

Pursuing the goals Together

Organization and Human Resources

- 90 Organization and human resources
- 92 Board of Directors
- 94 Board of Management
- 97 Division Heads
- 98 Supervisory Board
- 99 Chief Accountant



THE TOTAL NUMBER OF EMPLOYEES

22,599 employees

ORGANIZATION AND HUMAN RESOURCES

HUMAN RESOURCES

AS OF DECEMBER 31ST, 2022, THE TOTAL NUMBER OF EMPLOYEES AT VIETCOMBANK IS

22,599
employees

Vietcombank's leadership always focuses on human resource development, considering this as the 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 innovating and actively implementing many synchronous solutions in organization and personnel work.

- 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 in order to enhance specialization, improve efficiency, and associate 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 has attracted a large number of qualified personnel, meeting the requirements of the Bank's business.
- Human resources quality is controlled from the input with a serious, fair and professional recruitment policy. Employees are assigned jobs in accordance with their qualifications, capacity and experience; are guaranteed their legitimate rights and interests as prescribed.



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 Anh Tuan**, a member of the Board of Directors was transferred and appointed to hold the position of Director of the Payment Department of the State Bank of Vietnam from December 1st, 2022.

Increase: Appointed Mr. **Nguyen Viet Cuong**, Director of Vietcombank Ba Dinh to hold the position of Deputy General Director of Vietcombank since April 26th, 2022.

Additional elected Ms. **Tran My Hanh** as a Member of the Supervisory Board of Vietcombank for the 2018-2023 term from April 29th, 2022.

Recruited and appointed Mr. **Tran Thanh Nam**, Global Advisor of Timo Digital Bank to hold the position of Head of Operations and Chief Innovation Officer at Vietcombank for a term of 03 years, from April 26th, 2022.



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. NGUYEN MY HAO
Member of the Board of Directors

Qualifications:

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



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 – Hanoi National Economics University
- Bachelor of Law – Hanoi Law 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. NGUYEN MANH HUNG
Member of the Board of Directors

Qualifications:

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



Mr. SHOJIRO MIZOGUCHI
Member of the Board of Directors

Qualifications:

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



Mr. TRUONG GIA BINH
Independent Member of the Board of Directors

Qualifications:

- Associate Professor in Mechanics – By State Council for Academic Appraisal and Title of Vietnam
- Doctor of Mathematics and Physics – Moscow State University in honor of M.V. Lomonosov (Russian Federation)
- Bachelor of Economics – Moscow State University in honor of M.V. Lomonosov (Russian Federation)

BOARD OF MANAGEMENT



Mr. NGUYEN THANH TUNG
Deputy CEO in charge of the Board of Management

Qualifications:

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



Mr. PHAM MANH THANG
Deputy CEO

Qualifications:

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



Ms. NGUYEN THI KIM OANH
Deputy CEO

Qualifications:

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

BOARD OF MANAGEMENT



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. SHOJIRO MIZOGUCHI
Deputy CEO

Qualifications:

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

DIVISION HEADS



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



Mr. COLIN RICHARD DINN
Head of Information Technology and Digital Transformation Division

Qualifications:

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



Mr. TRAN THANH NAM
Head of Operations and Chief Innovation Officer

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)

SUPERVISORY BOARD



Mr. LAI HUU PHUOC
Head of Supervisory Board

Qualifications:

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



Ms. LA THI HONG MINH
Member of Supervisory Board

Qualifications:

- Master of Economics – National Economics University (Hanoi)
- Bachelor of Economics – Banking Academy



Ms. DO THI MAI HUONG
Member of Supervisory Board

Qualifications:

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

CHIEF ACCOUNTANT



Mr. LE HOANG TUNG
Chief Accountant

Qualifications:

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



Ms. TRAN MY HANH
Member of Supervisory Board

Qualifications:

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