VINCOM RETAIL JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom - Happiness

DECISION On dismissal and appointment of cadres

GENERAL DIRECTOR

VINCOM RETAIL JOINT STOCK COMPANY

- Pursuant to the Enterprise Law of 2014 and guiding documents;
- Pursuant to the Charter of Vincom Retail Joint Stock Company (the "Company");
- Based on the duties and powers of the General Director of the Company;
- Based on professional capability and qualification of Ms. Nguyen Thi Xuan Nghia,

DECIDE

Article 1. Dismissed Mr. Bui Tien Luc from the position of Chief Accountant of the Company since 20 June 2018.

Article 2. Appointed Ms. Nguyen Thi Xuan Nghia with the following information to hold the position of Chief Accountant of the Company since 20 June 2018, replacing Mr. Bui Tien Luc:

Full name: NGUYEN THI XUAN NGHIA

ID Card no.: 036187004348 issued by Police Department of Registration and Management of Residence and National Population Data on 20 July 2017.

Permanent address: No 3, Lane 20, Street 158, Dong Mac Ward, Hai Ba Trung District, Hanoi.

Ms. Nguyen Thi Xuan Nghia has the powers and duties of the Chief Accountant of the Company and is responsible to the General Director of the Company and the law for the implementation of the rights and duties assigned.

Article 3. This Decision takes effect from the date of signing.

The abovementioned persons and Heads of related departments of the Company are responsible for the implementation of this Decision.

Recipient:

GENERAL DIRECTOR

- As Article 3;
- Saved at Company's office.

(signed)

TRAN MAI HOA