



Vietnam *Facts & Figures*



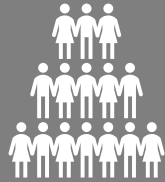
Developing **professional organizations**. Thinking **like entrepreneurs**. Providing **trusted advice**.
Leveraging **extensive networks**. Encouraging **personal advancement**.

Vietnam Introduction.



40.4% of the population live in **urban regions**

Population



99 million

Average age



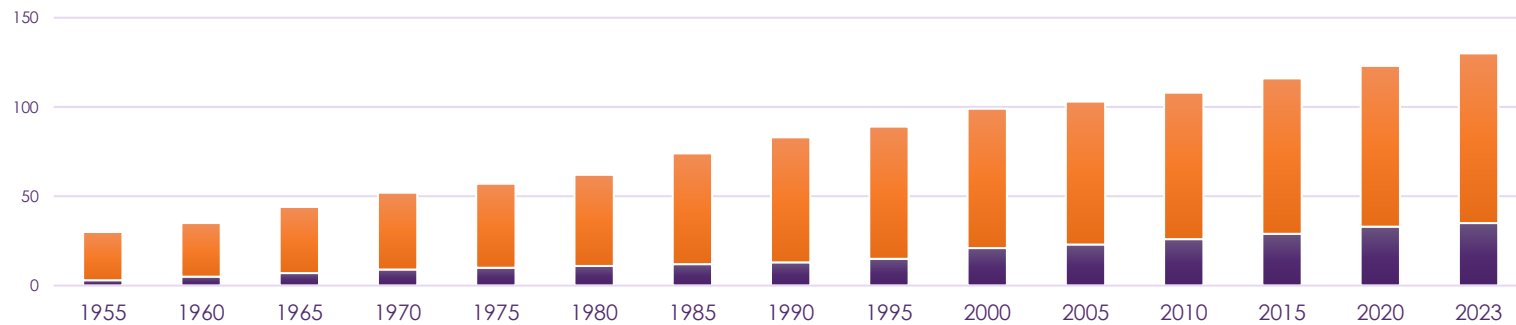
32.8 years

Employable people



52.2 million

Vietnam **Urban** vs. **Rural** Population 1955 - 2023



Largest cities in Vietnam

Hanoi
5,253,000

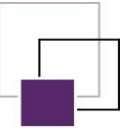
Hai Phong
1,423,000

Da Nang
1,221,000

Can Tho
1,865,000

Ho Chi Minh City
9,321,000

Hard Facts – Blue Collar.



Minimum Wage by Labor Law	Min. wages per month (EURO)	Min. wages per hour (EURO)
Region I (Major provinces/cities: Hanoi, HCMC, Hai Phong, Binh Duong...)	178.25	0.86
Region II (2nd degree provinces/cities: Hue, Hoi An, Nha Trang...)	158.49	0.76
Region III (Medium and small district/commune: Sapa, Hoa Luu, Dong Hoa...)	138.72	0.67
Region IV (Remote areas: Muong Khuong, Nam Dong, Khanh Vinh, Khanh Son...)	123.99	0.60




Average Hourly Wage

€ 5.60



Working Hours

48 hours per week



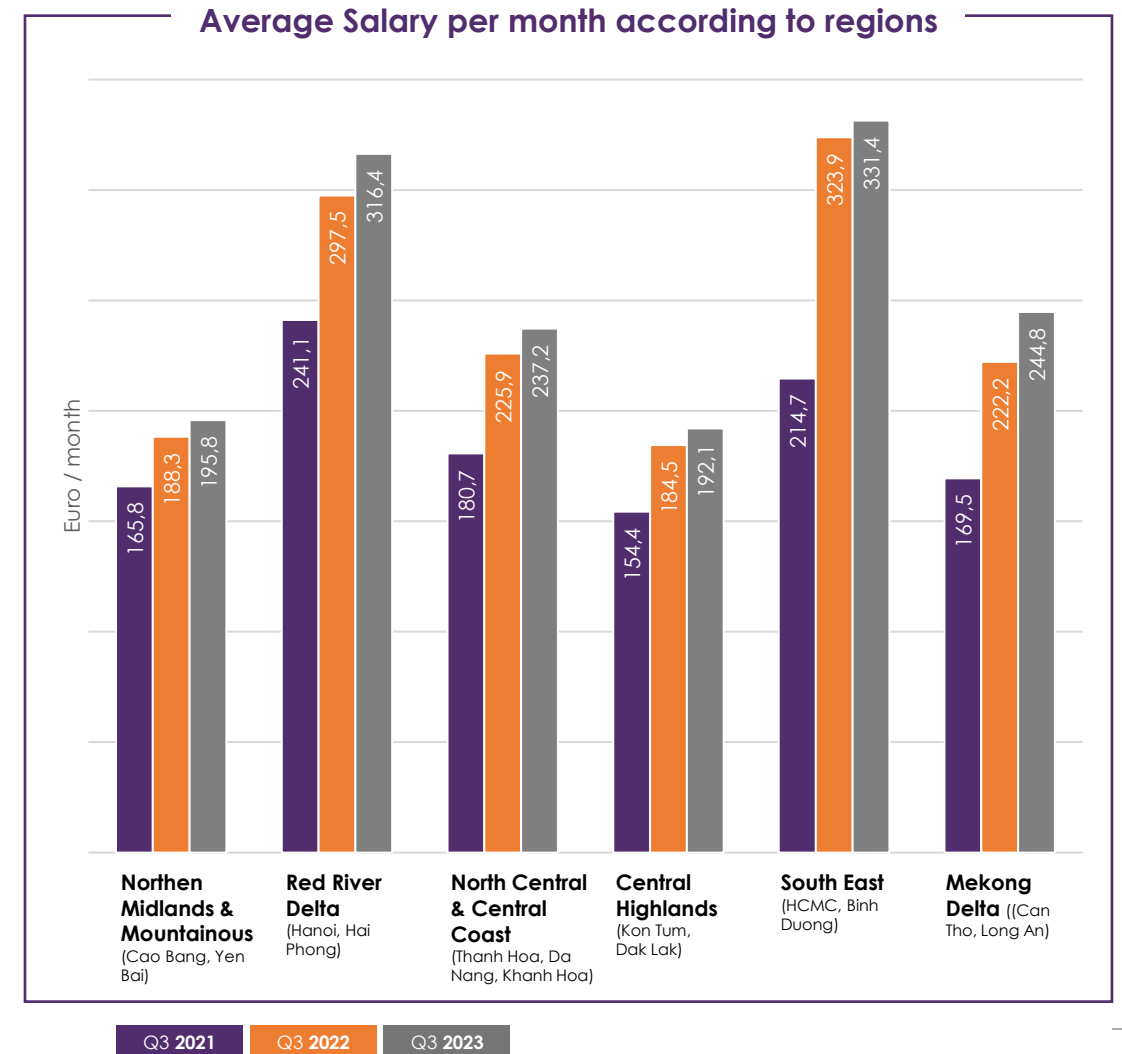
Overtime

- Limit to 300 hours per year
- Up to 300% of regular wage

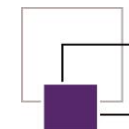




Occupation Safety

- Strictly enforced
- Protects both contract & non-contract workers




Hard Facts - White Collar.



 Position	 Salary Range
GM / MD / C level	€ 6,400 – € 18,400 per month In the IT industry, salary can be 25% higher than the average range.
Director / Head	€ 4,500 – € 13,700 per month In Banking/Finance, director's salary can go up to € 18,400 per month.
Manager	€ 1,400 – € 4,600 per month Legal and Compliance Mgr. in Banking can earn up to € 9,000 per month.
Team Leader / Supervisor	€ 1,370 – € 2,800 per month In general, the range stays very stable in this role.

Working Hours

40 hours per week
8:30 a.m. – 17:30 p.m.




Average Salary per Salaried Employee

€ 264 per month
Q4/2024

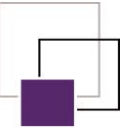


Overtime

Not clocked in
Non-existent



Human Resources.



Cultural Aspects

<p>Culture</p> <p>Share Han Chinese culture Buddhism: 14 million people Catholicism: 7 million people</p>	<p>Core Values</p> <p>Strong work ethic Academic achievements Family</p>	<p>Family/Relationship</p> <p>Man work, women work & take care of family</p>
<p>Attractiveness</p> <p>High quality workers Large employable population Lower labor costs (for now)</p>	<p>People</p> <p>Reliable workers Easy going</p>	<p>Workforce</p> <p>Skilled labor force Younger population</p>

HR Overview

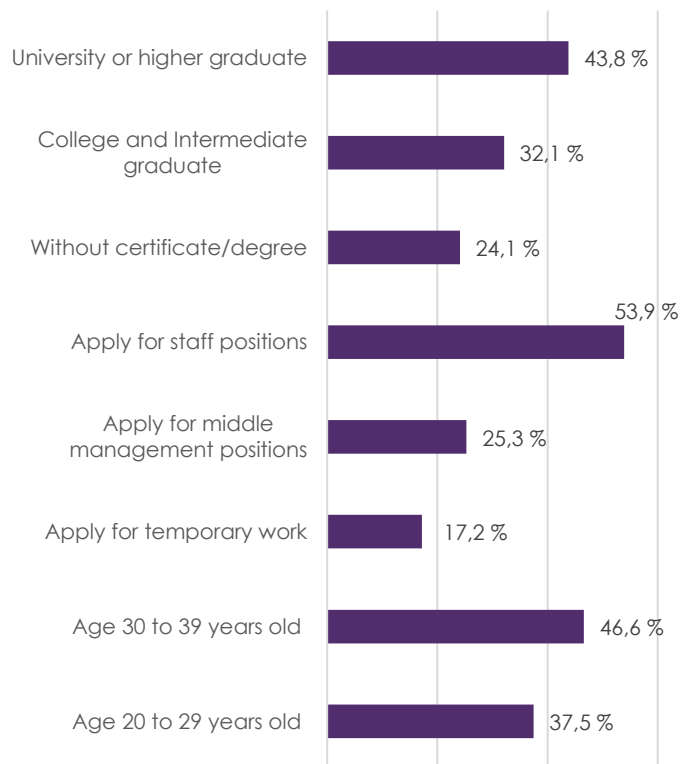
<p>Turnover Rate</p> <p>11.9% for local companies 8% for MNCs</p>	<p>Salary Increase</p> <p>7.1% for MNC and local companies</p>	<p>Salary Differences</p> <p>MNCs pay 31% more than local companies</p>
<p>HR Retention</p> <p>Benefits: salary, bonus, insurance Branding: culture & leadership</p>	<p>Hiring Trends</p> <p>76%</p> <p>European companies expect to hire more local talents in 2024</p>	<p>"61% of companies experience difficulty in hiring human capital"</p> <p>Việt Nam News</p>

Vietnam Incremental Retirement Age	2023	2024	2025	2026	2027
Male	60 years 9 months	61 years	61 years 3 months	61 years 6 months	61 years 9 months
Female	56 years	56 years 4 months	56 years 8 months	57 years	57 years 4 months

Labor Market Overview Q4 2024.



Characteristics of Talents on the labor market Q4 2024



Top 3 industries with the highest rate of recruitment



Top 3 occupations with the highest rate of recruitment



Recruitment trends Q4 2024

Require university degree or higher	53.70 %
Require College, certificate, vocational	39.00 %
Unskilled requirements	7.30 %
Entry-level positions	68.50 %
Mid-level positions	18.50 %
Temporary employment positions	6.90 %

Work Permit Regulation Update.

Shorten the notice period
from

 **30** Days
15

For the foreign employee application

Remove the exemption of
Work Permit's application to:



Foreign Lawyers with Lawyer Practicing
Certificate in Vietnam & Foreign
employees with Vietnamese spouse

Adjust Regulation
on Certificate for



Experts, Executives, and Technical Labor

Add more subjects



To force businesses to comply
with the procedures to confirm the need of
using foreign employees

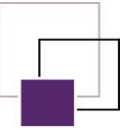
The issue of
**Decree No.
70/2023/ND-CP**
on amendments and
supplementations



**Decree No.
152/2020/ND-CP**
on foreign workers
working in Vietnam

- Clearer definitions for the job regulation for foreigners.
- Encourage foreign corporates to open their businesses in Vietnam.
- Create more opportunities for foreign employees to work in Vietnam.

Sourcing Solutions.



FDI Projects by sectors (2024)

- Manufacturing & Processing
- Real Estate
- Electric, gas, steam, etc.
- Banking, Finance & Insurance
- Information Technology & Sciences
- Others

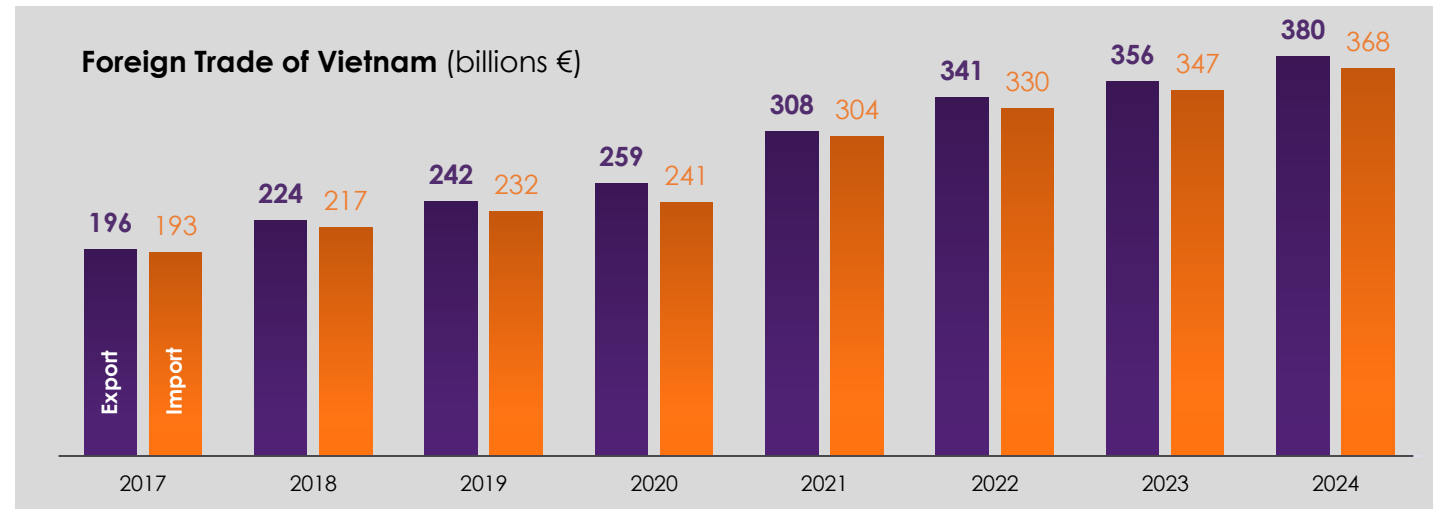
Total **Export Volume** 2024

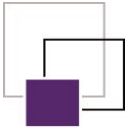
€ 317.16 billion

Exports value to EU in 2024

47.69 billion €

- Major **Export Products** of Vietnam
- Computers, electronic products & components
 - Phones & Accessories
 - Machinery, equipment, tools & spare parts
 - Garments & Textiles
 - Footwear
 - Vehicles & spare parts

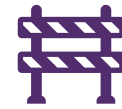




Supply Chain Overview in Vietnam.

China
plus
One

Sitting at the
center of
Southeast Asia



Infrastructure Investment

In 2022, Vietnam government spend
6% of its GDP on infrastructure



Port Infrastructure

251 ports with estimated capacity of **543.7 million tons** of cargo per year. 45 seaports: 2 class IA (international); 12 class I (regional port), 18 class II (local port), and 13 class III (oil and gas port.)



Airports

22 airports (12 international and 10 domestic)

17 strategic free trade agreements
(i.e.: EU-Vietnam Free Trade Agreement)

€ 422.84 billion
in FDI 2024

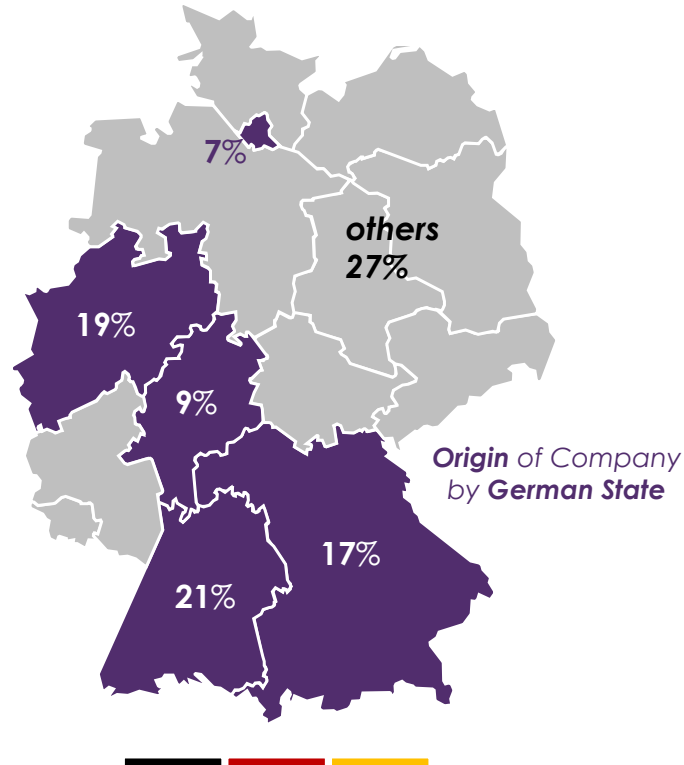
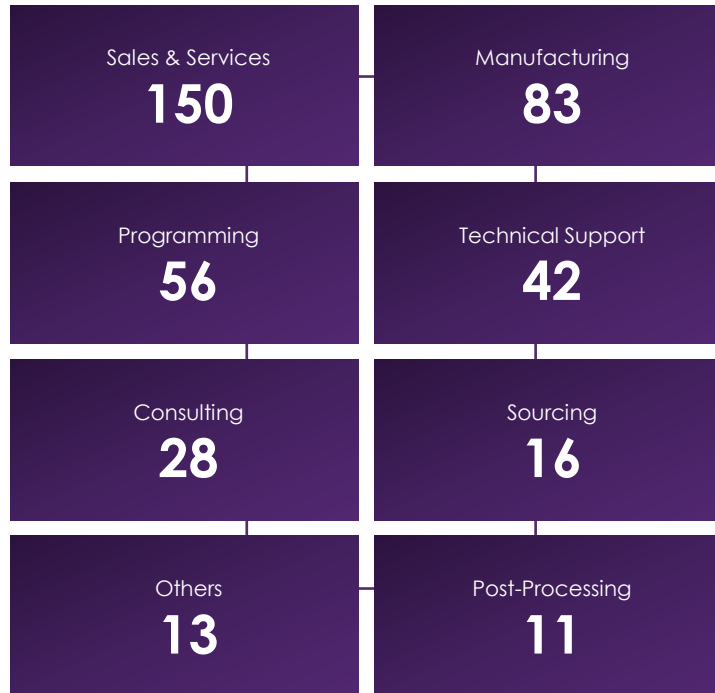
39.140
Projects

6.63 % GDP Growth
2nd Quarter 2024

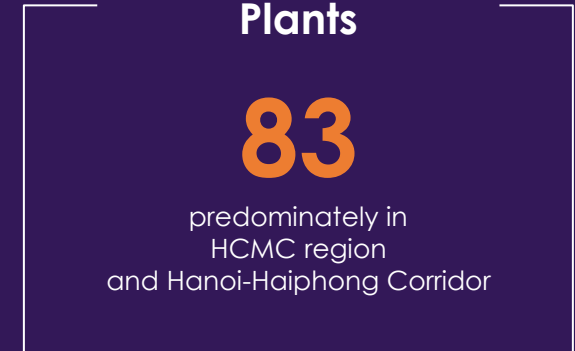
Overview & Demographics of German Companies in Vietnam.



German Investment Projects



German Plants

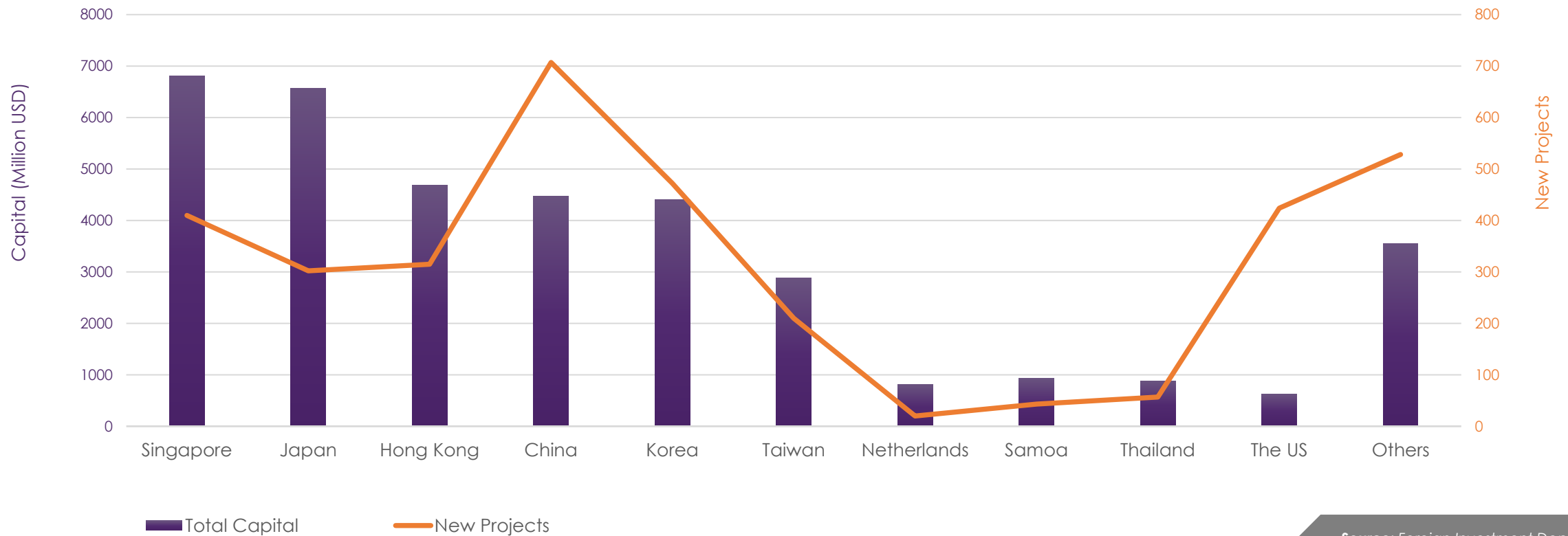


Investment Amount



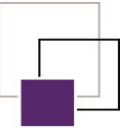
Overview FDI Companies in Vietnam in 2024.

FDI companies by Countries

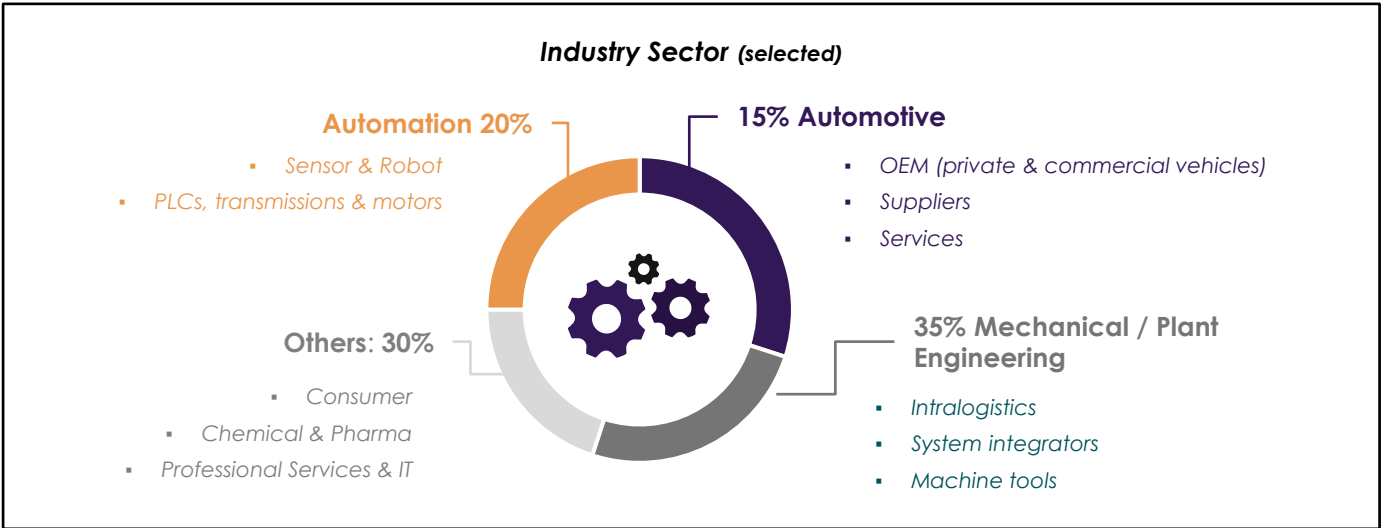
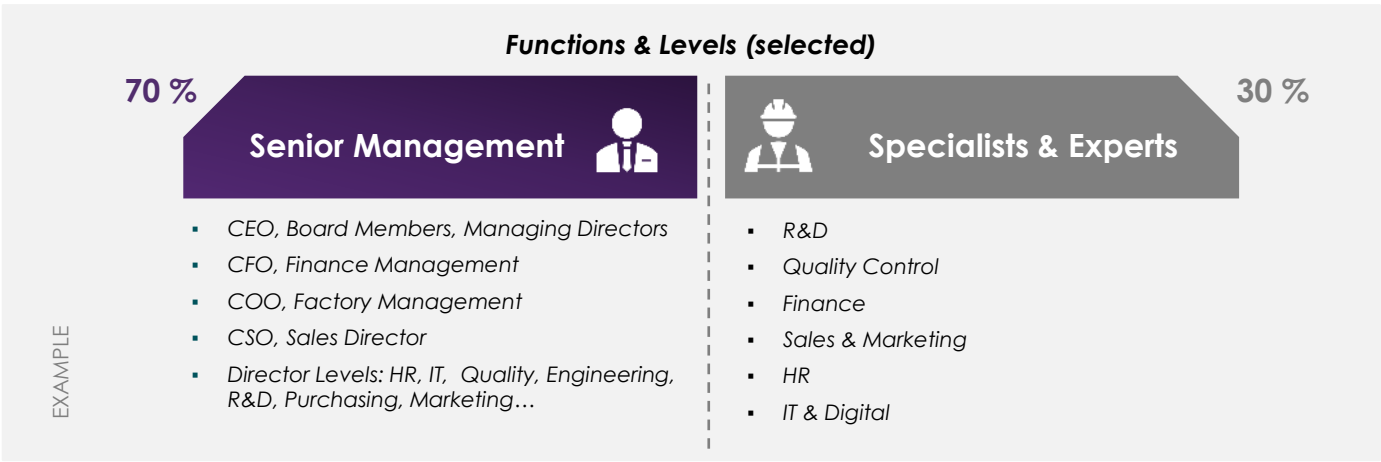
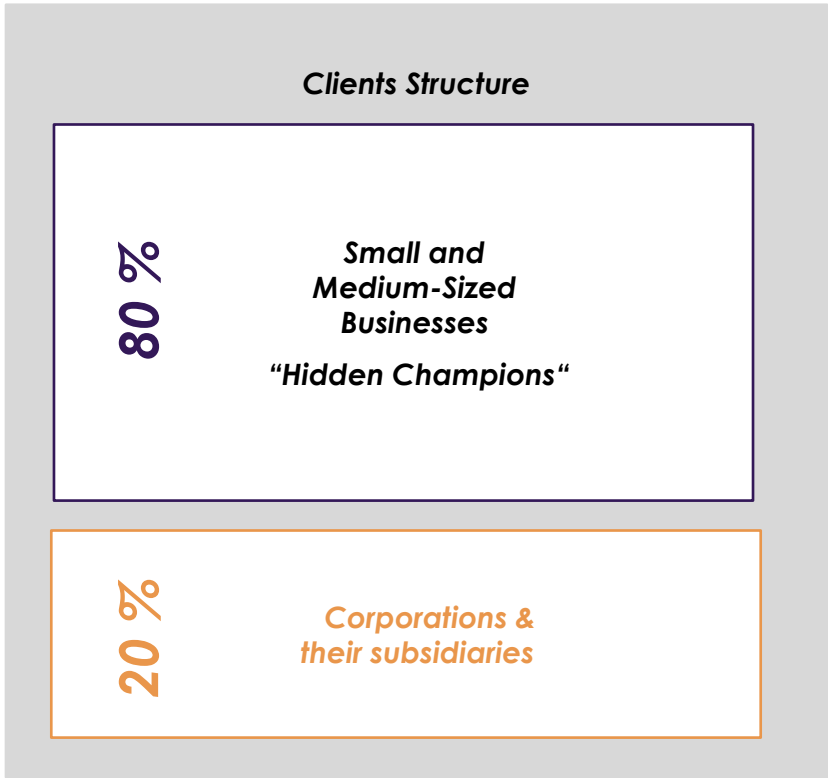


Source: Foreign Investment Department, Ministry of Planning and Investment

Overview clients.

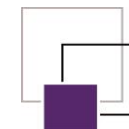


Processed search projects: **>1,000**

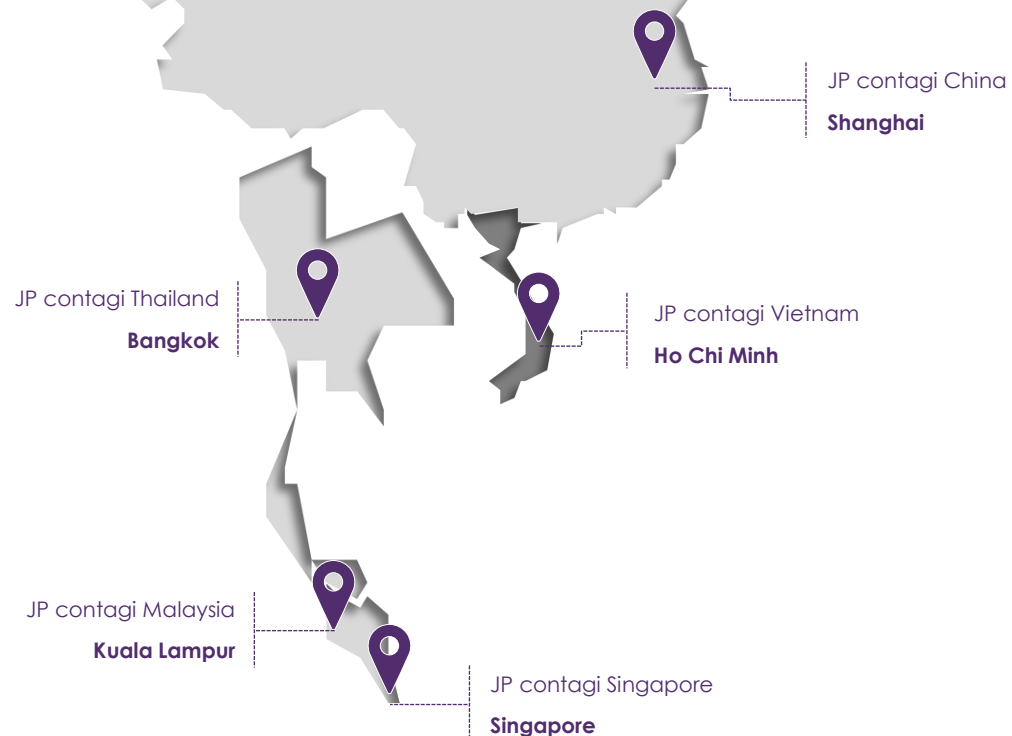


Our Locations.

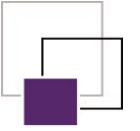
Europe



Asia



Your point of **contact**.



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