

AEON VIETNAM Co., Ltd

October 8, 2026

AEON VIETNAM EXPANDS OPERATIONS, CREATES NEW JOB OPPORTUNITIES AND DEVELOPS THE LOCAL WORKFORCE

In Q4 2026, AEON Vietnam plans to expand its business in Hai Duong, Thanh Hoa and Ha Long, bring thousands of new job opportunities and enable employees in these localities and surrounding areas to advance their careers. This expansion will contribute to the development of a high-quality retail workforce.

Vietnam's retail market is gradually shifting from traditional to modern retail formats, with significant growth potential emerging in provinces and cities beyond the country's two major urban centers, as the middle class and young family segment continue to grow in these areas.

The expansion of modern retail infrastructure into provinces and satellite cities not only creates new employment opportunities but also drives increasing demand for experienced talent, particularly for building and developing local operational teams. This also creates an opportunity for experienced workers to further leverage their capabilities in the areas where they live.



AEON Vietnam continues to expand, offers diverse career opportunities

Recognizing Vietnam as one of the AEON Group's key strategic markets, AEON Group aims to triple the scale of its operations in Vietnam by 2030. In line with the strategy, AEON Vietnam continues to accelerate the expansion of its network. In 2026, the company expects to create more than 3,000 new job opportunities, bringing its total workforce to more than 12,000 employees by the end of the year. To prepare its workforce for the opening of three new stores in October and November 2026, AEON Vietnam organized a series of Mass Recruitment in Hai Phong (July 18),

Thanh Hoa (August 1), and Quang Ninh (August 22), attracting thousands of candidates. The simultaneous launch of three new stores within a short period requires the recruitment and preparation of a diverse workforce across multiple levels and functions.



Mass Recruitment Days for AEON Hai Duong, AEON Thanh Hoa and AEON Ha Long attracted thousands of candidates

Recruitment needs across the three provinces and cities range from frontline positions to management roles, including Team Leaders, Shift Leaders and Supervisors. In addition, recruitment for part-time positions will continue through the end of the year to support the peak shopping season leading up to Tet. The expansion of AEON Vietnam's operations across northern provinces and cities creates new career pathways for professionals who have already built experience locally. Rather than having to relocate to major cities to pursue their next career opportunity, local talents can continue developing their careers and take on greater responsibilities within the communities where they live and work.

As part of its commitment to supporting employees' long-term development, AEON Vietnam has established the people development strategy based on three pillars: Sustainable Career Development, Sustainable Working Environment, and Sustainable Business. Employees at AEON can proactively choose between two flexible career development paths. The Generalist path enables employees to gain experience across different functions through internal mobility and job rotation, while the Professionalist path allows employees to build deeper expertise within a specific area of specialization. The company has also established a succession management development framework based on a three-pillar model, bringing together HR Business Partners (HRBPs), hands-on capability development teams, and the AEON Academy training system.

In addition, AEON Vietnam's training system is structured according to different career levels, ranging from specialized retail training programs to management development programs organized

by the AEON Group, including JMP, BMP and NMP. This provides employees with a clear development pathway toward management positions. As a result, employees can progress from entry-level store positions to direct management roles and, ultimately, higher-level leadership positions.



AEON Vietnam builds a stable workplace where employees can grow their careers with confidence

Alongside a transparent career progression pathway, AEON Vietnam is committed to maintaining a stable and comprehensive working environment through healthcare and employee well-being initiatives, lifestyle support, and flexible working arrangements tailored to the specific characteristics of different functions and business units. The company places strong emphasis on building a transparent workplace culture through two-way communication, regular updates on business strategies, and ongoing feedback channels. Its Diversity, Equity and Inclusion (DEI) environment is designed to empower every individual to express their unique strengths and pursue sustainable career development.

In recognition of these efforts, AEON Vietnam is the only retailer to have been honored at the HR Asia Awards for seven consecutive years, and has received recognition in the Diversity, Equity and Inclusion category for two consecutive years. The company also leads the list of “Best Companies to Work for in Vietnam - Retail/Wholesale/Trading”, with more than 200 employees having been with the company for over 10 years.

As part of its long-term development strategy in Vietnam, AEON Vietnam will continue expanding its operations while contributing to the development of local human resources and economies. Expanding its presence across provinces and cities not only creates more employment

opportunities but also helps build an environment where local employees can develop their capabilities, pursue long-term careers, and contribute to the development of Vietnam's domestic trade sector in line with the Government's development strategy through 2030, with a vision to 2045.

AEON Vietnam continues to accept applications for full-time and part-time positions at its stores nationwide, including its newly opened and upcoming locations: AEON Hai Duong (Hai Phong City), AEON Thanh Hoa (Thanh Hoa Province), and AEON Ha Long (Quang Ninh City).

Interested candidates can find further information and submit their applications through AEON Vietnam's official recruitment website:

<https://tuyendung.aeon.com.vn/>

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