

CHANGE IN PERSONNEL

- To:**
- **The State Securities Commission**
 - **Hanoi Stock Exchange**
 - **Hochiminh Stock Exchange**

Based on Decision of the Chairperson of the Board of Directors No. 06/2023/QĐ-CT HĐQT-VCR and No. 07/2023/QĐ-CT HĐQT-VCR dated 31 August 2023 of Vincom Retail Joint Stock Company, we would like to announce the change in personnel of Vincom Retail Joint Stock Company as follows:

In case of appointment (re-appointment) (*):

- Ms.: **TRAN MAI HOA**
- Former position in the organization: **Chief Executive Officer**
- Newly appointed position: **Chief Executive Officer**
- Term: **From 31/08/2023 to 30/08/2028**
- Effective date: **31/08/2023**

In case of dismissal/resignation:

- Mr.: **NGUYEN DUY KHANH**
- Dismissed/Resigned position: **Deputy Chief Executive Officer**
- Reason (if any): The company's rotation program.
- Effective date: **31/08/2023**

This information was published on the company's website on 31 August 2023, via <https://ir.vincom.com.vn/en/information-disclosure/information-disclosure-en/>.

Attached documents:

- *Decision of the Chairperson of the Board of Directors re Dismissal of personnel of the Company.*
- *Decision of the Chairperson of the Board of Directors re Reappointment of personnel of the Company.*

VINCOM RETAIL JOINT STOCK COMPANY

(signed)

TRAN MAI HOA
Tổng giám đốc



DECISION

Re: Reappointment of personnel of the Company

**THE CHAIRPERSON OF THE BOARD OF DIRECTORS
OF VINCOM RETAIL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter of Vincom Retail Joint Stock Company (the “Company”);
- Based on the functions, duties and authorities of the Chairperson of the Board of Director.

DECIDES:

Article 1. Approving the reappointment of the Chief Executive Officer of the Company as follows:

1. Approving the reappointment of Ms. Tran Mai Hoa as Chief Executive Officer of the Company from 31/08/2023 to 30/08/2028.

The personal information of Ms. Tran Mai Hoa is as follows:

Full name: **TRAN MAI HOA**

Date of birth: 26 June 1974

Ethnic: Kinh

Nationality: Vietnamese

Identification number: 015174002156

Date of issue: 7 June 2022

Place of issue: Police Department on Administrative Management of Social Order

Permanent residence: No. 48, Lane 125, Dinh Cong Thuong Street, Group 12, Dinh Cong Ward, Hoang Mai District, Hanoi City, Vietnam.

2. Ms. Tran Mai Hoa has the rights and obligations of the Chief Executive Officer of the Company according to the provisions of the Company Charter and the laws.

Article 2. Effectiveness

This Decision takes effect from the date of signing.

Ms. Tran Mai Hoa and Heads of relevant departments of the Company are responsible for the implementation of this Decision./.

Recipients:

- As per Article 2;
- The Company’s archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRPERSON

(signed)

THAI THI THANH HAI



DECISION

Re: Dismissal of personnel of the Company

**THE CHAIRPERSON OF THE BOARD OF DIRECTORS
OF VINCOM RETAIL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter of Vincom Retail Joint Stock Company (the “Company”);
- Based on the functions, duties and authorities of the Chairperson of the Board of Director.

DECIDES:

Article 1. Approving the dismissal of the Deputy Chief Executive Officer of the Company as follows:

Approving the step down of Mr. Nguyen Duy Khanh as Deputy Chief Executive Officer of Operations from 31/08/2023 per the company’s rotation program.

Article 2. Effectiveness

This Decision takes effect from the date of signing.

Mr. Nguyen Duy Khanh and Heads of relevant departments of the Company are responsible for the implementation of this Decision./.

Recipient:

- As per Article 3;
- The Company’s archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON**

(signed)

THAI THI THANH HAI