

CHANGE IN PERSONNEL

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

Based on Resolution of the Board of Directors No. 07/2023/NQ-HĐQT-VCR dated 11/10/2023 and Decision No. 08/2023/QĐ-CT HĐQT-VCR dated 11/10/2023 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 (*):

1. Ms.: PHAM THI THU HIEN

- Former position in the organization: Deputy Chief Executive Officer of Business and Marketing
- Newly appointed position: Chief Executive Officer – (Persons in charge of information disclosure)
- Term: 5 year (2023 - 2028)
- Effective date: From the date on which the dossier of registration of changes in the contents of the company's business registration is approved by the Business Registration Office – Department of Planning and Investment and issued the Certificate of Business Registration.

2. Ms.: VU TUYET HANG

- Former position in the organization: None
- Newly appointed position: Deputy Chief Executive Officer of Business and Marketing
- Effective date: 11/10/2023

In case of dismissal:

- Ms.: TRAN MAI HOA

- Dismissed/Resigned position: Chief Executive Officer (Persons in charge of information disclosure)
- Effective date: From the date on which the dossier of registration of changes in the contents of the company's business registration is approved by the Business Registration Office – Department of Planning and Investment and issued the Certificate of Business Registration.

This information was published on the company's website on 11/10/2023, as in the link <http://ir.vincom.com.vn/>

Attached documents:

- *Resolution of the Board of Directors the step – down and appointment of the the Chief Executive Officer.*
- *Decision of the Chairman of the Board of Directors appointing Deputy General Director*

VINCOM RETAIL JOINT STOCK COMPANY

(signed)

TRAN MAI HOA
Chief Executive Officer

No.: 07/2023/NQ-HĐQT-VCR

Hanoi, 11 October 2023

RESOLUTION OF THE BOARD OF DIRECTORS

VINCOM RETAIL JOINT STOCK COMPANY

(Re: Approval of the step – down and appointment of the the Chief Executive Officer).

THE BOARD OF DIRECTORS

- Pursuant to the Law on Enterprises and its guiding documents;
- Pursuant to the Charter of Vincom Retail Joint Stock Company (the “**Company**” or “**Vincom Retail**”);
- Based on the results of the solicitation of written opinions of the members of Board of Directors (“**BOD**”) dated 11 October 2023;

RESOLVES TO

Article 1. Approval of the step – down and appointment of the the Chief Executive Officer as follows.

1. The BOD approved the step – down of Ms. Tran Mai Hoa from the position of Chief Executive Officer.
2. The BOD approved the appointment of Ms. Pham Thi Thu Hien to the position of Chief Executive Officer to replace Ms. Tran Mai Hoa

Ms. Pham Thi Thu Hien’s information as follows:

Full name : PHAM THI THU HIEN
Date of birth : January 07, 1977
ID number : 001177045853
Date of issue : July 25, 2021
Place of issue : Police Department on Administrative Management of Social Order
Permanent address : Group 6, Cau Dien, Nam Tu Liem, Ha Noi
Current address : Group 6, Cau Dien, Nam Tu Liem, Ha Noi

Ms. Pham Thi Thu Hien has the rights and obligations of the Chief Executive Office in accordance with the provisions of the Company's Charter and prevailing regulations, and is responsible to the BOD for the performance of assigned tasks, and is the persons in charge of information disclosure and representing the Company's account holders.

Article 2. Implementation

Assign to the Chairman of the Board of Directors and Chief Executive Officer based on functions, tasks and powers to announce information on dismissal and appointment, other related work in accordance with law.

Article 3. Effect

This Resolution takes effect from the date of signing. The change of Chief Executive Officer - legal representative takes effect from the date on which the dossier of registration of changes in the contents of the company's business registration is approved by the Business Registration Office – Department of Planning and Investment and issued the Certificate of Business Registration

The members of the BOD, the Management and the Heads of related departments of the Company are responsible for the implementation of this Resolution./.

Recipients:

- *As per Article 3;*
- *Company's Archives.*

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**

(signed)

THAI THI THANH HAI

**VINCOM RETAIL JOINT STOCK
COMPANY**

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No.: 08/2023/QĐ-CT HĐQT-VCR

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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Hanoi, 11 October 2023

DECISION

(Re: Appointment of the Standing Deputy Chief Executive Officer).

**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 appointment of the Standing Deputy Chief Executive Officer as follows.

Approving the appointment of Ms. Vu Tuyet Hang to the position of Standing Deputy Chief Executive Officer from 11/10/2023.

Ms. Vu Tuyet Hang’s information as follows:

Full name: VU TUYET HANG

Date of birth: 17 July 1968

Ethnic: Kinh

Nationality: Vietnamese

ID number: 001168041098

Date of issue: 13 January, 2022

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

Permanent address: 04-14 c/c 17-19-21 Nguyen Van Troi, Ward 11, Phu Nhuan District,
Ho Chi Minh City

Ms. Vu Tuyet Hang has the rights and obligations of the Deputy Chief Executive Office in accordance with the provisions of the Company’s Charter and prevailing regulations.

Article 2. Effect

This Resolution takes effect from the date of signing.

Ms. Vu Tuyet Hang and the Management, the Heads of related departments of the Company are responsible for the implementation of this Resolution./.

Recipients:

- *As per Article 2;*
- *Company's Archives.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(signed)

THAI THI THANH HAI