



**DBV INSURANCE GROUP
JOINT STOCK COMPANY**

No: 63/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, date 14 month 9 year 2026

DECISION

**On the continuation in office as Chief Executive Officer of DBV Insurance Group
Joint Stock Company following the change of the Company's name**

THE BOARD OF DIRECTORS DBV INSURANCE GROUP JOINT STOCK COMPANY

- Pursuant to License No. 49/GP/KDBH issued by the Ministry of Finance on 23 April 2008 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;
- Pursuant to Decision No. 28/2025/QĐ-HĐQT dated 18 April 2025 of the Board of Directors on the reappointment of Mr. Nghiêm Xuân Thái as Chief Executive Officer of Aviation Insurance Joint Stock Corporation;
- Pursuant to Resolution No. 18/2026/NQ-HĐQT of the Board of Directors approving the issuance of reappointment decisions for titles in conformity with the new company name;
- Considering Proposal No. 1166/TTr-DBV dated 11 September 2026 of the Vice Chairman of the Board of Directors;
- Based on the consolidated opinions of the members of the Board of Directors;

HEREBY DECIDES:

Article 1. Mr. Nghiêm Xuân Thái shall continue to hold the position of Chief Executive Officer of DBV Insurance Group Joint Stock Company, in conformity with the Company's name as changed under Amended License No. 49/GPĐC43/KDBH dated 06 May 2025 issued by the Ministry of Finance.

Article 2. This Decision shall take effect from the date of signing through 19 April 2028.

Article 3. Mr. Nghiêm Xuân Thái, and the relevant Departments/Units shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 3;
- Board of Directors, Supervisory Board, Board of Management;
- Filed: Administration, Secretariat.

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

Lê Tuấn Dũng



**DBV INSURANCE GROUP
JOINT STOCK COMPANY**

No.: 64/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, date 14 month 9 year 2026

DECISION

On the continuation in office as Deputy Chief Executive Officer of DBV Insurance Group Joint Stock Company following the change of the Company's name

THE BOARD OF DIRECTORS DBV INSURANCE GROUP JOINT STOCK COMPANY

- Pursuant to License No. 49/GP/KDBH issued by the Ministry of Finance on 23 April 2008 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;
- Pursuant to Resolution No. 18/2026/NQ-HĐQT of the Board of Directors approving the issuance of reappointment decisions for titles in conformity with the new company name;
- Considering Proposal No. 1166/TTr-DBV dated 11 September 2026 of the Vice Chairman of the Board of Directors;
- Based on the consolidated opinions of the members of the Board of Directors;

HEREBY DECIDES:

Article 1. Ms. Tào Thị Thanh Hoa shall continue to hold the position of Deputy Chief Executive Officer of DBV Insurance Group Joint Stock Company, in conformity with the Company's name as changed under Amended License No. 49/GPĐC43/KDBH dated 06 May 2025 issued by the Ministry of Finance.

Article 2. This Decision shall take effect from the date of signing through 11 June 2027.

Article 3. Ms. Tào Thị Thanh Hoa, and the relevant Departments/Units shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 3;
- Board of Directors, Supervisory Board, Board of Management;
- Filed: Administration, Secretariat.

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

Lê Tuấn Dũng



**DBV INSURANCE GROUP
JOINT STOCK COMPANY**

No.: 65/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, date 14 month 9 year 2026

DECISION

On the continuation in office as Deputy Chief Executive Officer of DBV Insurance Group Joint Stock Company following the change of the Company's name

THE BOARD OF DIRECTORS DBV INSURANCE GROUP JOINT STOCK COMPANY

- Pursuant to License No. 49/GP/KDBH issued by the Ministry of Finance on 23 April 2008 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;
- Pursuant to Decision No. 23/2025/QĐ-HĐQT dated 26 March 2025 of the Board of Directors on the reappointment of Mr. Phạm Huy Khiêm as Deputy Chief Executive Officer of Aviation Insurance Joint Stock Corporation;
- Pursuant to Resolution No. 18/2026/NQ-HĐQT of the Board of Directors approving the issuance of reappointment decisions for titles in conformity with the new company name;
- Considering Proposal No. 1166/TTr-DBV dated 11 September 2026 of the Vice Chairman of the Board of Directors;
- Based on the consolidated opinions of the members of the Board of Directors;

HEREBY DECIDES:

Article 1. Mr. Phạm Huy Khiêm shall continue to hold the position of Deputy Chief Executive Officer of DBV Insurance Group Joint Stock Company, in conformity with the Company's name as changed under Amended License No. 49/GPĐC43/KDBH dated 06 May 2025 issued by the Ministry of Finance.

Article 2. This Decision shall take effect from the date of signing through 14 March 2028.

Article 3. Mr. Phạm Huy Khiêm, and the relevant Departments/Units shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 3;
- Board of Directors, Supervisory Board, Board of Management;
- Filed: Administration, Secretariat.

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

Lê Tuấn Dũng