Head Office

No. 059/BCEL.2015

Vientiane, 11 Nov 2015

Agreement

On the Appointment of Deputy Managing Director

- In accordance with the Proposal of BCEL Head Office, number 054/BCEL.2015, dated 21 Sep 2015;
- Pursuant to the Answer from the Organization and Personnel Department of Bank of the Lao PDR, number 276/OPD, dated 26 Oct 2015;
- In accordance with the consensus reached by Directors of BCEL's Board of Directors on the 29th Oct 2015, 2nd Nov and 3rd Nov 2015.

The General Managing Director of Banque pour le Commerce Exterieur Lao Public agrees:

Article 1: Agrees to appoint Mr. Souphak Thinxayphone, General Manager of BCEL's Vientiane Branch, as the Deputy Managing Director of BCEL, effective from 23 Nov 2015.

Article 2: Before assuming new duty, all current works under his responsibility must be handed over to the Branch Management in writing.

Article 3: Executive Management, Organization and Personnel Division, Administration and Finance Division, the appointee and all parties concerned must strictly comply with this Agreement as per their respective roles.

Article 4: This Agreement shall be effective from the signing date.

Acting General Managing Director

Banque pour le Commerce Exterieur Lao Public

BANK OF THE LAO PDR
BANQUE POUR LE COMMERCE EXTERIEUR LAO PUBLIC
VIEN TIANE CAPITAL

Phoukhong CHANTHACHACK

Head Office

No. 058/BCEL.2015

Vientiane, 11 Nov 2015

Agreement

On the Appointment of Deputy Managing Director

- In accordance with the Proposal of BCEL Head Office, number 054/BCEL.2015, dated 21 Sep 2015;
- Pursuant to the Answer from the Organization and Personnel Department of Bank of the Lao PDR, number 276/OPD, dated 26 Oct 2015;
- In accordance with the consensus reached by Directors of BCEL's Board of Directors on the 29th Oct 2015, 2nd Nov and 3rd Nov 2015.

The General Managing Director of Banque pour le Commerce Exterieur Lao Public agrees:

Article 1: Agrees to appoint Mr. Khamsian Mingbouppha, General Manager of BCEL's Luangprabang Branch, as the Deputy Managing Director of BCEL, effective from 23 Nov 2015.

Article 2: Before assuming new duty, all current works under his responsibility must be handed over to the Branch Management in writing.

Article 3: Executive Management, Organization and Personnel Division, Administration and Finance Division, the appointee and all parties concerned must strictly comply with this Agreement as per their respective roles.

Article 4: This Agreement shall be effective from the signing date.

Acting General Managing Director

Banque pour le Commerce Exterieur Lao Public

BANK OF THE LAO PDR
BANQUE POUR LE COMMERCE EXTERIEUR LAO PUBLIC
VIEN TIANE CAPITAL

Phoukhong CHANTHACHACK

Biography



I. Personal Information:

- Name and surname: Khamsian Mingbouppha
- Date of birth: 3 August 1962
- Nationality-: Lao; Religion: Buddhism
- Place of birth: Na Khoang Village, Houn District, Oudomxay Province
- Address: Wat Thad Village, Luangprabang District, Luangprabang Province
- Date of employment: 01 October 1979; Number of working years: 36 years
- Ordinary education: Completed year 6 Secondary School
- Political Theory Level: Supplemental Training
- Technical education: Bachelor of Finance
- Foreign language: Vietnamese

II. Educational history:

- 1968 - 1976 Studied at Primary School in Luangprabang Province
- 1976 - 1979 Studied at Secondary School in Oudomxay Province
- 1980 - 1982 Studied Banking in Vietnam
- 1982 - 1989 Studied Politics at Political Institute in Tha Ngon, Vientiane

III. professional history:

- 1979 Technical officer at Bank of the Lao PDR
- 1989 - 1991 Technical officer at Bank of the Lao PDR
- 1991 - 2000 Technical officer at Agricultural Promotion Bank
- 2000 - 2004 Deputy General Manager of Luangprabang Branch, BCEL
- 2004 - 2005 General Manager of Luangnamtha Branch, BCEL
- **2005 - 11/2015** General Manager of Luangprabang Branch, BCEL

IV. Summary of Performance:

- **Strength**: Determined; Senior officer; Remarkable performances for many years; Good inter-personal skills; Good relations and coordination with the authority at both lower and upper levels; Outstanding fulfillment of assignments
- **Weakness**: Narrow use in political knowledge.

Biography



I. Personal Information:

- Name and surname: Souphak Thinxayphone
- Date of birth: 20 August 1968
- Nationality-: Lao; Religion: Buddhism
- Place of birth: Kang Yao Village, Paek District, Xieng Khouang Province
- Address: - Phonesavanh Village, Paek District, Xieng Khouang Province
- Date of employment: 01 June 1996; Number of working years: 19 years
- Ordinary education: Completed year 6 Secondary School
- Political Theory Level: High Level Diploma
- Technical education: Masters of Finance and Banking
- Foreign language: Vietnamese

II. Educational History:

- 1976 - 1981 Studied at Xaysana primary school, Xiengkhouang Province
- 1981 - 1984 Studied at Xaysana lower secondary school, Xiengkhouang Province
- 1985 - 1986 Studied at Phonesavanh upper secondary school, Xiengkhouang Province
- 1990 - 1995 Studied in Vietnam

III. Professional History:

- 1996 Technical Officer at Credit Division, BCEL Head Office
- 05/2000 Head of Credit Section, Oudomxay Branch, BCEL
- 01/2003 - 04/2008 Acting General Manager of Oudomxay Branch, BCEL
- 05/2008 - 05/2014 General Manager of Xiengkhouang Branch, BCEL
- **05/2014 – 11/2015** General Manager of Vientiane Capital Branch, BCEL

IV. Summary of performance:

- **Strength**: Founding staff for Oudomxay and Xiengkhouang Branches; Determined and honest; Optimistic political opinion; Capable manager; Good inter-personal skills; Good relations and coordination with the authority at both lower and upper levels; Remarkable fulfillment of assignments; suitable for assuming management roles in the future.
- **Weakness**: Reluctant to criticize others and sometime act without proper consideration.