

## **AEON VIETNAM RECEIVES TWO CONSECUTIVE AWARDS AT THE HR ASIA AWARDS 2024**

*AEON Vietnam has become the only retailer to be named among the "Best Companies to Work for in Asia 2024" for six consecutive years at the HR Asia Awards. This year, AEON Vietnam is honored to receive its first Awards in the Diversity, Equity, and Inclusion (D.E.I) category, recognizing the company's efforts in creating a diverse, equitable, and inclusive work environment. These two prestigious Awards affirm AEON Vietnam's commitment to fostering a sustainable, comprehensive, and happy workplace for its employees.*

The "Best Companies to Work for in Asia" is an annual international award presented by HR Asia – the most authoritative publication for HR professionals in Asia, recognizing companies with outstanding human resources policies, attractive benefits, and leading workplace environments in the region. In Vietnam, the 2024 survey included 704 enterprises and involved 53,250 employees ranging from entry-level to senior management positions, including CEOs and HR directors.

At the HR Asia Awards 2024, AEON Vietnam was recognized for the sixth consecutive year as one of the "Best Companies to Work for in Asia 2024" and won the "Best Company in Diversity, Equity, and Inclusion Policies" Awards.



*AEON Vietnam Honored with Two Consecutive Awards at the HR Asia Awards 2024*

Speaking about the sixth Awards at the HR Asia Awards 2024, Ms. Trần Thị Tuyết Trinh, Head of Human Resources at AEON Vietnam, said: "AEON Vietnam is extremely honored to be the



only retailer recognized for six consecutive years as one of the Best Companies to Work for in Asia by HR Asia. We are particularly proud to have won the Awards for Best Company in Diversity, Equity, and Inclusion Policies for the first time. I extend my heartfelt thanks to the 6,000 employees of AEON Vietnam, who are an indispensable part of our company.

Vietnam is currently AEON Group's second key market. With a robust expansion strategy in 2024, AEON Vietnam is continuously strengthening its market position and creating an ideal working environment for employee development. The working environment at AEON Vietnam is built on three core pillars: Sustainable Career Development, Sustainable Corporate Culture, Sustainable Business, providing opportunities for employees to develop their careers and realize the goal of becoming the best workplace in Vietnam's retail sector."



*Ms. Trần Thị Tuyết Trinh, Head of Human Resources at AEON Vietnam, represents AEON Vietnam to receive the award*

### **AEON Vietnam – A Sustainable Culture Emphasizing Diversity, Equity, and Inclusion**

With this latest achievement, it is evident that AEON Vietnam has successfully created a work environment that ensures three key factors: Diversity, Equity, and Well-being. According to HR Asia's survey of these three criteria, AEON Vietnam's internal employees rated the company higher than the industry average in 2024. Specifically, for "Equal Development Opportunities," AEON Vietnam scored 417 points compared to the industry average of 390; for "Comfort in Discussing Beliefs and Culture within the Company," it scored 408 points compared to 391; and for "Respect for Each Employee's Expertise," it scored 429 points compared to 403.

These positive assessments from employees are the result of AEON Vietnam's continuous efforts to build a diverse work environment. With a multinational workforce from both Vietnam and Japan, AEON Vietnam consistently focuses on creating policies and processes centered on core values and competencies. This approach fosters a work environment where every employee can leverage their unique strengths and attributes.

- **Inclusive Work Culture**

To ensure fairness in the workplace, AEON Vietnam has established a Code of Conduct that serves as a guiding principle for each AEON employee, encouraging positive and appropriate actions. Each month, all employees are updated on new policies or strategies from the management team, ensuring transparency and enabling every employee to feel respected and engaged in the company's development process.

AEON Vietnam regularly conducts internal surveys such as the Employee Happiness Survey, Staff Engagement Survey, and HR Day to ensure that all employees are heard and able to share their perspectives.



*AEON Vietnam is Always Ready to Listen to and Understand the Employees*

Employees at AEON Vietnam are always encouraged to contribute and share their views on topics that enhance working conditions, such as leadership and management, work-life balance, and development opportunities, creating an inclusive and cohesive work envi

- **Focus on Well-being**

"Well-being" is a crucial factor in creating a happy workforce at AEON Vietnam. The company continuously strives to build a work environment that holistically supports the physical, mental, and professional development of each employee.

Regarding physical health, AEON Vietnam offers a variety of sports activities such as football and badminton, with a highlight being the AEON Ekiden relay race, held annually nationwide. Additionally, AEON Vietnam employees are encouraged to maintain mental health through meaningful community activities such as blood donation drives, Tree Planting Day, and Cleaning Day.



*Activities at AEON Vietnam Create a "Well-being" Work Environment for Employees*

- **Coaching Culture to Unlock Employee Potential**

With nearly 6,000 employees, the retailer focuses on promoting a coaching culture to unlock the potential of each individual. AEON Vietnam frequently organizes activities such as Career Coaching, one-on-one coaching sessions, team coaching, and empathetic

**A Work Environment that Supports Sustainable Individual Development**

With a strategy of continuous expansion and diversification of business models, AEON Vietnam provides over 9,000 job opportunities for both external and internal resources in 2024, both part time and full time. At AEON Vietnam, each employee is empowered to choose their career path in one of two directions: Generalist or Specialist



### *AEON Vietnam's Mass Recruitment Day Attracts Thousands of Candidates*

Moreover, AEON Vietnam focuses on enhancing recruitment policies, improving training programs, and retaining talent. Employees at AEON Vietnam have the opportunity to learn through various formats such as E-learning, M.O.O.C (Mass Open Online Courses), and both domestic and international training courses.

To encourage a spirit of contribution to sustainable development, AEON Vietnam emphasizes sustainable activities in three areas: Environment, Society, and Economy, ensuring the company's sustainable standing. The retailer has several policies to encourage employee participation in social activities that contribute to building a better community, including initiatives organized by AEON Vietnam and other entities. The CSI 2023 Awards is proof of AEON Vietnam's commitment to social responsibility and engagement with the local community.

Through sustainable strategies and a commitment to putting talent at the heart of its journey to build a work environment, AEON Vietnam has gradually achieved significant milestones. The two awards at the HR Asia Awards 2024 further affirm AEON Vietnam as a comprehensive workplace where every employee is free to "Nourish to Flourish".

---

For more information, please contact:

AEON Vietnam Co., Ltd.

Corporate Comms Department

Phone: 033 217 9797

Email: [phongtruyenthong@aeon.com.vn](mailto:phongtruyenthong@aeon.com.vn)

Website: <https://corp.aeon.com.vn/>