

CHANGE IN PERSONNEL

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

Based on Resolution of the Board of Directors No. 02/2024/NQ-BODT-VCR, Resolution of the Board of Directors No. 03/2024/NQ-BOD-VCR and the Decision of the Chairman of the Board of Directors No. 05/2024/QD-CT BOD-VCR dated 18 March, 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, dismissal/resignation:

1. Ms.: TRẦN MAI HOA

- Former position in the organization: Member of the Board of Directors
- Newly appointed position: Chief Executive Officer – (Persons in charge of information disclosure) concurrently Vice Chairperson of the Board of Directors of the Company for the term 2024 – 2028
- Term of appointment to the position of Chief Executive Officer: 5 years (2024 - 2029)
- 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.: PHẠM THỊ THU HIỀN

- Dismissed/Resigned position: Chief Executive Officer – (Persons in charge of information disclosure)
- Newly appointed position: Deputy Chief Executive Officer of Business and Marketing
- 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 18/03/2024, as in the link <http://ir.vincom.com.vn/>

Attached documents:

- Resolution of the Board of Directors approval of the step – down and appointment of the the Chief Executive Officer.
- Resolution of the Board of Directors Election of Vice Chairperson of the Board of Directors for the term 2024 -2028
- Decision of the Chairman of the Board of Directors appointing Deputy General Director

**VINCOM RETAIL
JOINT STOCK COMPANY**

(signed)

**PHAM THI THU HIEN
Chief Executive Officer**

No.: 02/2024/NQ-HĐQT-VCR

Hanoi, 18 March 2024

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 18 March 2024;

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. Pham Thi Thu Hien from the position of Chief Executive Officer.
2. The BOD appoint Ms. Tran Mai Hoa as the Company’s Chief Executive Officer to replace Ms. Pham Thi Thu Hien.

Ms. Tran Mai Hoa’s information as follows:

Full name : TRAN MAI HOA
Date of birth :
ID number :
Date of issue :
Place of issue :
Permanent address :
Current address :

Ms. Tran Mai Hoa 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 representing the Company's account holders.

Article 2. Implementation

Assign the Chairman of the Board of Directors and the Chief Executive Officer, based on functions, tasks and authorities to disclose the information on the step-down and appointment, and 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)

THÁI THỊ THANH HẢI

**VINCOM RETAIL JOINT STOCK
COMPANY**

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THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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No.: 03/2024/NQ-HĐQT-VCR

Hanoi, 18 March 2024

RESOLUTION OF THE BOARD OF DIRECTORS

VINCOM RETAIL JOINT STOCK COMPANY

(Re: Election of Vice Chairperson of the Board of Directors for the term 2024 – 2028).

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 18 March 2024;

QUYẾT NGHỊ

RESOLVES TO

Article 1. Elect the Vice Chairperson of the Board of Directors for the term 2024 – 2028.

Elect Ms. Tran Mai Hoa to hold the position of Vice Chairperson of the Board of Directors for the term 2024 – 2028.

Ms. Tran Mai Hoa’s personal information is as follow:

Full name : TRAN MAI HOA
Date of birth :
ID number :
Date of issue :
Place of issue :
Permanent address :
Current address :

Article 2. Effect

This Resolution takes effect from the date of signing.

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 2;
- Company's Archives.

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

(signed)

THÁI THỊ THANH HẢI

**VINCOM RETAIL JOINT STOCK
COMPANY**

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No.: 05/2024/QĐ-CT HĐQT-VCR

Hanoi, 18 March 2024

DECISION

**Re: Appointment of Deputy Chief Executive Officer of Sales and
Marketing 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 the Company as follows:

Approving the appointment of Ms. Pham Thi Thu Hien as Deputy Chief Executive Officer of Sales and Marketing of the Company.

Ms. Pham Thi Thu Hien’s personal information is as follow:

Full name: PHẠM THỊ THU HIỀN

Date of birth:

Ethnic:

Nationality: Vietnam

Identification.:

Date of issue:

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

Permanent residence:

Ms. Pham Thi Thu Hien 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. 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./.

Recipients:

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

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

(signed)

THÁI THỊ THANH HẢI