



TOTAL NUMBER OF EMPLOYEES (persons)

18,948

CHAPTER 3 **ORGANIZATION AND HUMAN RESOURCES**

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ORGANIZATION AND HUMAN RESOURCES

HUMAN RESOURCES

As at 31/12/2019, total number of employees was 18,948 persons. With large and increasingly growing number of employees, Vietcombank's BOD and BOM always focus on human resource development as this is the key to the success and effectiveness of the Bank:

- Human resources are managed under the best practices in order to build, develop and maintain a high-quality team who will implement the Bank's goals to become the leading bank in human resource quality.
- Taking initiative in applying flexibility, creativity, determination, innovation in human resources management. On one hand, arranging and strengthening the organizational structure in the direction of specialization, streamlining, efficiency in accordance with international practices. On the other hand, constantly reforming staff management policies in all phases from recruitment to planning, selection, appointment, rotation, discipline, evaluation, training; renovating staff evaluation methods.
- Employee quality is controlled from the recruitment step with a serious and professional recruitment policy; Accepted Staffs are suitable for the recruited position.
- HR planning activities are carried out fully and seriously to build a team of leaders who are updated with knowledge and have professional experiences in operation and management.
- Training activities are promoted to improve both quantity and quality of training courses for employees.
- A salary mechanism is flexible developed, connecting remuneration to productivity, quality, and performance to create motivation for the staff.

Vietcombank is actively implementing the Human resource development and management strategy until 2020 as a prerequisite to successfully implement the Bank restructuring project as directed by the Government and the State Bank of Vietnam.

CHANGES OF MEMBERS OF BOD AND BOM

The composition of the BOD and BOM had some changes as follows:

▼ DISMISSAL

- Ms. Vu Thi Bich Van, Member of Supervisory Board appointed by the SBV (dismissed from the General Meeting of Shareholders dated April 26th, 2019) due to retirement;
- Mr. Nguyen Thanh Tung, Wholesale Banking Group Director (appointed as Deputy CEO of Vietcombank from April 1st, 2019).

▲ NEW APPOINTMENT

- Mr. Do Viet Hung, Member of the BOD (appointed by the SBV to represent 30% of Government's shares, elected as Member of BOD from April 26th, 2019);
- Mr. Nguyen Thanh Tung, appointed as VCB Deputy CEO from April 1st, 2019;
- Mr. Dang Hoai Duc, appointed as VCB Deputy CEO from April 1st, 2019.

NETWORK AND ORGANIZATION OF VIETCOMBANK

In 2019, Vietcombank launched 10 transaction offices and 05 new branches (Kinh Bac, Chi Linh, Tan Sai Gon, Bao Loc, Ba Ria).

As at December 31st, 2019, Vietcombank's network included:

- Head office.
- 111 Branches.
- 472 Transaction offices (including 31 offices approved by the SBV Governor on September 20th, 2019, where 01 office was put into operation on January 2nd, 2020 and 30 offices are expected to launch in 2020).
- 03 Subsidiaries in Vietnam (Vietcombank Leasing Co., Ltd, Vietcombank Securities Co., Ltd, Vietcombank Remittance Co., Ltd.).
- 01 Representative Office in Singapore; 01 Representative Office in the US; 01 Representative Office in the South of Vietnam and 02 overseas subsidiaries (Vinafico Hongkong, VCB Money Inc.).
- 03 Non-business units (Cash Treatment Center in Ha Noi, Cash Treatment Center in HCMC, Human Resource Development and Training School).
- 01 Subsidiary bank in Laos.
- 04 other joint ventures and associates.



BOARD OF DIRECTORS

Mr. **NGHIEM XUAN THANH**

Chairman of the Board of Directors

Education

- Ph.D. in Economics, Banking Academy
- Master of Economics, Banking Academy



Mr. **PHAM QUANG DZUNG**

Member of the BOD cum Chief Executive Officer

Education

- Master of Banking and Finance, Birmingham University, UK
- Bachelor of Economics, National Economics University

Mr. **DO VIET HUNG**

Member of the Board of Directors

Education

- Master of Business Administration, Chulalongkorn University (Thailand)
- Bachelor of Economics, Vietnam Maritime University



Mr. **NGUYEN MANH HUNG**

Member of the Board of Directors

Education

- Master of Economics - The Vietnam - Netherlands Master Program
- Bachelor of Economics, National Economics University



Mr. **NGUYEN MY HAO**

Member of the Board of Directors

Education

- Master of Economics, Banking Academy
- Bachelor of Economics, Banking Academy

Mr. **EIJI SASAKI**

Member of the Board of Directors

Education

- Bachelor of Economics, Nihon University (Japan)
- Bachelor of Economics, The State University of New York at Buffalo



BOARD OF DIRECTORS (continued)

Mr. **PHAM ANH TUAN**

Member of the Board of Directors

Education

- Master of Business Administration, South Columbia University
- Bachelor of Economics, University of Economics Ho Chi Minh City



Mr. **HONG QUANG**

Member of the Board of Directors
Head of Human Resources Division

Education

- Master of Business Administration – Foreign Trade University in collaboration with Meiho University (Taiwan)
- Bachelor of Economics, National Economics University
- Bachelor of Laws, Ha Noi Law University

Mr. **TRUONG GIA BINH**

Independent member of the BOD

Education

- Associate Professor in Mechanics – By State Council for Academic Appraisal and Title of Vietnam
- Ph.D. in Mathematics and Physics – Lomonosov Moscow State University
- Bachelor of Mathematics and Mechanics – Lomonosov Moscow State University



BOARD OF MANAGEMENT

Mr. **PHAM QUANG DZUNG**

Chief Executive Officer

Education

- Master of Banking and Finance, Birmingham University, UK
- Bachelor of Economics, National Economics University



Mr. **DAO MINH TUAN**

Deputy CEO

Education

- Master of Economics, Banking Academy
- Applied Mathematics Engineering, Ha Noi University of Science and Technology
- Bachelor of Economics, National Economics University

Mr. **PHAM MANH THANG**

Deputy CEO

Education

- Ph.D. in Economics, Banking Academy
- Master of Economics, Banking Academy
- Bachelor of Economics, Banking Academy



BOARD OF MANAGEMENT (continued)

Ms. **NGUYEN THI KIM OANH**

Deputy CEO

Education

- Master of Banking and Finance, New South Wales University
- Bachelor of Economics, National Economics University



Ms. **PHUNG NGUYEN HAI YEN**

Deputy CEO

Education

- Master of Economics, Banking Academy – CPA Australia
- Bachelor of Economics, Banking Academy



Ms. **DINH THI THAI**

Deputy CEO

Education

- Master of Economics, National Economics University
- Bachelor of Economics, Foreign Trade University



Mr. **EIJI SASAKI**

Deputy CEO

Education

- Bachelor of Economics, Nihon University (Japan)
- Bachelor of Economics, The State University of New York at Buffalo



Mr. **LE QUANG VINH**

Deputy CEO

Education

- Master of Economics, New South Wales University, Australia
- Bachelor of Economics, National Economics University



BOARD OF MANAGEMENT (continued)

Mr. **NGUYEN THANH TUNG**

Deputy CEO

Education

- Master of Economics, Paris Dauphine University
- Bachelor of Economics, Foreign Trade University



DIVISION HEADS

Mr. **HONG QUANG**

Head of Human Resources Division

Education

- Master of Business Administration - Foreign Trade University in collaboration with Meiho University (Taiwan).
- Bachelor of Economics, National Economics University
- Bachelor of Laws, Ha Noi Law University



Mr. **DANG HOAI DUC**

Deputy CEO

Education

- Bachelor of Economics, Training and Scientific Research Center for Banking (now Banking University of Ho Chi Minh City)



Mr. **THOMAS WILLIAM TOBIN**

Head of Retail Banking Division

Education

- Master of Business Administration, McMaster University (Canada)
- Bachelor of Economics, Toronto University (Canada)



SUPERVISORY BOARD

Ms. **TRUONG LE HIEN**

Head of Supervisory Board

Education

- Master of Development Economics – The Vietnam – Netherlands Master Program
- Bachelor of Economics, Banking Academy



Ms. **DO THI MAI HUONG**

Member of Supervisory Board

Education

- Master of Economics, Foreign Trade University
- Bachelor of Economics, Foreign Trade University



CHIEF ACCOUNTANT

Ms. **LA THI HONG MINH**

Member of Supervisory Board

Education

- Master of Economics, National Economics University
- Bachelor of Economics, Banking Academy



Mr. **LE HOANG TUNG**

Chief Accountant

Education

- Master of Economics, Academy of Finance
- Bachelor of Economics, Academy of Finance

