

**VINCOM RETAIL
JOINT STOCK COMPANY**

No: 04/TB-VCR

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hanoi, 29 January 2024

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. 02/2024/QĐ-CT HĐQT-VCR dated 29 January 2024 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 (*):

- Mr.: **NGUYỄN DUY KHÁNH**
- Former position in the organization: None
- Newly appointed position: Deputy CEO of Operations
- Effective date: **29/01/2024**

In case of dismissal/resignation:

- Ms.: **VŨ TUYẾT HẰNG**
- Dismissed/Resigned position: Permanent Deputy Chief Executive Officer
- Effective date: **29/01/2024**

This information was published on the company's website on 29/01/2024, as in the link <https://ir.vincom.com.vn/en/information-disclosure/>

Attached documents:

- Decision of the Chairperson of the Board of Directors on the change in personnel.

**VINCOM RETAIL JOINT STOCK
COMPANY**

(signed)

**PHAM THI THU HIEN
Chief Executive Officer**

No: 02/2024/QĐ-CT HĐQT-VCR

Hanoi, 29 January 2024

DECISION

Re: Appointment and 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 appointment of the Deputy Chief Executive Officer of Operations of the Company as follows:

1. Approving the appointment of Mr. Nguyen Duy Khanh as Deputy Chief Executive Officer of Operation of the Company from 29/01/2024.

The personal information of Mr. Nguyen Duy Khanh is as follows:

Họ và tên/Full name: **NGUYỄN DUY KHÁNH**

Date of birth: Ethnic: Nationality: Vietnam

Identification.: Date of issue:

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

Permanent residence:

2. Mr. Nguyen Duy Khanh has the rights and obligations of the Deputy Chief Executive Officer of the Company according to the provisions of the Company Charter and the laws.

Article 2. Approving the dismissal of the Permanent Deputy Chief Executive Officer of the Company as follows:

Approving the step-down of Ms. Vu Tuyet Hang as Permanent Deputy Chief Executive Officer from 29/01/2024.

Article 3. Effectiveness

This Decision takes effect from the date of signing.

The above-mentioned people 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)

THÁI THỊ THANH HẢI