639.632.858)
227	2. Intangible fixed asset	11	-	-
228	Cost		14.385.298.205	14.385.298.205
229	Accumulated amortization		(14.385.298.205)	(14.385.298.205)
240	II. Long-term asset in progress		2.111.112.394.294	783.102.433.377
242	1. Construction in progress	12	2.111.112.394.294	783.102.433.377
250	III. Long-term investment		13.800.000.000	13.800.000.000
253	1. Investment in other entity	13	13.800.000.000	13.800.000.000
260	IV. Other long-term assets		128.586.034.641	138.651.678.629
261	1. Long-term prepaid expenses	14	125.692.890.034	135.708.407.488
262	2. Deferred tax assets	28.3	2.893.144.607	2.943.271.141
270	TOTAL ASSETS		3.811.243.831.937	2.973.859.144.107

B01-DN/HN

CONSOLIDATED BALANCE SHEET (continued)

as at 31 December 2024

VND

CODE	RESOURCES	NOTES	ENDING BALANCE	BEGINNING BALANCE
300	C. LIABILITIES		2.103.888.828.129	1.344.969.752.937
310	I. Current liabilities	4	1.311.165.536.034	935.575.186.771
311	1. Short-term trade payables	15	377.654.321.523	237.754.934.541
312	2. Short-term advances from customers	16	22.222.333.339	39.224.518.554
313	3. Statutory obligations	17	6.894.246.528	2.970.767.020
314	4. Payable to employees		20.388.912.097	25.610.480.880
315	5. Short-term accrued expenses	18	10.426.136.962	7.954.740.536
319	6. Other short-term payables	19	7.623.105.278	5.203.790.319
320	7. Short-term loans	20	857.624.790.695	609.537.812.760
322	8. Bonus and welfare fund	3.15	8.331.689.612	7.318.142.161
330	II. Non-current liabilities		792.723.292.095	409.394.566.166
338	1. Long-term loans	20	792.463.828.758	409.136.361.334
342	2. Long-term provision	3.13	259.463.337	258.204.832

VND

CODE	RESOURCES	NOTES	ENDING BALANCE	BEGINNING BALANCE
400	D. OWNERS' EQUITY		1.707.355.003.808	1.628.889.391.170
410	I. Capital	21.1	1.707.355.003.808	1.628.889.391.170
411	1. Share capital		966.369.240.000	966.369.240.000
411a	- Shares with voting rights		966.369.240.000	966.369.240.000
412	2. Share premium		64.477.297.852	40.824.578.872
413	3. Treasury share		-	(42.410.550.000)
418	4. Investment and development fund		1.219.011.000	1.219.011.000
421	5. Undistributed earnings		675.289.454.956	662.887.111.298
421a	- Undistributed earnings at the end of prior year		662.887.111.298	575.087.778.611
421b	- Profit of current year		12.402.343.658	87.799.332.687
440	TOTAL LIABILITIES AND OWNERS' EQUITY		3.811.243.831.937	2.973.859.144.107

Preparer
Nguyen Thi Hong Tham

Chief Accountant
Phan Nhu Bich

General Director
Dang Trieu Hoa

*Ho Chi Minh City, Vietnam
7 March 2025*

B02-DN/HN

CONSOLIDATED INCOME STATEMENT

For the year ended 31 December 2024

VND

CODE	ITEMS	NOTES	CURRENT YEAR	PREVIOUS YEAR
01	1. Revenue from sale of goods	22.1	1.210.456.380.134	1.425.624.612.200
02	2. Deductions	22.1	(203.810.405)	(561.587.822)
10	3. Net revenue from sale of goods	22.1	1.210.252.569.729	1.425.063.024.378
11	4. Cost of goods sold	27	(1.047.025.681.914)	(1.232.981.228.387)
20	5. Gross profit from sale of goods		163.226.887.815	192.081.795.991
21	6. Finance income	22.2	12.875.707.062	31.061.416.006
22	7. Finance expenses	23	(85.768.489.169)	(54.057.483.005)
23	<i>In which: Interest expense</i>		<i>(17.127.583.213)</i>	<i>(17.335.099.901)</i>
25	8. Selling expenses	24, 27	(12.473.186.828)	(19.663.775.726)
26	9. General and administrative expenses	25, 27	(52.322.172.851)	(60.439.695.454)
30	10. Operating profit		25.538.746.029	88.982.257.812
31	11. Other income		266.173.503	2.074.019.048
32	12. Other expenses	26	(6.903.874.485)	(54.346.623)

VND

CODE	ITEMS	NOTES	CURRENT YEAR	PREVIOUS YEAR
40	13. Other (loss) profit		(6.637.700.982)	2.019.672.425
50	14. Accounting profit before tax		18.901.045.047	91.001.930.237
51	15. Current corporate income tax expense	28.1	(6.448.574.855)	(2.721.665.639)
52	16. Deferred tax expense	28.3	(50.126.534)	(480.931.911)
60	17. Net profit after tax		12.402.343.658	87.799.332.687
61	18. Net profit after tax attributable to shareholders of the parent		12.402.343.658	87.799.332.687
70	19. Basic earnings per share	30	130	933
71	20. Diluted earnings per share	30	130	933

Preparer
Nguyen Thi Hong Tham

Chief Accountant
Phan Nhu Bich

General Director
Dang Trieu Hoa

*Ho Chi Minh City, Vietnam
7 March 2025*

CONSOLIDATED CASH FLOW STATEMENT

For the year ended 31 December 2024

VND

CODE	ITEMS	NOTES	CURRENT YEAR	PREVIOUS YEAR
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	Accounting profit before tax		18.901.045.047	91.001.930.237
	Adjustments for:			
02	Depreciation and amortization	10, 11	92.837.137.603	91.883.225.860
03	Provision (reversal provision)		286.794.923	(235.568.532)
04	Foreign exchange losses arising from revaluation of monetary accounts denominated in foreign currency		48.816.257.803	805.777.484
05	Profits from investing activities	22.2	(358.462.148)	(10.689.149.403)
06	Interest expense	23	17.127.583.213	17.335.099.901
08	Operating profit before changes in working capital		177.610.356.441	190.101.315.547
09	Increase in receivables		(59.386.129.557)	(95.441.161.606)
10	Increase in inventories		(1.362.679.354)	(148.651.155.668)
11	Increase in payables		178.694.932.888	57.158.656.087
12	Decrease in prepaid expenses		8.678.850.278	914.547.932
14	Interest paid		(16.881.918.686)	(17.710.432.108)
15	Corporate income tax paid		-	(59.110.914)
20	Net cash flows from (used in) operating activities		287.353.412.010	(13.687.340.730)
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	Purchase and construction of		(935.121.066.461)	(949.806.432.497)
23	fixed assets		-	(54.050.637.373)
24	Placement of bank term deposits		54.050.637.373	180.000.000.000
27	Proceeds from bank term deposit		237.634.370	10.948.211.565
30	Net cash flows used in investing activities		(880.832.794.718)	(812.908.858.305)

VND

CODE	ITEMS	NOTES	CURRENT YEAR	PREVIOUS YEAR
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
33	Drawdown of borrowings	20	2.120.882.205.187	1.788.770.227.336
34	Repayment of borrowings	20	(1.530.306.747.650)	(1.087.984.771.145)
40	Net cash flows from financing activities		590.575.457.537	700.785.456.191
50	Net decrease in cash and cash equivalents for the year		(2.903.925.171)	(125.810.742.844)
60	Cash and cash equivalents at the beginning of the year		109.476.256.782	235.284.187.347
61	Impact of exchange rate fluctuation		(969.932.759)	2.812.279
70	Cash and cash equivalents at the end of the year	4	105.602.398.852	109.476.256.782

Preparer
Nguyen Thi Hong Tham

Chief Accountant
Phan Nhu Bich

General Director
Dang Trieu Hoa

Ho Chi Minh City, Vietnam
7 March 2025

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

As at 31 December 2024 and for the year then ended

1. CORPORATE INFORMATION

Century Synthetic Fiber Corporation ("the Company") is currently a shareholding company incorporated under the Law on Enterprise of Vietnam pursuant to the Enterprise Registration Certificates No. 0302018927 issued by the Department of Planning and Investment of Ho Chi Minh City dated 11 April 2005, as amended.

The Company listed its shares on the Ho Chi Minh Stock Exchange with trading code STK in accordance with Decision No. 410/QĐ-SGDHCM issued by the Ho Chi Minh Stock Exchange on 10 September 2015.

The current principal activity of the Company is to manufacture synthetic yarn and knitting.

The Company's normal course of business cycle is 12 months.

The Company's registered head office is located at Lot B1-1 North West Cu Chi Industrial Zone, Cu Chi District, Ho Chi Minh City, Vietnam. In addition, the Company has Trang Bang Branch, located at Street No.8, Trang Bang Industrial Zone, Trang Bang Commune, Tay Ninh Province, and one representative office, located at 102-104-106 Bau Cat, Ward 14, Tan Binh District, Ho Chi Minh City, Vietnam.

The number of employees of the Company and its subsidiary ("the Group") as at 31 December 2024 was 998 (31 December 2023: 891).

Corporate structure

As at 31 December 2024, the Company has a subsidiary as follows:

Unitex is a limited company established in Vietnam pursuant to Investment Certificate No. 452033000336 issued by the Management Board of Tay Ninh Economic Zone on 29 June 2015 and Enterprise Registration Certificate ("ERC") No. 3901206611 issued by the Department of Planning and Investment of Tay Ninh Province on 29 June 2015, and as subsequently amended.

The principal activity of Unitex is to manufacture fibers and fabrics. The registered head office of Unitex is located at A17.1, C1 Street, Thanh Thanh Cong Industrial Zone, An Hoa Commune, Trang Bang Commune, Tay Ninh Province, Vietnam. Currently, Unitex is in pre-operation progress.

As at 31 December 2024, the Company holds 100% ownership and voting rights of Unitex.

2. BASIS OF PREPARATION

2.1 Accounting standards and system

- The consolidated financial statements of the Company and its subsidiary ("the Group"), expressed in Vietnam dong ("VND"), are prepared in accordance with Vietnamese Enterprise Accounting System and other Vietnamese Accounting Standards issued by the Ministry of Finance as per:
- Decision No. 149/2001/QĐ-BTC dated 31 December 2001 on the Issuance and Promulgation of Four Vietnamese Accounting Standards (Series 1);
- Decision No. 165/2002/QĐ-BTC dated 31 December 2002 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 2);
- Decision No. 234/2003/QĐ-BTC dated 30 December 2003 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 3);
- Decision No. 12/2005/QĐ-BTC dated 15 February 2005 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 4); and
- Decision No. 100/2005/QĐ-BTC dated 28 December 2005 on the Issuance and Promulgation of Four Vietnamese Accounting Standards (Series 5).

Accordingly, the accompanying consolidated financial statements, including their utilization are not designed for those who are not informed about Vietnam's accounting principles, procedures and practices and furthermore are not intended to present the consolidated financial position and the results of its consolidated operations and consolidated cash flows in accordance with accounting principles and practices generally accepted in countries other than Vietnam.

2.2 Applied accounting documentation system

The Group's applied accounting documentation system is the General Journal system.

2.3 Fiscal year

The Group's fiscal year applicable for the preparation of its consolidated financial statements starts on 1 January and ends on 31 December.

2.4 Accounting currency

The consolidated financial statements are prepared in VND which is also the Company's accounting currency.

2.5 Basis of consolidation

The consolidated financial statements comprise the financial statements of the Company and its subsidiary for the year ended 31 December 2024.

Subsidiary is fully consolidated from the date of acquisition, being the date on which the Group obtains control, and continued to be consolidated until the date that such control ceases.

The financial statements of subsidiary are prepared for the same reporting year as the Company, using consistent accounting policies.

All intra-company balances, income and expenses and unrealized gains or losses resulting from intra-company transactions are eliminated in full.

Impact of change in the ownership interest of a subsidiary, without a loss of control, is recorded in undistributed earnings.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

3.1 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, cash in banks and short-term, highly liquid investments with an original maturity of less than three months that are readily convertible into known amounts of cash and that are subject to an insignificant risk of changes in value.

3.2 Inventories

Inventories are measured at their historical costs. The cost of inventories comprise costs of purchase, costs of conversion (including raw materials, direct labor cost, other directly related cost, manufacturing general overheads allocated based on the normal operating capacity) incurred in bringing the inventories to their present location and condition. In case the net realizable value is lower than the original price, it must be calculated according to the net realizable value.

Net realizable value represents the estimated selling price in the ordinary course of business less the estimated costs to complete and the estimated costs necessary to make the sale.

The perpetual method is used to record inventories, which are valued as follows:

Raw materials	-	cost of purchase on a weighted average basis
Finished goods	-	cost of finished good on a weighted average basis.

Provision for obsolete inventories

An inventory provision is created for the estimated loss arising due to the impairment of value (through diminution, damage, obsolescence, etc.) of raw materials, finished goods owned by the Group, based on appropriate evidence of impairment available at the balance sheet date.

Increases or decreases to the provision balance are recorded into the cost of goods sold account in the consolidated income statement. When inventories are expired, obsolescence, damage or become useless, the difference between the provision previously made and the historical cost of inventories are included in the consolidated income statement.

3.3 Receivables

Receivables are presented in the consolidated financial statements at the carrying amounts due from customers and other debtors, after the provision for doubtful debts.

The provision for doubtful debts represents the estimated loss due to non-collection of receivables that were outstanding at the balance sheet date. Increases or decreases to the provision balance are recorded as general and administration expense in the consolidated income statement. Increases or decreases to the provision balance are recorded as general and administrative expense in the income statement. When bad debts are determined as unrecoverable and accountant writes off those bad debts, the differences between the provision for doubtful receivables previously made and historical cost of receivables are included in the consolidated income statement.

3.4 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

The cost of a tangible fixed asset comprises its purchase price and any directly attributable costs of bringing the tangible fixed asset to working condition for its intended use.

Expenditures for additions, improvements and renewals are added to the carrying amount of the assets and expenditures for maintenance and repairs are charged to the consolidated income statement as incurred. When tangible fixed assets are sold or retired, gain or loss resulting from their disposal (the difference between the net disposal proceeds and the carrying amount) is included in the consolidated income statement.

3.5 Intangible fixed assets

Intangible fixed assets are stated at cost less accumulated amortization.

The cost of an intangible fixed asset comprises its purchase price and any directly attributable costs of preparing the intangible asset for its intended use.

Expenditures for additions, improvements are added to the carrying amount of the assets and other expenditures are charged to the consolidated income statement as incurred.

When intangible fixed assets are sold or retired, gain or loss resulting from their disposal (the difference between the net disposal proceeds and the carrying amount) is included in the consolidated income statement.

3.6 Depreciation and amortization

Depreciation of tangible fixed assets and amortization of intangible fixed asset are calculated on a straight-line basis over the estimated useful life of each asset as follows:

Buildings, structures	4 - 25 years
Machinery and equipment	2 - 15 years
Motor vehicles	4 - 10 years
Office equipment	3 - 5 years
Computer software	4 - 5 years

3.7 Borrowing costs

Borrowing costs consist of interest and other costs that the Group incurs in connection with the borrowing of funds.

Borrowing costs are recorded as expense during the year in which they are incurred, except to the extent that they are capitalized as explained in the following paragraph.

Borrowing costs that are directly attributable to the acquisition, construction or production of an asset that necessarily take a substantial period of time to get ready for its intended use or sale are capitalized as part of the cost of the respective asset.

3.8 Prepaid expenses

Prepaid expenses are reported either as short-term or long-term prepaid expenses in the consolidated balance sheet and amortized over the year for which the amounts are paid or the year in which economic benefits are generated in relation to these expenses.

The following types of expenses are recorded as long-term prepaid expenses and are amortized to the consolidated income statement:

- Prepaid rental; and
- Tools and consumables with large value issued into production and can be used for more than one year.

Prepaid land rental

The prepaid land rental represents the unamortized balance of advance payment made in accordance with the lease contract signed with Cidico Corporation on 3 July 2000 for a period of 50 years and Tay Ninh Industrial Park Infrastructure Development Joint Stock Company on 21 July 2009 for a period of 45 years, and on 31 October 2017 to 14 July 2053 and Thanh Thanh Cong Industrial Zone Joint Stock Company on 30 June 2015 for 43 years.

Such prepaid rental is recognized as a long-term prepaid expense for allocation to the consolidated income statement over the remaining lease year according to Circular 45/2013/TT-BTC issued by the Ministry of Finance on 25 April 2013.

3.9 Construction in process

Construction in progress represents costs that are directly attributable to the acquisition, construction to produce an asset in the course of construction at the balance sheet date.

3.10 Business combinations and goodwill

Business combinations are accounted for using the purchase method. The cost of a business combination is measured as the fair value of assets given, equity instruments issued and liabilities incurred or assumed at the date of exchange plus any costs directly attributable to the business combination. Identifiable assets and liabilities and contingent liabilities assumed in a business combination are measured initially at fair values at the date of business combination.

3.11 Investments

Investment in another entity

Investment in another entity is stated at acquisition cost.

Provision for diminution in value of an investment

Provision for the investment is made when there are reliable evidences of the diminution in value of the investment at the balance sheet date.

Increases or decreases to the provision balance are recorded as finance expense in the consolidated income statement.

3.12 Payables and accruals

Payables and accruals are recognized for amounts to be paid in the future for goods and services received, whether or not billed to the Group.

3.13 Accrual for severance pay

The severance pay to employee is accrued at the end of each reporting period for all employees who have been in service for more than 12 months up to the consolidated balance sheet date at the rate of one-half of the average monthly salary for each year of service up to 31 December 2008 in accordance with the Labor Code and related implementing guidance. The average monthly salary used in this calculation will be revised at the end of each reporting year following the average monthly salary of the 6-month period up to the reporting date. Increase or decrease to the accrued amount other than actual payment to employees will be taken to the consolidated income statement.

This accrued severance pay is used to settle the termination allowance to be paid to employee upon termination of their labor contract following Article 48 of the Labor Code.

3.14 Foreign currency transactions

The Company applies the guidance of Circular 53/2016/TT-BTC dated 21 March 2016 amending and supplementing some articles of Circular 200/2014/TT-BTC dated 22 December 2014 on foreign currency transactions.

Transactions in currencies other than the Group's accounting currency are recorded at the exchange rate that approximates the average of buying and selling transfer exchange rates announced by the commercial bank where the Group most frequently conducts its transactions ("the average transfer exchange rate"). This approximate exchange rate does not exceed +/- 1% of the average transfer exchange rate. The average transfer exchange rate is determined daily based on the average of daily buying and selling transfer exchange rates of the commercial bank.

At the end of the year, balances of monetary items denominated in foreign currencies are translated at the transfer exchange rate announced by the commercial bank where the Group most frequently conducts its transactions. This transfer exchange rate is the buying transfer exchange rate of the commercial bank.

All foreign exchange differences incurred are taken to the consolidated income statement.

3.15 Appropriation of net profit

Net profit after tax is available for appropriation to shareholders after approval in the shareholders' meeting, and after making appropriation to reserve funds in accordance with the Company's Charter and Vietnam's regulatory requirements.

The Group maintains the following reserve funds which are appropriated from the Group's net profit as proposed by the Board of Directors and subject to approval by shareholders at the annual general meeting.

Investment and development fund

This fund is set aside for use in the Group's expansion of its operation or of in-depth investment.

Bonus and welfare fund

This fund is set aside for the purpose of pecuniary rewarding and encouraging, common benefits and improvement of the employees' benefits and presented as a liability on the consolidated balance sheet.

3.16 Revenue recognition

Revenue is recognized to the extent that it is probable that the economic benefits will flow to the Group and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable, excluding trade discount, rebate and sales return. The following specific recognition criteria must also be met before revenue is recognized:

Sale of goods

Revenue is recognized when the significant risks and rewards of ownership of the goods have passed to the buyer, usually upon the delivery of the goods.

Interest

Revenue is recognized as the interest accrues unless collectability is in doubt.

3.17 Taxation

Current income tax

Current income tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted as at the balance sheet date.

Current income tax is charged or credited to the consolidated income statement, except when it relates to items recognized directly to equity, in which case the current income tax is also dealt with in equity.

Current income tax assets and liabilities are offset when there is a legally enforceable right for the Group to offset current income tax assets against current income tax liabilities and when the Group intend to settle its current income tax assets and liabilities on a net basis.

Deferred tax

Deferred tax is provided using the liability method on temporary differences at the consolidated balance sheet date between the tax base of assets and liabilities and their carrying amount for financial reporting purposes.

Deferred tax liabilities are recognized for all taxable temporary differences, except:

- where the deferred tax liability arises from the initial recognition of an asset or liability in a transaction which at the time of the related transaction affects neither the accounting profit nor taxable profit or loss; and
- in respect of taxable temporarily differences associated with investments in subsidiaries and associates, and interests in joint ventures where timing of the reversal of the temporary difference can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognized for all deductible temporary differences, carried forward unused tax credit and unused tax losses, to the extent that it is probable that taxable profit will be available against which deductible temporary differences, carried forward unused tax credit and unused tax losses can be utilized, except:

- where the deferred tax asset in respect of deductible temporary difference which arises from the initial recognition of an asset or liability which at the time of the related transaction, affects neither the accounting profit nor taxable profit or loss; and
- in respect of deductible temporarily differences associated with investments in subsidiaries, associates, and interests in joint ventures, deferred tax assets are recognized only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilized.

The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilized. Previously unrecognized deferred tax assets are re-assessed at each balance sheet date and are recognized to the extent that it has become probable that future taxable profit will allow the deferred tax assets to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period when the asset is realized or the liability is settled based on tax rates and tax laws that have been enacted at the balance sheet date.

Deferred tax is charged or credited to the consolidated income statement, except when it relates to items recognized directly to equity, in which case the deferred tax is also dealt with in the equity account.

Deferred tax assets and liabilities are offset when there is a legally enforceable right for the Group to off-set current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority on:

- either the same taxable entity; or
- when the Group intends either settle current tax liabilities and assets on a net basis or to realize the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

3.18 Earnings per share

Basic earnings per share amounts are calculated by dividing net profit (loss) after tax for the year attributable to ordinary shareholders of the Company (after adjusting for the bonus and welfare fund) by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share amounts are calculated by dividing the net profit after tax attributable to ordinary equity holders of the Company (after adjusting the interest on the convertible preference shares) by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares.

3.19 Segment information

The Group's principal activities are to manufacture synthetic yarn and knitting. In addition, these activities are mainly taking place within Vietnam. Therefore, the Group's risks and returns are not impacted by the Group's products that the Group is manufacturing or the locations where the Group is trading. As a result, the Group's management is of the view that there is only one segment for business and geography and therefore presentation of segmental information is not required.

3.20 Related parties

Parties are considered to be related parties of the Group if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions, or when the Group and other party are under common control or under common significant influence. Related parties can be enterprise or individual, including close members of their families.

4. CASH AND CASH EQUIVALENTS

VND

	ENDING BALANCE	BEGINNING BALANCE
Cash on hand	9.693.533	4.587.230
Cash in banks	5.392.705.319	5.984.864.923
Time deposits at banks (*)	100.200.000.000	103.486.804.629
TOTAL	105.602.398.852	109.476.256.782

(*) These represent short-term deposits at commercial banks with original maturities of less than three (3) months and earn market rate interest.

5. SHORT-TERM TRADE RECEIVABLES

VND

	ENDING BALANCE	BEGINNING BALANCE
Coats Phong Phu Co., Ltd.	30.598.767.067	30.329.992.959
Unifi Asia Pacific (Hong Kong)	14.389.550.465	1.765.368.864
Van Thinh Trading Service Co., Ltd.	11.850.307.007	
Chori Osaka Ltd Ptd	10.479.688.403	13.683.713.805
XKTC-Unifi Asia Pacific (Hong Kong)	2.185.095.310	15.353.899.789
Nam Phuong Textile and Dyeing Co., Ltd.	83.665.034	17.000.354.250
Others	23.151.681.669	13.172.338.264
TOTAL	92.738.753.955	91.305.667.931

6. SHORT-TERM ADVANCES TO SUPPLIERS

VND

	ENDING BALANCE	BEGINNING BALANCE
Tang Nghi Luc One Member Co., Ltd	4.509.321.854	-
Vietnam Giza Engineering and Construction JSC	-	298.016.528.971
Multicom Machinery Taiwan Ltd	-	50.762.970.184
Others	2.595.154.896	5.750.355.853
OTAL	7.104.476.750	354.529.855.008

7. SHORT-TERM LOAN RECEIVABLE

VND

	ENDING BALANCE	BEGINNING BALANCE
Dintsun Vietnam Company Limited	3.471.000.000	3.471.000.000

The balance represents interest-free loan to Dintsun Vietnam Company Limited ("Dintsun") under Capital Contribution Agreement No. DTVN - 2019001 dated 12 December 2019 and the latest Appendix dated 28 June 2024 to raise capital for the Soc Trang Industrial Zone Project.

8. OTHER SHORT-TERM RECEIVABLES

VND

	ENDING BALANCE	BEGINNING BALANCE
Deposits interest	147.917.504	504.397.615
Others	1.850.836.782	327.948.100
TOTAL	1.998.754.286	832.345.715

9. INVENTORIES

	ENDING BALANCE		BEGINNING BALANCE	
	COST	PROVISION	COST	PROVISION
Finished goods	412.787.130.094	(2.032.632.169)	447.284.438.381	(2.458.780.034)
Raw materials	186.405.176.481	(4.564.404.950)	149.533.927.024	(3.851.462.162)
Goods in transit	23.503.863.431	-	24.515.125.247	-
TOTAL	622.696.170.006	(6.597.037.119)	621.333.490.652	(6.310.242.196)

Detail of movements of provision for obsolete inventories:

VND

	CURRENT YEAR	PREVIOUS YEAR
Beginning balance	6.310.242.196	6.545.810.728
Add: Provision made during the year	4.574.326.845	174.972.119
Less: Reversal of provision during the year	(4.287.531.922)	(410.540.651)
Ending balance	6.597.037.119	6.310.242.196

10. TANGIBLE FIXED ASSETS

VND

	BUILDINGS AND STRUCTURES	MACHINERY AND EQUIPMENT	MOTOR VEHICLES	OFFICE EQUIPMENT	TOTAL
Cost:					
Beginning balance	304.608.626.458	1.593.749.105.162	188.858.990.157	4.791.726.080	2.092.008.447.857
Transfer from CIP	-	9.024.991.977	2.127.676.164	-	11.152.668.141
Ending balance	304.608.626.458	1.602.774.097.139	190.986.666.321	4.791.726.080	2.103.161.115.998
<i>In which:</i>					
<i>Fully depreciated</i>	<i>88.291.213.410</i>	<i>594.184.780.150</i>	<i>101.587.466.880</i>	<i>4.791.726.079</i>	<i>788.855.186.519</i>
Accumulated depreciation:					
Beginning balance	169.194.257.479	1.106.204.118.331	169.449.530.968	4.791.726.080	1.449.639.632.858
Depreciation for the year	9.046.843.993	73.099.262.266	10.691.031.244	-	92.837.137.603
Ending balance	178.241.101.465	1.179.303.380.697	180.140.562.219	4.791.726.080	1.542.476.770.461
Net carrying amount:					
Beginning balance	135.414.368.979	487.544.986.831	19.409.459.189	-	642.368.814.999
Ending balance	126.367.524.993	423.470.716.442	10.846.104.102	-	560.684.345.537

11. INTANGIBLE FIXED ASSET

VND

	COMPUTER SOFTWARE
Cost:	
Beginning and ending balances	14.385.298.205
<i>In which:</i>	
Fully amortized	14.385.298.205
Accumulated amortization:	
Beginning and ending balances	14.385.298.205
Net carrying amount:	
Beginning and ending balances	-

12. CONSTRUCTION IN PROGRESS

VND

	ENDING BALANCE	BEGINNING BALANCE
Unitex factory project (*)	2.096.119.941.412	757.817.607.354
Machinery and equipment under installation	14.930.784.238	25.223.157.379
Others	61.668.644	61.668.644
TOTAL	2.111.112.394.294	783.102.433.377

(*) As at 31 December 2024, Unitex factory project owned by Unitex Corporation is being used as mortgage for bank loans (Note 20).

13. INVESTMENT IN OTHER ENTITY

	ENDING BALANCE		BEGINNING BALANCE	
	% OF INTEREST (%)	COST (VND)	% OF INTEREST (%)	COST (VND)
Dintsun Vietnam Company Limited	5	13.800.000.000	5	13.800.000.000

Dintsun Vietnam Company Limited ("Dintsun") is a limited company established pursuant to Enterprise Registration Certificate No. 2200764052 issued by the Department of Planning and Investment of Soc Trang Province on 29 May 2019. Its principal activity is to invest in business infrastructure. The registered head office of Dintsun is located at Xay Da B Hamlet, Ho Dac Kien Commune, Chau Thanh District, Soc Trang Province, Vietnam.

14. PREPAID EXPENSES

	ENDING BALANCE	BEGINNING BALANCE
Short-term	4,129,693,461	2,793,026,285
Insurance premium	1.907.513.717	1.904.838.455
Tools and supplies in use	1.827.326.100	489.317.732
Prepaid car rental	320.000.000	320.000.000
Others	74.853.644	78.870.098
Long-term	125.692.890.034	135.708.407.488
Prepaid land rental (*)	110.463.566.238	111.709.374.794
Tools and supplies in use	13.041.658.974	20.748.154.809
Others	2.187.664.822	3.250.877.885
TOTAL	129.822.583.495	138.501.433.773

(*) As at 31 December 2024, a part of prepaid land rental with the remaining amount of VND 78,035,144,535 of land plot No. 30, map sheet No. 69, Thanh Thanh Cong Industrial Park, Hoa An commune, Trang Bang district, Tay Ninh province with an area of 100,183.13 m2 owned by Unitex Corporation is being used as mortgage for bank loans (Note 20).

15. SHORT-TERM TRADE PAYABLES

VND

	SỐ CUỐI NĂM	SỐ ĐẦU NĂM
PT Indorama Polychem Indonesia	113.245.684.800	-
Unifi Textile (Suzhou) Co., Ltd.	109.740.846.000	117.400.338.000
Vietnam Giza Engineering and Construction Joint Stock Company	60.132.019.964	-
Chori Co., Ltd.	29.846.682.000	62.895.417.000
Tainan Spinning Co., Ltd.	6.049.887.090	32.910.848.100
Others	58.639.201.669	24.548.331.441
TOTAL	377.654.321.523	237.754.934.541

17. STATUTORY OBLIGATIONS

VND

	BEGINNING BALANCE	INCREASE DURING THE YEAR	DECREASE DURING THE YEAR	ENDING BALANCE
Payables				
Corporate income tax	-	6.448.574.775	(1.638.337.850)	4.810.236.925
Value-added tax	2.501.784.369	22.886.933.495	(23.649.734.836)	1.738.983.028
Personal income tax	297.680.446	1.753.084.854	(1.705.738.725)	345.026.575
Export import tax	171.302.205	-	(171.302.205)	-
Others	-	65.292.397	(65.292.397)	-
TOTAL	2.970.767.020	31.153.885.521	(27.230.406.013)	6.894.246.528
Receivables				
Value-added tax deductible	162.695.833.297	449.159.506.134	(446.088.662.998)	165.766.676.433
Export import tax	114.423.926	3.143.794.698	(3.108.047.783)	150.170.841
Corporate income tax	1.642.819.105	-	(1.642.819.105)	-
Others	1.103.224	68.753.986	(69.857.210)	-
TOTAL	164.454.179.552	452.372.054.818	(450.909.387.096)	165.916.847.274

16. SHORT-TERM ADVANCES FROM CUSTOMERS

VND

	ENDING BALANCE	BEGINNING BALANCE
De Licacy Viet Nam Industrial Co., Ltd	12.048.401.928	-
Lear Corporation - Kenansville	3.661.809.868	29.140.194.914
Others	6.512.121.543	10.084.323.640
TOTAL	22.222.333.339	39.224.518.554

18. SHORT-TERM ACCRUED EXPENSES

VND

	ENDING BALANCE	BEGINNING BALANCE
Utilities	8.006.818.215	6.733.250.971
Sales commission	1.852.441.266	865.656.539
Interest expense	566.877.481	355.833.026
TOTAL	10.426.136.962	7.954.740.536

19. SHORT-TERM OTHER PAYABLES

VND

	ENDING BALANCE	BEGINNING BALANCE
Union fees	3.327.930.639	2.326.315.136
Social insurance	1.815.031.595	458.994.129
Dividends	327.500.530	327.500.530
Others	2.152.642.514	2.090.980.524
TOTAL	7.623.105.278	5.203.790.319

20. LOANS

	BEGINNING BALANCE	INCREASE	DECREASE	REVALUATION DUE TO FOREIGN EXCHANGE DIFFERENCE	RECLASSIFICATION	ENDING BALANCE
Short-term						
Loans from bank (Note 20.1)	440.977.812.760	1.419.216.531.185	(1.362.253.873.583)	7.184.571.442	-	505.125.041.804
Current portion (Note 20.2)	168.560.000.000	-	(168.052.874.067)	2.956.034.839	349.036.588.119	352.499.748.891
Long-term						
Loan from bank (Note 20.2)	409.136.361.334	701.665.674.002	-	30.698.381.541	(349.036.588.119)	792.463.828.758
TOTAL	1.018.674.174.094	2.120.882.205.187	(1.530.306.747.650)	40.838.987.822	-	1.650.088.619.453

20.1 Short-term loans

The Company obtained loans from banks to finance its working capital requirements and factory construction for Unitex Corporation at interest rates ranging from 3.5% to 7.54% per annum (for foreign currencies) and from 2.9% to 6% per annum (for VND). Further details are as follows:

BANK	ENDING BALANCE (VND)	ORIGINAL AMOUNT (USD)	TERM AND MATURITY DATE	PURPOSES	DESCRIPTIONS OF COLLATERAL
Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh Branch	239.377.772.863	-	From 6 January 2025 to 27 June 2025	Working capital requirements	Unsecured
Vietnam Export Import Commercial Joint Stock Bank – Ho Chi Minh Branch	118.812.504.857	4.705.259	From 8 February 2025 to 27 June 2025	Working capital requirements	Unsecured
Orient Commercial Joint Stock Bank – Tan Binh Branch	73.695.801.030	2.918.530	From 26 April 2025 to 23 May 2025	Working capital requirements	Unsecured
Woori Bank Vietnam Limited – Ho Chi Minh Branch	49.466.694.102	1.958.999	From 16 April 2025 to 26 June 2025	Working capital requirements	Unsecured
CTBC Bank Co., Ltd	15.305.897.545	-	From 28 April 2025 to 25 May 2025	Factory construction for Unitex Corporation	Land use right
Vietnam Export Import Commercial Joint Stock Bank – Ho Chi Minh Branch	8.466.371.407	-	From 4 April 2025 to 5 June 2025	Working capital requirements	Unsecured
TOTAL	505.125.041.804	9.582.788			

20.2 Long-term loan

BANK	ENDING BALANCE (VND)	ORIGINAL AMOUNT (USD)	TERM AND MATURITY DATE	PURPOSES	DESCRIPTIONS OF COLLATERAL
CTBC Bank Co., Ltd (*)	1.144.963.577.649	45.343.296	From 30 March 2025 to 17 January 2028	Factory construction for Unitex Corporation	Factory and lease rights
In which:					
Current portion	352.499.748.891	13.959.833			
Non-current portion	792.463.828.758	31.383.463			

(*) CTBC Bank Co., Ltd is the agent bank for the syndicated loans of the 4 following banks: Kasikornbank Public Company Limited, The Shanghai Commercial & Savings Bank, Ltd. Offshore Banking Branch, Entie Commercial Bank and E.Sun Commercial Bank, Ltd.

(*) Unitex's credit from CTBC Bank is secured by Century Fiber Company.

21. OWNERS' EQUITY

21.1 Movements in owners' equity

VND

	SHARE CAPITAL	SHARE PREMIUM	TREASURY SHARES	INVESTMENT AND DEVELOPMENT FUND	UNDISTRIBUTED EARNINGS	TOTAL
Previous year:						
Beginning balance	843.638.250.000	40.824.578.872	(42.410.550.000)	1.219.011.000	697.818.768.611	1.541.090.058.483
Net profit for the year	-	-	-	-	87.799.332.687	87.799.332.687
Dividends declared	122.730.990.000	-	-	-	(122.730.990.000)	-
Ending balance	966.369.240.000	40.824.578.872	(42.410.550.000)	1.219.011.000	662.887.111.298	1.628.889.391.170
Current year:						
Beginning balance	966.369.240.000	40.824.578.872	(42.410.550.000)	1.219.011.000	662.887.111.298	1.628.889.391.170
Re-sell treasury shares	-	23.652.718.980	42.410.550.000	-	-	66.063.268.980
Net profit for the year	-	-	-	-	12.402.343.658	12.402.343.658
Ending balance	966.369.240.000	64.477.297.852	-	1.219.011.000	675.289.454.956	1.707.355.003.808

21.2 Capital transactions with owners and distribution of dividends/profits

VND

	CURRENT YEAR	PREVIOUS YEAR
Issued share capital		
Beginning balance	966.369.240.000	843.638.250.000
Issuance of shares	-	122.730.990.000
Ending balance	966.369.240.000	966.369.240.000
Dividends declared	-	(122.730.990.000)
Dividends paid in shares	-	(122.730.990.000)

21.3 Shares

	ENDING BALANCE		BEGINNING BALANCE	
	QUANTITY	AMOUNT (VND)	QUANTITY	AMOUNT (VND)
Authorized shares	96.636.924	966.369.240.000	96.636.924	966.369.240.000
Issued shares				
Ordinary shares	96.636.924	966.369.240.000	96.636.924	966.369.240.000
Treasury shares				
Ordinary shares	-	-	(2.541.650)	(42.410.550.000)
Shares in circulation				
Ordinary shares	96.636.924	966.369.240.000	94.095.274	923.958.690.000

Par value of outstanding share: VND 10,000 per share. The holders of the Company's ordinary shares are entitled to receive dividends as and when declared by the Company. Each ordinary share carries one vote per share without restriction.

22. REVENUES

22.1 Revenue from sale of goods

VND

	CURRENT YEAR	PREVIOUS YEAR
Gross revenue	1.210.456.380.134	1.425.624.612.200
Less:		
Sales returns	(203.810.405)	(561.587.822)
Net revenue	1.210.252.569.729	1.425.063.024.378

22.2 Finance income

VND

	CURRENT YEAR	PREVIOUS YEAR
Foreign exchange gains	12.517.244.914	20.372.266.603
Interest income	358.462.148	10.689.149.403
TOTAL	12.875.707.062	31.061.416.006

23. FINANCE EXPENSES

VND

	CURRENT YEAR	PREVIOUS YEAR
Foreign exchange losses	68.640.905.956	36.722.383.104
Interest expense	17.127.583.213	17.335.099.901
TOTAL	85.768.489.169	54.057.483.005

24. SELLING EXPENSES

VND

	CURRENT YEAR	PREVIOUS YEAR
Transportation	6,400,763,719	7,986,552,183
Letter of credit and documentary fees	3,195,497,469	7,574,931,856
Commission fee	1,115,428,363	554,678,691
Others	1,761,497,277	3,547,612,996
TOTAL	12.473.186.828	19.663.775.726

25. GENERAL AND ADMINISTRATION EXPENSES

VND

	NĂM NAY	NĂM TRƯỚC
Labor costs	26.668.773.327	31.195.816.130
External services	9.504.211.323	12.079.570.434
Stationery and other tools costs	9.008.201.335	9.579.378.915
Depreciation and amortization	1.480.304.462	1.499.423.578
Others	5.660.682.404	6.085.506.397
TOTAL	52.322.172.851	60.439.695.454

26. OTHERS EXPENSES

VND

	CURRENT YEAR	PREVIOUS YEAR
Depreciation and allocation	6.790.462.424	-
Others	113.412.061	54.346.623
TOTAL	6.903.874.485	54.346.623

27. PRODUCTION AND OPERATING COSTS

VND

	CURRENT YEAR	PREVIOUS YEAR
Raw materials	733,217,021,641	855,629,530,014
External services	164,236,319,565	214,842,272,280
Depreciation and amortization (Notes 10 and 11)	92,837,137,603	91,883,225,860
Labor costs	92,451,098,481	113,563,925,627
Others	29,079,464,303	37,165,745,786
TOTAL	1.111.821.041.593	1.313.084.699.567

28. CORPORATE INCOME TAX

The applicable corporate income tax ("CIT") rates to the Company are as follows:

- For the Cu Chi Operation, the CIT rate is 20% of taxable profit.

- For the Trang Bang Branch, the CIT is applied according to each product type. In particular:

- Income from Fully Drawn Yarn (FDY) and Drawn Textured Yarn (DTY) products onwards was exempted for four years (2011 - 2014) and is subject to 50% deduction in the following nine years (2015 - 2023). The applicable rate is 10% for 15 years from 2011.
- Income from FDY and DTY products of expansion projects was exempted for four years (2016 - 2019) and is subject to 50% deduction in the following nine years (2020 - 2028). The applicable rate is 10% for 15 years from 2016.
- Income from Partially Oriented Yarn (POY) products at stage 3 was exempted for two years (2016 - 2017) and is subject to 50% deduction in the following four years (2018 - 2021). The applicable rate is 10% for 15 years from 2016.

The tax returns filed by the Group are subject to examination by the tax authorities. Therefore, the application of tax laws and regulations is susceptible to varying interpretations, the amounts reported in the consolidated financial statements could change at a later date upon final determination by the tax authorities.

28.1 CIT expense

VND

	CURRENT YEAR	PREVIOUS YEAR
Current tax expense	5.481.093.224	5.936.938.896
Adjustment for under (over) accrual of CIT from prior years	967.481.631	(3.215.273.257)
Total current income tax expense	6.448.574.855	2.721.665.639
Deferred tax expense	50.126.534	480.931.911
TOTAL	6.498.701.389	3.202.597.550

Reconciliation between CIT expense and the accounting profit before tax multiplied by CIT rate is presented below:

VND

	CURRENT YEAR	PREVIOUS YEAR
Accounting profit before tax	18,901,045,047	91,001,930,237
At the applicable CIT rate for the Group	3.780.209.011	18.200.386.047
Adjustments:		
Non-deductible expenses	7.252.956.634	1.547.561.822
Tax incentive for the Trang Bang branch	(3.649.716.451)	(19.346.270.333)
Adjustment for under (over) accrual of tax from prior years	967.481.631	(3.215.273.257)
Unrealized (loss) profit	(273.240.773)	5.358.258.602
(Utilize tax loss) tax loss carrying forward	(1.578.988.662)	657.934.669
CIT expense	6.498.701.389	3.202.597.550

28.2 Current CIT

The current CIT payable is based on taxable profit for the current year. The taxable profit of the Group for the year differs from the accounting profit before tax as reported in the consolidated income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are not taxable or deductible. The Group's liability for current tax is calculated using tax rates that have been enacted at the consolidated balance sheet date.

28.3 Deferred tax

The deferred tax asset items recognized by the Group, and the movements thereon, are as follows:

VND

	CONSOLIDATED BALANCE SHEET		CONSOLIDATED INCOME STATEMENT	
	ENDING BALANCE	BEGINNING BALANCE	CURRENT YEAR	PREVIOUS YEAR
Accrued expenses	1.587.585.218	2.019.826.977	(432.241.759)	(341.791.400)
Provision for obsolete inventories	965.286.634	877.123.667	88.162.967	(73.359.524)
Foreign exchange arising from revaluation of monetary accounts denominated in foreign currency (gains)/losses	295.622.864	2.421.631	293.201.233	(64.178.601)
Accrual for severance pay	44.649.891	43.898.866	751.025	(1.602.386)
TOTAL	2.893.144.607	2.943.271.141		
Net deferred tax charge to consolidated income statement			(50.126.534)	(480.931.911)

29. TRANSACTIONS WITH RELATED PARTIES

The related parties with the Company as at 31 December 2024 are as follows:

RELATED PARTY	RELATIONSHIP
Hung Loi Service Trading Investment Company Limited	Related party due to a BOD member of the Group investing therein
P.A.N Asia Co., Ltd	Related party due to a BOD member of the Company investing therein

Details of remuneration of the Board of Directors ("BOD"), Board of Supervision ("BOS") and management are as follows:

VND

INDIVIDUALS	POSITION	REMUNERATION	
		CURRENT YEAR	PREVIOUS YEAR
Ms Dang My Linh	Chairwoman	150.000.000	150.000.000
Mr Dang Trieu Hoa	Deputy of Chairman cum General Director	1.492.450.300	1.517.600.000
Mr Dang Huong Cuong	Member of BOD	150.000.000	150.000.000
Mr Chen Che Jen	Member of BOD	225.000.000	225.000.000
Ms Cao Thi Nguyet Anh	Member of BOD	150.000.000	150.000.000
Mr Vo Quang Long	Member of BOD	150.000.000	150.000.000
Mr Nguyen Quoc Huong	Member of BOD	225.000.000	225.000.000
Mr Nguyen Tu Luc	Head of Audit function	60.000.000	60.000.000
Ms Ha Kiet Tran	Member of BOS from 30 March 2023	60.000.000	60.000.000
Ms Dinh Ngoc Hoa	Member of BOS	198.714.294	167.748.325
Ms Nguyen Phuong Chi	Director	1.472.785.551	1.419.857.942
Mr Phan Nhu Bich	Financial Director cum Chief Accountant	936.636.843	836.885.835
TOTAL		5.270.586.988	5.112.092.102

30. EARNINGS PER SHARE

The following reflects the income and share data used in the basic and diluted earnings per share computations:

VND

	CURRENT YEAR	PREVIOUS YEAR
Net profit after tax attributable to ordinary equity holders adjusted for the effect of dilution	12.402.343.654	87.799.332.687
Weighted average number of ordinary shares for basic earnings per share (i)	95.741.837	94.095.274
<i>Earnings per share (par value of VND 10,000/share)</i>		
- Basic	130	933
- Diluted	130	933

(i)(i) The weighted average number of shares in circulation for the year ended 31 December 2024 and 31 December 2023 were adjusted to reflect the selling of 1,041,650 treasury shares to employees on 30 March 2024 and 1,500,000 treasury shares to public on 5 June 2024.

There have been no dilutive ordinary shares during the year and the date of completion of these consolidated financial statements.

31. OPERATING LEASE COMMITMENTS

The Group leases assets under an operating lease arrangement, with future minimum lease commitments due as follows:

VND

	ENDING BALANCE	BEGINNING BALANCE
Less than 1 year	1.227.965.559	1.961.680.720
From 1 to 5 years	2.103.976.448	2.364.405.800
More than 5 years	8.896.236.498	8.884.960.020
TOTAL	12.228.178.505	13.211.046.540

32. OFF CONSOLIDATED BALANCE SHEET ITEM

VND

	ENDING BALANCE	BEGINNING BALANCE
Major foreign currency:		
United States dollar (USD)	38.844	74.162
EURO	25	-
JPY	418.231	-

33. PROFESSIONAL SERVICE FEES

Professional service fees with the global network of EY firms ("EY Firms") incurred in current year and prior year were as follows:

VND

	NĂM NAY	NĂM TRƯỚC
Audit and review fees of separate and consolidated financial statements of the Group	310.000.000	310.000.000
Audit fee of financial statements of the subsidiary	50.000.000	50.000.000
Review fees special purpose financial statements of the Group	100.000.000	100.000.000
TOTAL	460.000.000	460.000.000

34. EVENT AFTER THE BALANCE SHEET DATE

There is no matter or circumstance that has arisen since the consolidated balance date that requires adjustment or disclosure in the consolidated financial statements of the Group.

Preparer
Nguyen Thi Hong Tham

Chief Accountant
Phan Nhu Bich

General Director
Dang Trieu Hoa

Ho Chi Minh City, Vietnam
7 March 2025





Headquarter address

B1-1 North West Cu Chi Industrial Zone, Cu Chi District, Ho Chi Minh City.

Branch address

Street 8, Trang Bang Industrial Zone, Trang Bang District, Tay Ninh Province.

Representative office address

102-104-106 Bau Cat, Ward 14, Tan Binh District, Ho Chi Minh City.

Telephone

+ 84.028 3790 7565 / +84.276 389 9536.

Fax

+84.028 3790 7566 / +84.276 389 9537.

Website

www.thekey.vn

Email

csf@century.vn