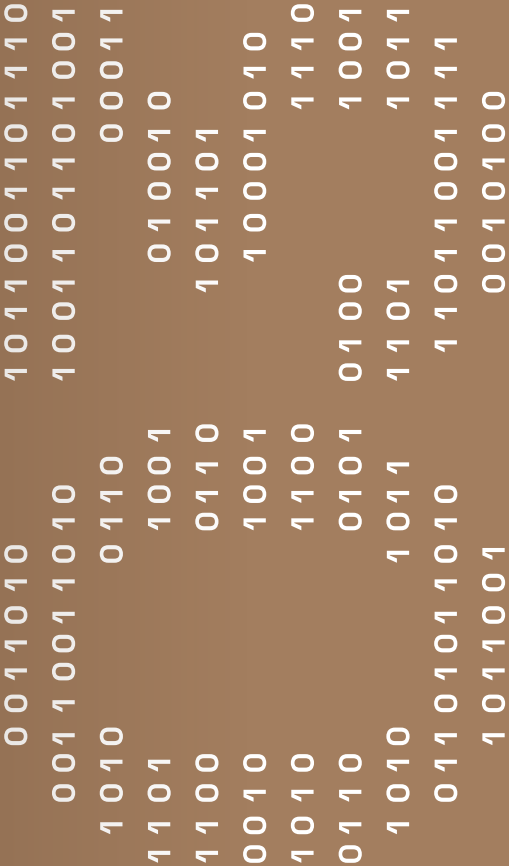


ORGANIZATION AND
HUMAN RESOURCES

Innovation
& Trust building

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ORGANIZATION AND HUMAN RESOURCES

AS OF DECEMBER 31ST, 2023, THE TOTAL NUMBER OF EMPLOYEES AT VIETCOMBANK WAS

23,493 EMPLOYEES

Vietcombank’s leadership always focuses on human resource development which is a key to the bank’s success.

With the goal of becoming the leading bank in terms of human resource quality in Vietnam, Vietcombank has been comprehensively innovating human resource management and development, always focusing on building a lean and quality personnel structure; actively deploying many synchronous solutions to develop high-quality human resources, meet the requirements of business activities, create internal strengths, contributing to Vietcombank’s strong rise, maintaining its position as a leading bank in Vietnam, and gradually enhancing its position in the region and the world.

- The organizational model, functions and tasks of the units at the Head Office continue to be reviewed, consolidated and standardized according to the Operational Division structure in order to enhance specialization, improve efficiency in accordance with the development strategy and business orientation of Vietcombank in each period.
- The domestic network has been expanded in the direction of retail development through the establishment of new branches and transaction offices to enhance Vietcombank’s position and competitiveness in the areas.
- The system of internal regulations on organization and personnel is regularly reviewed and perfected in all stages from recruitment to planning, appointment, rotation, job changeover, performance evaluation, salary and remuneration mechanism, training, reward, discipline, etc. which bring positive effects in attracting, maintaining, managing and using staff, optimizing human resources of Vietcombank.
- Vietcombank’s recruitment has been highly appreciated by the market and a large number of qualified personnel has been recruited, meeting the requirements of the Bank’s business.
- Human resources quality is controlled from the recruitment step with a serious, fair and professional recruitment policy. Employees are assigned jobs in accordance with their qualifications, capacity and experience.



PERSONNEL CHANGES IN THE BOARD OF DIRECTORS AND BOARD OF MANAGEMENT

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

Decrease
Mr. Pham Manh Thang, Deputy CEO, retired on May 1 st , 2023;
Mrs. La Thi Hong Minh, resigned from the position of Member of the VCB’s Supervisory Board on November 24 th , 2023;
Mrs. Nguyen Thi Kim Oanh, resigned from the position of Deputy CEO of VCB on November 24 th , 2023.
Increase
Appointed Mr. Ho Van Tuan, Director of VCB Operation center Branch to hold the position of Deputy CEO of VCB on August 15 th , 2023.
Appointed Mr. Le Hoang Tung, Chief Accountant of VCB to the position of Deputy CEO of VCB on August 15 th , 2023.
Additionally elected Mrs. Nguyen Thi Kim Oanh, as a member of the Board of Directors for the 2023–2028 term on November 24 th , 2023;
Appointed Mrs. Nguyen Thi Hong Van, Director of VCB Hanoi branch to the position of Head of VCB Legal and Compliance Division on November 15 th , 2023;
Appointed Mrs. La Thi Hong Minh to hold the position of Chief Accountant of VCB on December 7 th , 2023;
Appointed Mrs. Doan Hong Nhung, Deputy Head of Retail Division to hold the position of Head of Retail Division on December 7 th , 2023;
Appointed Mr. Colin Richard Dinn, Director of Information Technology and Digital Transformation Division to hold the position of Head of Transformation Division concurrently as a standing full-time member of the establishment deployment committee of VCB transformation office from the effective date of the renewed work permit according to the provisions of law (work permit effective from November 24 th , 2023 – September 19 th , 2024).
Appointed Mr. Tran Thanh Nam, Head of Operations Division and Director of Innovation to hold the position of Head of Information Technology & Digital Transformation Division and Director of Innovation on November 15 th , 2023.

THE BOARD OF DIRECTORS

THE BOARD OF DIRECTORS



Mr. PHAM QUANG DUNG
Chairman of the Board of Directors

Qualifications:

- Master of Banking and Finance – University of Birmingham (UK)
- Bachelor of Economics – National Economics University

(*) Mr. Pham Quang Dung was appointed by the Prime Minister as Deputy Governor of the State Bank of Vietnam from January 1, 2024



Mr. NGUYEN THANH TUNG
Member of the Board of Directors, CEO

Qualifications:

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



Mr. DO VIET HUNG
Member of the Board of Directors

Qualifications:

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

(*) Mr. Do Viet Hung was assigned by the Board of Directors of the Joint Stock Commercial Bank for Foreign Trade of Vietnam as a Member in charge of the Board of Directors' activities from January 1, 2024



Mr. NGUYEN MANH HUNG
Member of the Board of Directors

Qualifications:

- Master of Economics – Vietnam – The Netherlands Programme
- Bachelor of Economics – National Economics University



Mr. NGUYEN MY HAO
Member of the Board of Directors

Qualifications:

- Master of Economics – Banking Academy
- Bachelor of Economics – Banking Academy



Mr. SHOJIRO MIZOGUCHI
Member of the Board of Directors

Qualifications:

- Bachelor of Commerce and Management at Hitotsubashi University (Japan)



Mr. VU VIET NGOAN
Independent Member of the Board of Directors

Qualifications:

- PhD in Finance – Lassale University (USA)
- Master of Banking and Finance – Finafrica Academy (Italy)
- Bachelor of Economics – Foreign Trade University



Mr. HONG QUANG
Member of the Board of Directors

Qualifications:

- Master of Business Administration – Hanoi Foreign Trade University in association with Meiho University (Taiwan)
- Bachelor of Economics – National Economics University
- Bachelor of Law – Hanoi Law University



Ms. NGUYEN THI KIM OANH
Member of the Board of Directors

Qualifications:

- Master of Finance – University of New South Wales Australia
- Bachelor of Economics – National Economics University

THE BOARD OF MANAGEMENT



Mr. NGUYEN THANH TUNG
Member of the Board of Directors, CEO

Qualifications:

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



Mr. LE QUANG VINH
Deputy CEO

Qualifications:

- Master of Finance – University of New South Wales Australia
- Bachelor of Economics – National Economics University



Ms. DINH THI THAI
Deputy CEO

Qualifications:

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



Ms. PHUNG NGUYEN HAI YEN
Deputy CEO

Qualifications:

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



Mr. DANG HOAI DUC
Deputy CEO

Qualifications:

- Bachelor of Economics – Banking Research & Training Center (now Ho Chi Minh City Banking University)



Mr. NGUYEN VIET CUONG
Deputy CEO

Qualifications:

- Master of Economics under the program cooperated between the National Economics University and the Dutch Institute of Social Sciences
- Bachelor of Economics – National Economics University



Mr. HO VAN TUAN
Deputy CEO

Qualifications:

- PhD in economics – National Economics University;
- Master of Economics – National Economics University;
- Bachelor of Economics – National Economics University.



Mr. LE HOANG TUNG
Deputy CEO

Qualifications:

- Master of Economics – Academy of Finance;
- Bachelor of Economics – Academy of Finance.



Mr. SHOJIRO MIZOGUCHI
Deputy CEO

Qualifications:

- Bachelor of Commerce and Management at Hitotsubashi University (Japan)

HEAD OF DIVISION



Mr. COLIN RICHARD DINN
Head of Digital Transformation Division

Years of experience working in various banks around Asia, strong background in technology & business implementation to drive digital and data transformation



Mr. HONG QUANG
Head of Human Resources Division

Qualifications:

- Master of Business Administration – Hanoi Foreign Trade University in association with Meiho University (Taiwan)
- Bachelor of Economics – National Economics University
- Bachelor of Law – Hanoi Law University



Mr. TRAN THANH NAM
Head of Information Technology & Digital Transformation Division and Innovation Division

Qualifications:

- Doctor of Information Technology – Monash University (Australia)
- Master of Information Technology – Queensland University of Technology (Australia)
- Information Technology Engineer – Queensland University of Technology (Australia)



Ms. DOAN HONG NHUNG
Head of Retail Division

Qualifications:

- Master of International Economic Relations – Konstanz University, Germany
- Bachelor of Foreign Economics – Foreign Trade University



Ms. NGUYEN THI HONG VAN
Head of Legal and Compliance Division

Qualifications:

- Master of Law – Hanoi Law University
- Bachelor of Law – University of Hanoi
- Bachelor of Economics – National Economics University

SUPERVISORY BOARD



Mr. LAI HUU PHUOC
Head of the Supervisory Board

Qualifications:

- Master of Business Administration – Griggs University USA in association with Hanoi National University
- Bachelor of Economics – Academy of Finance



Ms. DO THI MAI HUONG
Supervisory Board members

Qualifications:

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

CHIEF ACCOUNTANT



Ms. TRAN MY HANH
Supervisory Board members

Qualifications:

- Postgraduate Certificate in Applied Economics and Public Policy (Fulbright Fellowship Program)
- Bachelor of Economics in Accounting – Academy of Finance



Ms. LA THI HONG MINH
Chief accountant

Qualifications:

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