



DIVERSITY, EQUITY, AND INCLUSION

At Betrimex, diversity and gender equality are critical enablers of creativity and innovation. This explains Betrimex’s efforts to consistently foster a work environment where every individual - regardless of gender, background, or personal circumstances - has equal opportunity for personal growth and meaningful contribution to the company’s success.

Betrimex considers equal development opportunities for both male and female employees not only a commitment but also a fundamental principle of good governance. The company’s management approach includes:

1.

Development of diversity, equity, and inclusion policies
2.

Training and awareness raising
3.

Establishment of feedback and grievance mechanisms
4.

Performance measurement and assessments

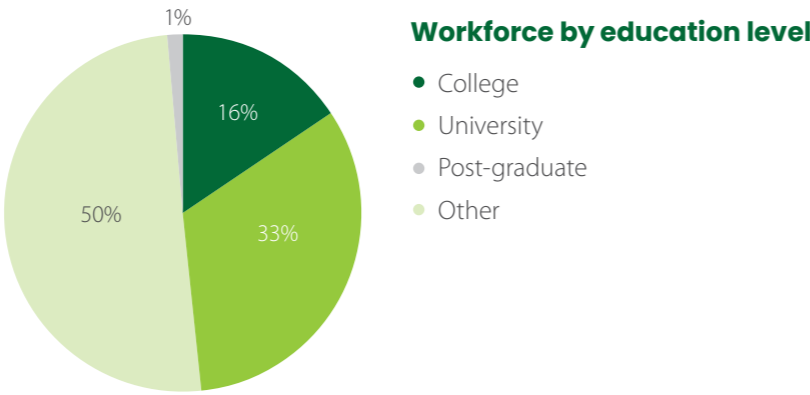
HUMAN RESOURCE DEVELOPMENT

Total workforce



11.6%
Management-level employees

88.4%
Staff and workers



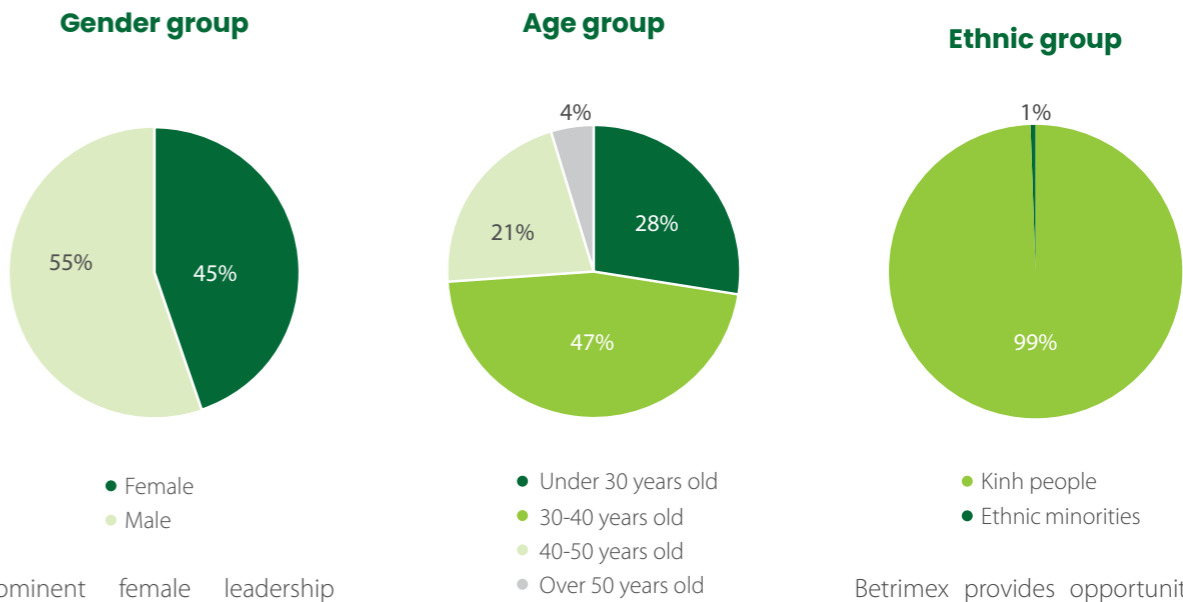
CURRENT POLICIES AND PRACTICES

- Code of Conduct:** Uphold the principles of equity and fairness, fight discrimination, and cultivate an inclusive work environment.
- Collective Labor Agreement:** Guarantee equal rights and benefits for all employees, regardless of gender, age, ethnicity, or personal background.
- Recruitment and talent development policies:** Evaluate candidates based on professional competence and experience with zero tolerance for bias in hiring or promotion decisions.
- Transparent compensation policies:** Apply a fair evaluation framework and eliminate pay gaps due to non-professional factors.



DIVERSITY IN MANAGEMENT AND STAFF

Betrimex embraces workforce diversity, as demonstrated by the following indicators:



Prominent female leadership positions: Chairlady of the BOD, Chief Executive Officer (CEO), Human Resources Director, and other key roles.

Betrimex provides opportunities for workers from various backgrounds, including those from disadvantaged backgrounds and vulnerable groups.



DIVERSITY, EQUITY, AND INCLUSION

EQUAL PAY AND FAIR COMPENSATION

Betrimex is committed to upholding fair compensation policies:

130

New employment opportunities created during the year

201.2%

Average income ratio of ethnic minority employees to Kinh ethnicity

6.4%

Management positions as a percentage of total employees

128.2%

Average income ratio of female to male employee

Regular publication of average salary data by employee group for transparency.

REMEDIES IN DISCRIMINATION CASES

Number of reported discrimination cases: 0

Resolution mechanism

All discrimination-related concerns are addressed transparently through the Human Resources Department and the Supervisory Board.

100% employees

participate in annual training on equality and anti-harassment, reinforcing awareness and promoting a culture of inclusion and mutual respect.



WORKPLACE INCLUSION

Betrimex implements a variety of initiatives to support integration:

Onboarding program: Designed to help new employees quickly adapt to Betrimex, this program includes training sessions and guided site visits.

Happy Lunch: A monthly employee connection program, is a unique initiative that offers employees a special lunch, not only delicious but also an opportunity for everyone to temporarily step away from work, enjoy the meal together, and create joyful moments of social interaction, strengthening colleague bonds. Happy Lunch contributes to building a positive work environment, enhancing employee morale and productivity. The training and leadership program ensures that all employees have equal opportunities for development, regardless of gender or background.

(For further details, please refer to the 2024 Sustainable Development Report -Section V.7: Human resource development and talent management)



“

Looking ahead, Betrimex remains dedicated to diversity, equity, and inclusion policy through continuous development and implementation to cultivate a fair, welcoming environment that respects individual differences. Betrimex believes that a diverse workforce not only sparks innovation but also takes business performance and competitiveness to a new height. By cultivating a culture where every individual is valued, empowered, and supported, Betrimex aims to build an engaged and resilient corporate culture.