



# READY FOR CHANGES

## CHAPTER 3

### ORGANIZATION AND HUMAN RESOURCES

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# ORGANIZATION AND HUMAN RESOURCES

## HUMAN RESOURCES

As at 31/12/2020, total number of employees was:

**20.062 PERSONS**

With large and increasingly growing number of employees, Vietcombank's BOD and BOM always focus on human resources development and see it as the key to the success and efficiency of the Bank

- Human resources are managed under best practices in order to build, develop and maintain a high-quality team who supports to implement the Bank's goals to become the leading bank in human resources 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 intended 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 pushed to improve both quantity and quality of training courses for employees.
- A salary mechanism is developed on the principle of flexibility, connecting remuneration to productivity, quality, and performance to create motivation for the staff.

Vietcombank is actively implementing the Human Resources development and management strategy until 2025 as a prerequisite to successfully implement Vietcombank's Development Strategy by 2025, vision by 2030.

## CHANGES OF MEMBERS OF BOD AND BOM

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

### RESIGNATION

**Ms. Truong Le Hien,**  
Head of Supervisory Board, entitled to retirement from 01/11/2020;

**Mr. Thomas William Tobin,**  
Retail Banking Group Director, terminated his Service contract from 01/12/2020).

### APPOINTMENT

**Mr. Lai Huu Phuoc,**  
Head of Internal Inspection Board, appointed as Member of Supervisory Board, term 2018-2023 from 26/06/2020 by 2020 General Meeting of Shareholders;

**Mr. Lai Huu Phuoc,**  
Member of Supervisory Board, appointed as Head of Supervisory Board from 04/11/2020.

## NETWORK AND ORGANIZATION OF VIETCOMBANK

As at December 31<sup>st</sup>, 2020, Vietcombank's network included:

- Head office.
- 116 Branches;
- 474 Transaction offices
- 04 Subsidiaries in Vietnam.
- 01 Representative Office in Singapore, 01 Representative Office in the United States, 01 Representative Office at Ho Chi Minh City.
- 03 overseas subsidiaries
- 03 Non-business units (Cash Treatment Center in Ha Noi, Cash Treatment Center in HCMC, Human Resources Development and Training School).
- 03 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. NGUYEN MANH HUNG**  
Member of the Board of Directors

**Education:**

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



**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. NGUYEN MY HAO**  
Member of the Board of Directors

**Education:**

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



**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. EIJI SASAKI**  
Member of the Board of Directors cum Deputy CEO

**Education:**

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



## BOARD OF DIRECTORS

**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 cum Head of Human Resources Division

**Education:**

- Master of Business Administration – Foreign Trade University in collaboration
- 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 University (Russia)
- Bachelor of Economics, Lomonosov University (Russia)



## BOARD OF MANAGEMENT AND DIVISION HEADS

**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. 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 AND DIVISION HEADS

**Ms. NGUYEN THI KIM OANH**  
Deputy CEO

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



**Ms. DINH THI THAI**  
Deputy CEO

- Education:**
- Master of Economics, National Economics University
  - Bachelor of Economics, Foreign Trade University



**Mr. EIJI SASAKI**  
Member of the Board of Directors cum Deputy CEO

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



## BOARD OF MANAGEMENT AND DIVISION HEADS

**Ms. PHUNG NGUYEN HAI YEN**  
Deputy CEO

- Education:**
- Master of Economics, Banking Academy – CPA Australia
  - Bachelor of Economics, Banking Academy



**Mr. LE QUANG VINH**  
Deputy CEO

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



**Mr. NGUYEN THANH TUNG**  
Deputy CEO

- Education:**
- Master of Economics, Paris Dauphine University
  - Bachelor of Economics, Foreign Trade 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)



## SUPERVISORY BOARD

**Mr. LAI HUU PHUOC**  
Head of Supervisory Board

**Education:**

- Master of Business Administration – Griggs University in collaboration with Vietnam National University, Hanoi
- Bachelor of Economics, Finance Academy



**Ms. LA THI HONG MINH**  
Member of Supervisory Board

**Education:**

- Master of Economics, National Economics University
- 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



## GROUP DIRECTOR

**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



## CHIEF ACCOUNTANT

**Mr. LE HOANG TUNG**  
Chief Accountant

**Education:**

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

