**APPENDIX I**

ROADMAP OF RETIREMENT AGES UNDER ORDINARY WORKING CONDITIONS ASSOCIATED WITH CORRESPONDING MONTHS AND YEARS OF BIRTH  
*(Enclosed together with the Government’s Decree No. 135/2020/ND-CP dated November 18, 2020)*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Male employees** | | | | | **Female employees** | | | | |
| **Time of birth** | | **Retirement age** | **Pension effective date** | | **Time of birth** | | **Retirement age** | **Pension effective date** | |
| Month | Year |  | Month | Year | Month | Year |  | Month | Year |
| Jan | 1961 | 60 years 3 months | May | 2021 | Jan | 1966 | 55 years 4 months | Jun | 2021 |
| Feb | 1961 | Jun | 2021 | Feb | 1966 | Jul | 2021 |
| Mar | 1961 | Jul | 2021 | Mar | 1966 | Aug | 2021 |
| Apr | 1961 | Aug | 2021 | Apr | 1966 | Sep | 2021 |
| May | 1961 | Sep | 2021 | May | 1966 | Oct | 2021 |
| Jun | 1961 | Oct | 2021 | Jun | 1966 | Nov | 2021 |
| Jul | 1961 | Nov | 2021 | Jul | 1966 | Dec | 2021 |
| Aug | 1961 | Dec | 2021 | Aug | 1966 | **Jan** | 2022 |
| Sep | 1961 | **Jan** | 2022 | Sep | 1966 | 55 years 8 months | Jun | 2022 |
| Oct | 1961 | 60 years 6 months | May | 2022 | Oct | 1966 | Jul | 2022 |
| Nov | 1961 | Jun | 2022 | Nov | 1966 | Aug | 2022 |
| Dec | 1961 | Jul | 2022 | Dec | 1966 | Sep | 2022 |
| Jan | 1962 | Aug | 2022 | Jan | 1967 | Oct | 2022 |
| Feb | 1962 | Sep | 2022 | Feb | 1967 | Nov | 2022 |
| Mar | 1962 | Oct | 2022 | Mar | 1967 | Dec | 2022 |
| Apr | 1962 | Nov | 2022 | Apr | 1967 | **Jan** | 2023 |
| May | 1962 | Dec | 2022 | May | 1967 | 56 years | Jun | 2023 |
| Jun | 1962 | **Jan** | 2023 | Jun | 1967 | Jul | 2023 |
| Jul | 1962 | 60 years 9 months | May | 2023 | Jul | 1967 | Aug | 2023 |
| Aug | 1962 | Jun | 2023 | Aug | 1967 | Sep | 2023 |
| Sep | 1962 | Jul | 2023 | Sep | 1967 | Oct | 2023 |
| Oct | 1962 | Aug | 2023 | Oct | 1967 | Nov | 2023 |
| Nov | 1962 | Sep | 2023 | Nov | 1967 | Dec | 2023 |
| Dec | 1962 | Oct | 2023 | Dec | 1967 | **Jan** | 2024 |
| Jan | 1963 | Nov | 2023 | **Jan** | 1968 | 56 years 4 months | Jun | 2024 |
| Feb | 1963 | Dec | 2023 | Feb | 1968 | Jul | 2024 |
| Mar | 1963 | **Jan** | 2024 | Mar | 1968 | Aug | 2024 |
| Apr | 1963 | 61 years | May | 2024 | Apr | 1968 | Sep | 2024 |
| May | 1963 | Jun | 2024 | May | 1968 | Oct | 2024 |
| Jun | 1963 | Jul | 2024 | Jun | 1968 | Nov | 2024 |
| Jul | 1963 | Aug | 2024 | Jul | 1968 | Dec | 2024 |
| Aug | 1963 | Sep | 2024 | Aug | 1968 | **Jan** | 2025 |
| Sep | 1963 | Oct | 2024 | Sep | 1968 | 56 years 8 months | Jun | 2025 |
| Oct | 1963 | Nov | 2024 | Oct | 1968 | Jul | 2025 |
| Nov | 1963 | Dec | 2024 | Nov | 1968 | Aug | 2025 |
| Dec | 1963 | **Jan** | 2025 | Dec | 1968 | Sep | 2025 |
| Jan | 1964 | 61 years 3 months | May | 2025 | Jan | 1969 | Oct | 2025 |
| Feb | 1964 | Jun | 2025 | Feb | 1969 | Nov | 2025 |
| Mar | 1964 | Jul | 2025 | Mar | 1969 | Dec | 2025 |
| Apr | 1964 | Aug | 2025 | Apr | 1969 | **Jan** | 2026 |
| May | 1964 | Sep | 2025 | May | 1969 | 57 years | Jun | 2026 |
| Jun | 1964 | Oct | 2025 | Jun | 1969 | Jul | 2026 |
| Jul | 1964 | Nov | 2025 | Jul | 1969 | Aug | 2026 |
| Aug | 1964 | Dec | 2025 | Aug | 1969 | Sep | 2026 |
| Sep | 1964 | **Jan** | 2026 | Sep | 1969 | Oct | 2026 |
| Oct | 1964 | 61 years 6 months | May | 2026 | Oct | 1969 | Nov | 2026 |
| Nov | 1964 | Jun | 2026 | Nov | 1969 | Dec | 2026 |
| Dec | 1964 | Jul | 2026 | Dec | 1969 | **Jan** | 2027 |
| Jan | 1965 | Aug | 2026 | Jan | 1970 | 57 years 4 months | Jun | 2027 |
| Feb | 1965 | Sep | 2026 | Feb | 1970 | Jul | 2027 |
| Mar | 1965 | Oct | 2026 | Mar | 1970 | Aug | 2027 |
| Apr | 1965 | Nov | 2026 | Apr | 1970 | Sep | 2027 |
| May | 1965 | Dec | 2026 | May | 1970 | Oct | 2027 |
| Jun | 1965 | **Jan** | 2027 | Jun | 1970 | Nov | 2027 |
| Jul | 1965 | 61 years 9 months | May | 2027 | Jul | 1970 | Dec | 2027 |
| Aug | 1965 | Jun | 2027 | Aug | 1970 | **Jan** | 2028 |
| Sep | 1965 | Jul | 2027 | Sep | 1970 | 57 years 8 months | Jun | 2028 |
| Oct | 1965 | Aug | 2027 | Oct | 1970 | Jul | 2028 |
| Nov | 1965 | Sep | 2027 | Nov | 1970 | Aug | 2028 |
| Dec | 1965 | Oct | 2027 | Dec | 1970 | Sep | 2028 |
| Jan | 1966 | Nov | 2027 | Jan | 1971 | Oct | 2028 |
| Feb | 1966 | Dec | 2027 | Feb | 1971 | Nov | 2028 |
| Mar | 1966 | **Jan** | 2028 | Mar | 1971 | Dec | 2028 |
| From April 1966 | | 62 years | The month following the month in which the employee reaches 62 | | Apr | 1971 |  | **Jan** | 2029 |
|  | | | | | May | 1971 | 58 years | Jun | 2029 |
| Jun | 1971 | Jul | 2029 |
| Jul | 1971 | Aug | 2029 |
| Aug | 1971 | Sep | 2029 |
| Sep | 1971 | Oct | 2029 |
| Oct | 1971 | Nov | 2029 |
| Nov | 1971 | Dec | 2029 |
| Dec | 1971 | **Jan** | 2030 |
| Jan | 1972 | 58 years 4 months | Jun | 2030 |
| Feb | 1972 | Jul | 2030 |
| Mar | 1972 | Aug | 2030 |
| Apr | 1972 | Sep | 2030 |
| May | 1972 | Oct | 2030 |
| Jun | 1972 | Nov | 2030 |
| Jul | 1972 | Dec | 2030 |
| Aug | 1972 | **Jan** | 2031 |
| Sep | 1972 | 58 years 8 months | Jun | 2031 |
| Oct | 1972 | Jul | 2031 |
| Nov | 1972 | Aug | 2031 |
| Dec | 1972 | Sep | 2031 |
| Jan | 1973 | Oct | 2031 |
| Feb | 1973 | Nov | 2031 |
| Mar | 1973 | Dec | 2031 |
| Apr | 1973 | **Jan** | 2032 |
| May | 1973 | 59 years | Jun | 2032 |
| Jun | 1973 | Jul | 2032 |
| Jul | 1973 | Aug | 2032 |
| Aug | 1973 | Sep | 2032 |
| Sep | 1973 | Oct | 2032 |
| Oct | 1973 | Nov | 2032 |
| Nov | 1973 | Dec | 2032 |
| Dec | 1973 | **Jan** | 2033 |
| Jan | 1974 | 59 years 4 months | Jun | 2033 |
| Feb | 1974 | Jul | 2033 |
| Mar | 1974 | Aug | 2033 |
| Apr | 1974 | Sep | 2033 |
| May | 1974 | Oct | 2033 |
| Jun | 1974 | Nov | 2033 |
| Jul | 1974 | Dec | 2033 |
| Aug | 1974 | **Jan** | 2034 |
| Sep | 1974 | 59 years 8 months | Jun | 2034 |
| Oct | 1974 | Jul | 2034 |
| Nov | 1974 | Aug | 2034 |
| Dec | 1974 | Sep | 2034 |
| Jan | 1975 | Oct | 2034 |
| Feb | 1975 | Nov | 2034 |
| Mar | 1975 | Dec | 2034 |
| Apr | 1975 | **Jan** | 2035 |
| From May 1975 | | 60 years | Month following the month in which the employee reaches 60 | |