



**DBV INSURANCE GROUP
JOINT STOCK COMPANY**

No. 68/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 29 September 2026

DECISION

**On the recruitment and appointment of the Deputy Chief Executive Officer
of DBV Insurance Group Joint Stock Company**

BOARD OF DIRECTORS DBV INSURANCE GROUP JOINT STOCK COMPANY

- Pursuant to License No. 49/GP/KDBH dated 23 April 2008 issued by the Ministry of Finance on the establishment of Aviation Insurance Joint Stock Corporation (VNI), and Amended License No. 49/GPĐC43/KDBH on the change of name to DBV Insurance Group Joint Stock Company;
- Pursuant to the current Charter of DBV Insurance Group Joint Stock Company;
- Pursuant to the current Regulations on the operation of the Board of Directors of DBV Insurance Group Joint Stock Company;
- Having considered Proposal No. 301/TTr-Ban TCNS dated 13 August 2026 of the Human Resources Department;
- Pursuant to Resolution No. 19/2026/NQ-HĐQT dated 29 September 2026;

HEREBY DECIDES:

Article 1. Recruit and appoint Mr. Pham Quang Trinh as Deputy Chief Executive Officer of DBV Insurance Group Joint Stock Company for a term of 03 years.

Article 2. This Decision shall take effect from 29 September 2026.

Article 3. Mr. Pham Quang Trinh shall fully perform his duties and exercise his powers, and shall be entitled to the approved salary and other benefits in accordance with DBV's internal regulations and other relevant laws.

Article 4. Members of the Board of Management, relevant Departments/Branches of DBV, and Mr. Pham Quang Trinh shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 4;
- BOD, Supervisory Board, BOM;
- Filed: VT, TCNS, TK.

**FOR AND ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Le Tuan Dung