

**VINCOM RETAIL
JOINT STOCK COMPANY**

No: 28/TB-VCR

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

Hanoi, 22 April 2024

CHANGE IN PERSONNEL

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

Based on Resolution of the Board of Directors No. 06/2024/NQ-HĐQT-VCR and Decision No. 07/2024/QĐ-CT HDQT-VCR dated 22 April 2024 of Vincom Retail Joint Stock Company, we would like to announce the change in key 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: Chief Executive Officer concurrently Vice Chairperson of the Board of Directors of the Company for the term 2024 – 2028
- Dismissed/Resigned position: Chief Executive Officer
- Effective date: 22 April 2024

The change of the legal representative of the Company from the date 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 the Revised Certificate of Business Registration is issued.

2. Ms.: PHẠM THỊ THU HIỀN

- Former position in the organization: Deputy Chief Executive Officer of Business and Marketing
- Newly appointed position: Chief Executive Officer
- Effective date: 22 April 2024

The change of the legal representative of the Company from the date 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 the Revised Certificate of Business Registration is issued.

This information was published on the company's website on 22/04/2024, accessible via <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.

- Decision of the Chairman of the Board of Directors dismissal Deputy General Director

VINCOM RETAIL JOINT STOCK COMPANY

(signed)

TRAN MAI HOA

VINCOM RETAIL JOINT STOCK COMPANY

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No.: 06/2024/NQ-HĐQT-VCR

Hanoi, 22 April 2024

RESOLUTION OF THE BOARD OF DIRECTORS

VINCOM RETAIL JOINT STOCK COMPANY

(Re: Approval of the step – down and appointment of 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 22 April 2024;

RESOLVES TO

Article 1. Approval of the step-down and appointment of 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 appointed Ms. Pham Thi Thu Hien as the Company’s Chief Executive Officer to replace Ms. Tran Mai Hoa.

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

Full name : PHAM THI THU HIEN
Date of birth :
ID number :
Date of issue :
Place of issue : Police Department on Administrative Management of Social Order
Permanent address :
Current address :

Ms. Pham Thi Thu Hien has the rights and obligations of the Chief Executive Office in accordance with the Company’s Charter and prevailing regulations, and is responsible to the BOD for the performance of assigned tasks and is the Company's account holder.

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 – the legal representative of the company takes effect from the date on which the Business Registration Office – Department of Planning and Investment approves the dossier of registration of changes in the contents of the company's business registration and issues the Revised 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

CHAIRPERSON

(signed)

THÁI THỊ THANH HẢI

VINCOM RETAIL JOINT STOCK COMPANY

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No.: 07/2024/NQ-CT HĐQT-VCR

Hanoi, 22 April 2024

DECISION

Re: Dismissal of Deputy Chief Executive Officer of the Company

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

- 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 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 Ms. Pham Thi Thu Hien as Deputy Chief Executive Officer of Sales and Marketing of the Company from 22/04/2024.

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

CHAIRPERSON

(signed)

THÁI THỊ THANH HẢI