



PHATDAT
CORPORATION
Real Estate Development



BEYOND THE LIMITS

ANNUAL REPORT 2020

SUSTAINABLE DEVELOPMENT REPORT

According to the development philosophy of PDR, the basic for an enterprise's survival is the value that the enterprise brings to the society.

Therefore, the development journey of PDR is also a journey of constantly creating and enhancing the contributions to human development. This journey involves employees, customers, partners and the community.

A business only achieves sustainable development when it operates in a sustainable society. By the same token, the sustainability of the community and society also comes from the choice of business behavior during the implementation of business activities.

In that spirit, PDR always sets the task of improving compliance with the regulations on sustainable development and encouraging internal stakeholders, customers, partners, stakeholders... toward the same direction.

SOME IMPORTANT REQUIREMENTS HAVE BEEN AND WILL BE STRICTLY COMPLIED WITH AT PDR:

- Always pay attention to the harmony of the master plan, the aesthetics of the design and the quality of the construction to ensure cultural, aesthetic and refined urban values when developing a project.
- Only choose partners, contractors and suppliers who comply with environmental regulations, ensure building products meet the criteria concerning utilities and living environment for customers and the community.
- Strictly ensure the proportion of green space in projects and absolutely do not sacrifice this to gain higher revenue or profit.
- Actively invest in the improvement of utilities - public infrastructure in or around the projects developed by the Company alongside meeting all general regulations.
- Initiate and promote a civilized, healthy and humane lifestyle in the resident community, especially the resident community in PDR-built projects.

MESSAGE ON SUSTAINABLE DEVELOPMENT

Real estate development businesses can exert a great impact on the natural - social environment and the life of the community in both positive and negative directions.

If the business determines a healthy mission and value system, it can breathe new life into the community in which projects are developed.

Therefore, compliance with the standards of sustainable development is a required task at all levels and departments of the PDR.

Under the direction of the BOD, PDR regularly reviews operational processes related to sustainable development goals through active discussions with stakeholders. An active process of dialogue between PDR and stakeholders aims to ensure the implementation of effective solutions in accordance with the strategy and direction of sustainable development.

The process of implementing duties of complying with and protecting sustainable development standards of the Company:

BOD

- Provide the general direction and issue strategies and orientations on matters related to the sustainable development of PDR.
- Approve goals and action plans to implement the sustainable development strategy.

CEO AND BOM

- Develop and submit to the BOD goals and action plans on sustainable development.
- Devise implementation orientation, share strategies, goals and plans for sustainable development throughout the Company.
- Ensure the sustainable development plan meets the set targets.
- Urge and supervise relevant departments on the implementation of the plans.

DEPARTMENTS

- Implement and realize the sustainable development plan according to the direction of the CEO and the BOM.
- Monitor, report and propose recommendations in a timely manner to improve compliance with sustainable development standards.

EMPLOYEES

- Perform specific daily tasks related to the sustainable development goals of the Company.
- Propose initiatives to help the Company make the best choice in developing solutions for sustainable development.

COMMITMENTS FROM BOD AND BOM

Ensuring the company's compliance with standards of sustainable development is closely linked to the commitments of the leadership. At PDR, the orientation and commitment to the implementing sustainable development goals, as well as the incorporation of sustainable development goals into business activities, received the consensus from the BOD, the BOM, various management levels and employees.

In 2017, Mr. Nguyen Van Dat, BOD Chairman of PDR, was the Vice Chairman of the Viet Nam Business Council for the Sustainable Development. PDR has the opportunity to update new trends in sustainable development, thus incorporating them in strategies and business operations more effectively. At the same time, the Company commits to joining hands in annual sustainable development activities to promote more business participation in the sustainable development orientation, and to promote and replicate the application of indicators of sustainable development in the Vietnamese business community.

PDR's commitment toward sustainable development is carried out on three principles:

RESPONSIBLE DEVELOPMENT

- All construction project must deliver positive values to residents and the locality.
- Existing natural condition and landscape must be protected at the maximum level. Master planning, design and architectural capabilities will be employed to create harmony between the two.
- Construction ratio/green space is ensured at an ideal proportion.
- Natural resources will be used effectively. Pollution is managed at pre-construction and during construction stages.
- New and modern techniques and technologies are chosen to minimize energy and natural resources consumption during project operation stages.

HUMAN CARE

- Creating living spaces which would bring long-term happiness.
- Minimizing inconvenience, supporting residential community to have space for promoting talent, spirit and value.
- Taking care of our employees to have positive people who can create the best products.
- Creating and leading a positive and humane lifestyle for employees, customers, residents and the community.

COMMUNAL ASSISTANCE

- Supporting activities for those who face difficulties. Reducing hunger and poverty shall increase social stability.
- Paying attention to education, training, providing scholarship for individuals who have goodwill, talent and effort in order to help them change their lives and build the future, creating and spreading good values in future development to the community.
- Sponsoring and joining hand in the healthy spirit and cultural activities, which are necessary for local residents, especially where PDR has business activities.

STANDARD OF SUSTAINABILITY REPORT

The report is prepared in conformity with the Growth Resources Indicators (GRI) Standards – currently the latest international version of sustainability reporting standard for businesses and is being applied in many countries.

The key areas addressed have been determined based on a combination of the level of stakeholders' interest and their impacts on PDR. They are published in this report as the core contents.

In addition, we also refer to the Guidelines on the Disclosure of Environmental and Social Information of State Securities Commission of Vietnam, the IFC and Circular 155/2015/TT-BTC to implement this report in a more convenient, standardized, transparent and efficient manner.

Scope of the report

This report is prepared in Vietnam, in the field of investment and real estate business.

This report is prepared for the following scope of operations:

PDR, including the Head Office and 3 branches and 6 affiliated companies.

Branches

PDR: Head Office, Quang Ngai Branch, Phu Thuan Branch, District 5 Branch.

Subsidiaries

No.	Company name	Charter capital (VND)	PDR's capital ratio (VND)	
1	DK Phuoc Quoc Corporation	710,000,000,000	99%	702,900,000,000
2	Coinin Construction Investment Infrastructure CO.,LTD	270,000,000,000	80%	216,000,000,000
3	Saigon - KL Real Estate Corporation	268,000,000,000	99%	265,320,000,000
4	Ngo May Real Estate Investment JSC	1,120,500,000,000	94%	1,053,270,000,000
5	Ben Thanh Long Hai JSC	150,000,000,000	99%	148,500,000,000
6	Phat Dat Industrial Park Investment and Development Joint Stock Company	680,000,000,000	68%	462,400,000,000

Reporting cycle

Information in the report was updated for the fiscal year 2020 beginning on January 1st, 2020 and ending on December 31st, 2020.

Starting from 2018, PDR's sustainability report has been compiled on an annual basis and included in the AR publication.

To make this report a valuable source of information and reference for PDR, stakeholders, investors and the public, we look forward to receiving comments on issues covered by our report.

DECLARATION OF ACCURACY AND HONESTY OF THE ANNUAL REPORT 2020

PDR pledges that the content of AR 2020, which is integrated with the company's sustainability report, has been prepared in full compliance with appendix 04 –circular

155/2015/TT-BTC. Additionally, the information in this report represents PDR's efforts to ensure transparency, timeliness and accuracy to investors and shareholders.





For further information about the mentioned departments/individuals or any feedback to this Annual Report, please contact:

Ms. Tran Thi Huong

Vice Chairwoman, Non-Executive/ The spokesperson

Email: huong.tran@phatdat.com.vn

PHAT DAT REAL ESTATE DEVELOPMENT CORPORATION

-  8th & 9th Floor, Tower B, Viettel Complex, 285 Cach Mang Thang Tam Street, District 10, HCM City, Vietnam.
-  Tel: +84.28.2226 6868
-  Fax: +84.28.2226 8686
-  www.phatdat.com.vn



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HIGHLIGHTS IN CSR ACTIVITIES THROUGHOUT THE YEAR



Corresponding to the dramatic growth in business, PDR's humanitarian and voluntary activities are also increasing in scale and quality. Throughout the past year, PDR has directly organized or contributed to over 38 voluntary programs in many localities, by different forms, and to various degrees. The total value of donations in cash was VND5.3 billion.

In addition, there were various forms of support from individuals, teams or the whole Company. At PDR, humanitarian activities and social responsibility are always encouraged among Company leaders and staff at all levels. This is also considered a core value in corporate culture,

strengthening the foundation for sustainable development of each individual and the community.

PDR supports humanitarian and voluntary activities across many fields, from culture, education and sports to security and defense. The main proportion in the budget for voluntary activities is still directed toward individuals and projects that help raise awareness of development opportunities, and promote a humane, healthy and cultural lifestyle.

There are many programs and organizations that PDR has long accompanied. This journey has continued well over the past year in addition to new activities.

Highlighted programs

Relief programs for natural disaster in Quang Binh



Near the end of the year, the central region suffered from storms, floods, and severe landslides, causing a lot of damage to the economy and life. Quang Binh was one of the provinces that got hit worst. Breaking a 40-year record, these natural disasters made it even more challenging for the people.

In an effort to help people overcome the damages, at the end of October, PDR's mission visited and donated gifts to people in the most affected communes of Quang Ninh and Le Thuy districts. The total value of donations by Phat Dat was VND500 million.

Continuing to accompany the children of Vo Hong Son Center for Children with Disabilities



Vo Hong Son Center for Children with Disabilities is a non-public foster institution, founded by the late journalist Vo Hong Son - former Deputy Editor of Saigon Giai Phong Newspaper. In the school year 2020 - 2021, the Center has a total of 116 students, of which 32 are enrolled in both literacy and vocational training. After more than 5 years of establishment, the Center provides care to an annual average of 115 disabled and disadvantaged students in Quang Ngai Province.

At the opening ceremony in 2020, PDR's Quang Ngai branch donated VND200 million to the center. PDR is one of the long-time sponsors that have accompanied the children and the center from their first days.

The 10th year with the Youth Volunteer Campaign



The Summer Youth Volunteer Campaign is organized by the Vietnam Youth Federation and the Vietnam Student Association in HCMC. HCMC has run the program for 10 consecutive years, throughout which PDR has been a loyal companion.

The Summer Youth Volunteer Campaign 2020 took place from July 19 to August 16 at 319 wards, communes and towns of 24 districts in HCMC and 13 provinces and cities in the Central Highlands, the Southeast and the Southwest, attracting over 350,000 volunteers.

PDR donated VND350 million to provide 5,000 uniforms and hats for the volunteers. Mr. Bui Quang Anh Vu, PDR's CEO, said: "We are very proud to be a part of this meaningful summer volunteer campaign. I believe that with the youthful enthusiasm and compassion of the volunteers, the Summer Volunteer Campaign will bring more and more spiritual and material values to the people. I also believe that PDR's funding for this campaign will continue to increase in the coming years. Because our growth strategy in the New Era goes hand in hand with the commitment to aid community development, share our profits and actively contribute to the society."

Warm springtime for Quang Ngai people



During the Lunar New Year festival in 2020, PDR cooperated with the Quang Ngai People's Council and the Quang Ngai Provincial Union to donate 1,000 Tet gifts to Tet for Those in Need program in Quang Ngai Province.

Tet for Those in Need is the annual program of the Company to help bring a warmer spring to households with financial difficulties or under government care, orphans, disabled and disadvantaged children in Quang Ngai Province. 1,000 New Year gifts were given out to the districts of Tay Tra, Tra Bong, Binh Son, Son Tinh, Son Ha, Son Tay, Tu Nghia, Nghia Hanh, Mo Duc, Duc Pho, Minh Long, Ba To and Quang Ngai City. The total value was VND500 million.

2020 HIGHLIGHTS IN TRAINING AND HUMAN RESOURCES DEVELOPMENT

NUMBER OF NEW EMPLOYEES

132

AVERAGE SALARY INCREASED BY

13.3%

NUMBER OF TRAINING PROGRAMS

25

In 2020, Covid-19 severely affected the labor market. Stagnated business led to unemployment, decrease in salary and income, as well as chaos in the daily life. The challenging context also derived most workers of their training and development opportunities.

In contrast to the general crisis, PDR enjoyed a successful year with our HR activities. The welfare and benefits of our employees remained intact. Not only that, the demands for recruitment and expansion even rocketed. Our labor policies greatly improved, bringing PDR's compensation rate above the market average.

Thanks to the implementation of large projects in various fields and localities, PDR also made considerable contributions in terms of job opportunities and economic value, helping to relieve the pandemic-led pressure on society.

Some highlights on our training and HR development efforts in the past year:

TRAINING CRITERIA/PURPOSES

- Achieve more results in developing skills, knowledge and capacity for employees.
- Focus on improving leadership and administration skills for the middle-level management.
- Apply the theory in practice such as helping employees understand themselves and build personal development plans.
- Diversify training forms, including classroom training, coaching, experiential training, interaction, 1:1 coaching, applying trend-appropriate methods and techniques.

KEY CONTENTS

- Comprehensive leadership capacity.
- Project management, career planning.
- WBS (Work Breakdown Structure).
- Change management.
- Inspiration for work.
- Staff motivation.
- Creative thinking.
- Emotion management.
- Time management.
- Seminars on mental health to develop positive thinking.
- Discussions and exchange with the executive board of the Company.



Competences and achievements

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Key projects made pdr's history

HEALTH CARE AND PANDEMIC PREVENTION



To keep the business safe and the employees in good health while supporting the Government with its Covid-19 prevention efforts, PDR has adopted the following policies for the past year:

- Absolute compliance with regulations on social distancing.
- The 2020 AGM of Shareholders was conducted with a limited number of in-person attendees, following social distancing standards. The meeting was live-streamed via media platforms to ensure the involvement of remote members.
- The employees are required to wear face masks and limit physical contact in public spaces.
- Body temperature check and hand disinfection are required upon entering and exiting the Company premises.
- The developments of the pandemic in areas where PDR has on-going projects are closely monitored to provide guidance and support for disease prevention activities.

Along with business development, activities supporting PDR's actions toward the Sustainable Development Goals were compatibly expanded in 2020.

The majority of the UN SDGs were promoted in terms of budget and quality action.

EIA REPORTS



For absolute compliance with the laws on project development and criteria of sustainable development, all PDR projects include reports on Environmental Impact Assessment (EIA).

PDR's specialized departments would analyze and forecast the environmental impacts of our investment projects to propose protection measures, ensuring scientific, practical, and transparent implementations of our projects.

This is also the basis to help the Company improve our evaluation, preparation, management, control and prevention regarding environmental problems throughout project establishment and implementation.

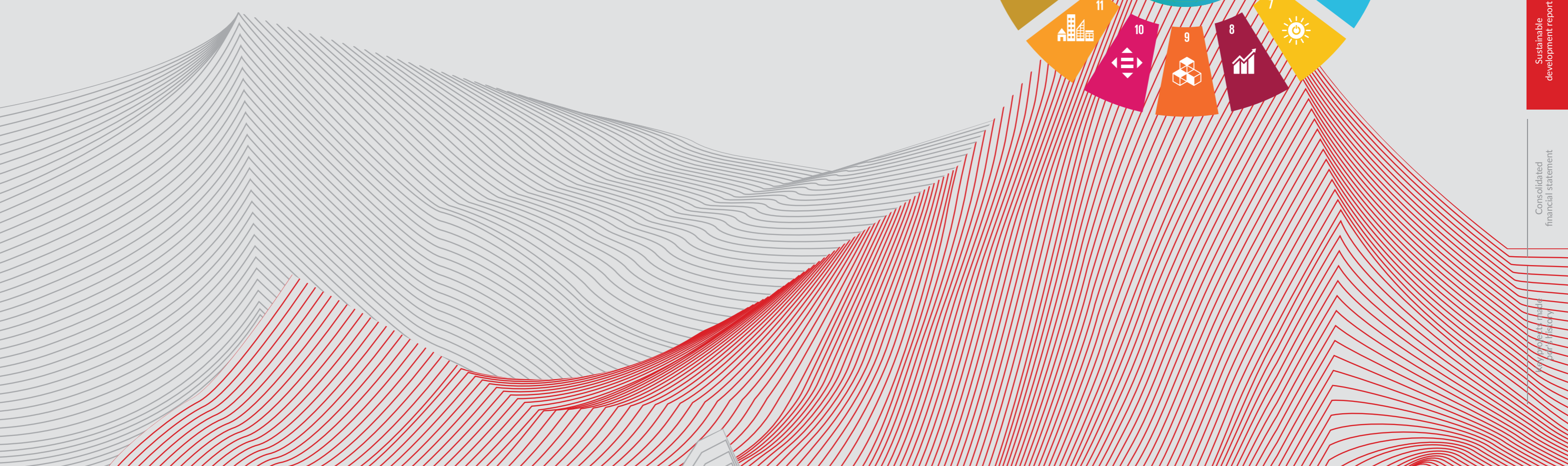
Thanks to our complete, proper, and timely EIA reports, PDR received high opinion and approvals from local authorities in areas with on-going projects.

Some highlighted results of PDR's projects:





- Playing an important part in the transformation of the area to become more modern and accommodating.
- Constructing a well-planned, high-quality residential area.
- Blending in the overall landscape across the urban area.
- Taking advantage of the existing landscape to build an urban area with attractive landscape and fresh, friendly environment.
- Saving energy and ensuring safety for users according to the criteria of sustainable development.
- Synchronously connecting with the area's technical and social infrastructure system.
- Recovering the state budget through profits from the auction of land use rights in the urban area.
- Facilitating the development of social programs.
- Promoting cultural exchanges within and beyond the area to strengthen the intellectual wellness of the citizens.






PDR IN REFERENCE TO THE UNITED NATIONS' 17 SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Along with business development, activities supporting PDR's actions toward the Sustainable Development Goals were compatibly expanded in 2020. The majority of the UN SDGs were promoted in terms of budget and quality action. Among these, goals related to human advancement received the strongest support for both financial capacities and education and awareness, culture and a healthy overall environment.



PDR in reference to the United Nations' 17 Sustainable Development Goals (SDGs)

Criterion	Content
 <p>NO POVERTY, ZERO HUNGER End poverty in all its forms everywhere. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<ul style="list-style-type: none"> • Donated monthly funds to Phu Hoa Orphanage in Quang Ngai Province. • Carried out a program to support poor families in Quang Ngai. • Donated funds to organize the Spring Day Shelter program. • Supported in caring for the poor and families under preferential treatment policy through many programs. • Sponsored to support the people suffering from floods in Central Vietnam. • Sponsored the Vo Hong Son Center for Children with Disabilities. • Sponsored the Tet for the poor program in Quang Ngai. • Sponsored the fund-raising event "Winter not cold anymore" to help people in the highland. • Donated to the charity programme "Bringing Spring" for poor people in Quang Ngai Province.
 <p>GOOD HEALTH AND WELL-BEING Ensure health and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> • Supported Agent Orange victims in Binh Chanh District. • Supported union activities to welcome the XII District Congress for the term 2020-2025. • Organized annual meetings, team building and overseas travel for employees. • Contributed to social security activities nationwide. • Held activities to promote the World Oral Health Day. • Granted 50 scholarships to the "10,000 steps – Health for Community". • Organized mental health workshops for employees to improve their ability to protect themselves and those around them. • Mid-work exercise program. • Health protection and Covid-19 prevention measures inside and outside the office.
 <p>EDUCATION QUALITY Ensure inclusive and equitable quality for education. Promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> • Supported the project of compiling books on revolutionary bases of Boi Loi, Trang Bang, Tay Ninh. • Supported the construction of derivative works of Tran Quoc Tuan High School, City, Quang Ngai • Sponsored the 89th anniversary of the Ho Chi Minh Communist Youth Union and granted the Ly Tu Trong Award. • Sponsored the project of donating "Vietnamese Tales" books to schools in Quang Ngai Province. • Financed the installation of interior equipment for the Semi-boarding area of Tra Xinh Semi-Boarding Secondary School for Ethnic Minority People, Quang Ngai Province. • Carried out internal training on a monthly and quarterly basis. • Carried out capacity-building training for managers. • Provided training for successful generation of managers. • Contributed funds for the Buddha Family's scholarship fund in Quang Ngai province. • Sponsored scholarship fund and organized congress for HCM City's Female Intellectual Associations.
 <p>GENDER EQUALITY Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> • Female employees account for almost 40%. • Continuous emphasis is placed on facilitating the promotion of female employees to senior management and executive advisor positions. • Provided full employee benefits during maternity period and female employees raising children of 12 months old. • Presented gifts and delivered wishes on the occasion of March 8, October 20, birthdays, etc.

Criterion	Content
 <p>CLEAN WATER AND SANITATION Ensure availability and sustainable management of water and sanitation for all.</p>	<ul style="list-style-type: none"> • Tightly supervised technical standards of: pH, BOD5, TSS, total dissolved solids, Sulfur (calculated according to H2S), Nitrate (calculated according to N), ammonium (calculated according to N), animal fat and vegetable oil, total surface-active substances, phosphate and coliform. • Used water according to Vietnam's Standards, especially at projects subjecting to Vietnam Construction Standards - QCVN 01:2008/BXD. • Periodically examined the water systems used in projects. • Made use of rainwater and recycled wastewater using treatment stations at project sites for watering. • Constant use of water-saving equipment and automatic washing machines of high capacity for sustainable use of water.
 <p>AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<ul style="list-style-type: none"> • Used clean and renewable sources of energy in all projects. • Alternative electric power: used solar energy. • Water resource: used clean water supply with integrated solar system. • Power from natural gas: used natural CNG with environmentally friendly methane.
 <p>DECENT WORK AND ECONOMIC GROWTH Decent Work and Economic Growth.</p>	<ul style="list-style-type: none"> • Posted high revenues and contributed VND billions to the budget. • Generated thousands of opportunities for both direct job seekers and indirect beneficiaries. • Sponsored the 6th General Meeting of the Association of Architects of Binh Dinh Province. • Supported the development program of Quang Ngai Province Entrepreneurs' Club.
 <p>INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<ul style="list-style-type: none"> • Used environmentally friendly materials such as light bricks, unburnt bricks, engineered wood, etc. • Used energy-regenerating elevators to save electricity. • Constantly innovated and adapted globally prevailing technologies, creating sustainable quality and safety conditions for residents. • Paid attention to space and natural ventilation in designs by using sun blinds to avoid solar radiation and minimize the use of electricity by permeating natural light. • Built centralized wastewater treatment stations meeting proper hygiene standards.
 <p>REDUCED INEQUALITY Reduced inequality</p>	<ul style="list-style-type: none"> • Continued supporting Agent Orange victims in Binh Chanh District, HCMC. • Sponsored for the 73th celebration of the War Invalids and Martyrs day. • Supported Management Board of The EverRich 1 to organize the Full Moon Night at Building E1 on October 1, 2020. • Sponsored the second-term General Meeting of HCMC Women's Entrepreneur Association. • Supported the Vo Hong Son Center of raising children with disabilities. • Sponsored to pay gratitude to former youth volunteers in the Central provinces. • Donated to the child care fund of Nhon Ly Commune.

Competences and achievements

Gearing up on the new height





Reaching a conglomerate scale based on core capabilities




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Key projects made pdr's history

PDR in reference to the United Nations' 17 Sustainable Development Goals (SDGs)

Criterion	Content
 <p>SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<ul style="list-style-type: none"> • Financed the construction of the National flagpole in Hon La Island, Quang Binh. • Sponsored activities to celebrate the 30th anniversary of the re-establishment of Quang Ngai Province. • Sponsored fireworks at Lunar New Year's Eve 2021. • Planted trees around the project sites and workplaces. • Built urban residential areas with modern and adequate utilities, contributing to improved living standards. • Funded the "Role models of the neighborhood" program. • Supported the development of The Library 2030 in Quang Ngai Province.
 <p>RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure responsible and sustainable consumption and production patterns.</p>	<ul style="list-style-type: none"> • Used diesel-electricity generators with two-layer filter equipment in order to reduce harmful air generated from the fuel burning process. • Applied the national technical norms on noise: QCVN 26:2010/BTNMT. • Monitored the environmental quality of projects every 6 months during the construction and operational phases. • Managed, prevented and responded to risks during construction and operational phases. • Committed to preventing negative impacts on the environment or affecting the community as well as economic and social activities. • Ensured labour safety and fire & explosion protection during construction and operation • Contracted experienced consultants to optimize environmental impacts. • Applied national technical standard on industrial waste air for dust and inorganic substances QCVN 19:2009/BTNMT.
 <p>CLIMATE ACTION Take urgent action to combat climate change and its impacts.</p>	<ul style="list-style-type: none"> • Projects were designed and implemented according to EDGE Green Building standards of the IFC organization – World Bank. • Low emission (Low E) glass was adopted to reduce heat, ultraviolet and infrared rays. • Used solar panels in replacement of electricity. • Applied the calculation of the insulated of enclosure walls and glass, meeting the national standards of energy-efficient buildings - QCVN09/2013-BXD. • Monitored air quality: at the gate of the project, waste-treatment basement, ground for nearby waste-collection.
 <p>WATER RESOURCES Conservation and sustainable use of ocean ecosystems.</p>	<ul style="list-style-type: none"> • Constructed a water collection pit that flowed from storage rooms into the wastewater drainage system, and finally into wastewater treatment stations, ensuring safe and hygienic water sources. • Automatically supervised the quality of treated wastewater with an amount of 1,000 m³ of wastewater/day and higher. • Monitoring frequency: every 3 months and when the State management offices requested. • Used rainwater and recycled waste water from the on-site treatment stations for watering. • The drain pipe system is made of PVC. The pipi sloping ensures best drainage. • Collected garbage around project sites and workplaces. • Supervised the collection of daily solid waste.

Criterion	Content
 <p>LAND RESOURCES Protect, restore and promote sustainable use of terrestrial ecosystems.</p>	<ul style="list-style-type: none"> • Committed to treating excavated soil in accordance with the provisions of Decision No. 44/2015/QD-UBND. • Ensured full compliance with applicable requirements such as using a sealed canvas to prevent spillage and dust spread during transportation of excavated soil and construction materials. • Excavated soil was used for site leveling at project sites. • Contracted appropriate entities to legally dispose excavated soil. • Called for tender to select both main and sub-contractors for the transportation and treatment of excavated soil in accordance with applicable regulations.
 <p>PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peaceful and inclusive societies for sustainable development.</p>	<ul style="list-style-type: none"> • Supported the candle-lighting ceremony in celebration of the Liberation of the South. • Developed a set of code of conduct for "Phat Dat-er" based on core values such as: Creativity, commitment, fairness and respect. • Organized quarterly dialogues with employees. • Sponsored "The Law Day" program held by the People's Committee of District 12.
 <p>PARTNERSHIPS TO ACHIEVE THE GOAL The Global Partnership for Development.</p>	<ul style="list-style-type: none"> • Actively participated in Saigon Association of Construction & Building Materials (SACA). • Listed in MSCI Frontier Market 100 Index. • Participated and won Asia's most prestigious construction & architecture award – the BCI Asia Awards. • Encouraged the creativity of a socially responsible architecture industry.

Competences and achievements

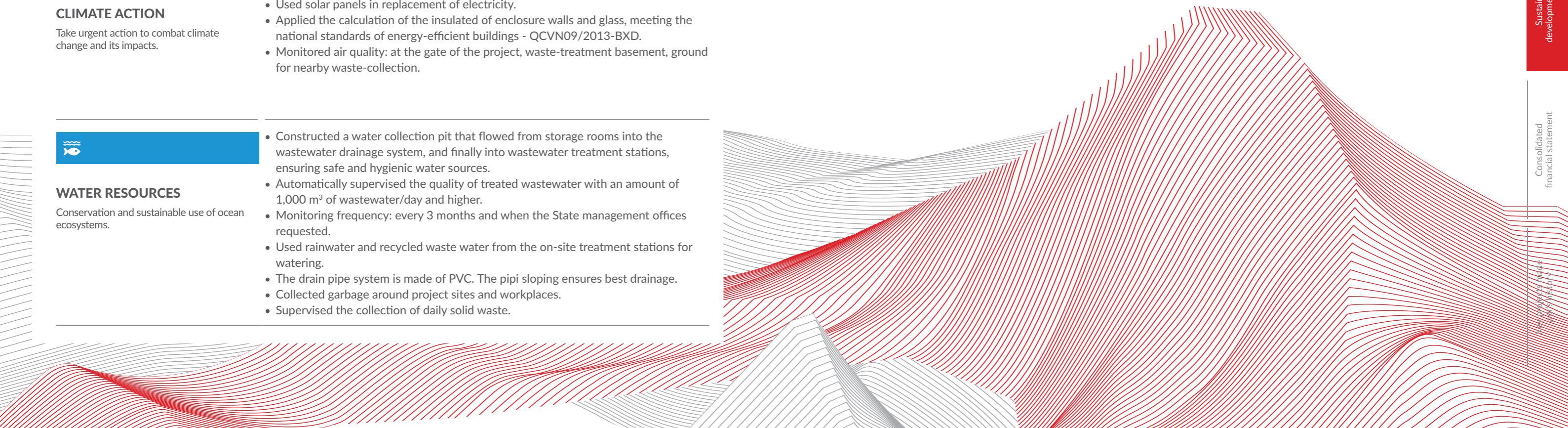
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New projects made



THE PARTICIPATION OF THE STAKEHOLDERS

PROCESS OF IDENTIFYING STAKEHOLDERS

GR102-43

PDR identifies stakeholders through the following procedures:

Analyze activities

Analyze activities in the value chain of real estate and BT projects.

Propose a list

Propose a list of organizations and individuals involved in each activity in the value chain, focusing on organizations and individuals with previous working relationships and partnerships with the Company and those possessing capabilities and experience in each activity.

Discuss and assess

Discuss and assess stakeholders through professional methods combined with available data.

Identify the list

Identify the list of stakeholders in each activity and arranging them in order of priority.

IDENTIFICATION AND SELECTION OF STAKEHOLDERS

GR 102-42

The identification and selection process begins with enlisting all relevant groups based on their various levels of influence, interest and affiliation to PDR's sustainable development. As a result, vital PDR stakeholders are identified based on the level of interaction they have with the group.

The list of stakeholders in PDR's sustainable development activities are defined as follows:

	CUSTOMERS	End-users of PDR's products.
	PARTNERS	Providers of services and solutions relating to the development of property projects, building contractors, suppliers of equipment, facilities, etc.
	SHAREHOLDERS AND INVESTORS	Legal owners of part or all of the share capital, who have rights and obligations associated with PDR's business performance.
	EMPLOYEES	Key contributors of the factors constituting the Company's production capacity.
	COMMUNITY	Formed on the basis of relationships between individuals and groups of people.
	GOVERNMENT	Legal capacities or regulatory entities participating in inspection and policy-making activities.
	COMPETITORS	Contenders within the same segment, competing for or against products and pricing, and possessing competitive strengths in various dynamics.
	THE MEDIA	Entities that operate in publishing and communications.
	FINANCIAL INSTITUTIONS	Entities that provide financial solutions.

IDENTIFICATION OF RELATED ISSUES

Related issues were identified based on:

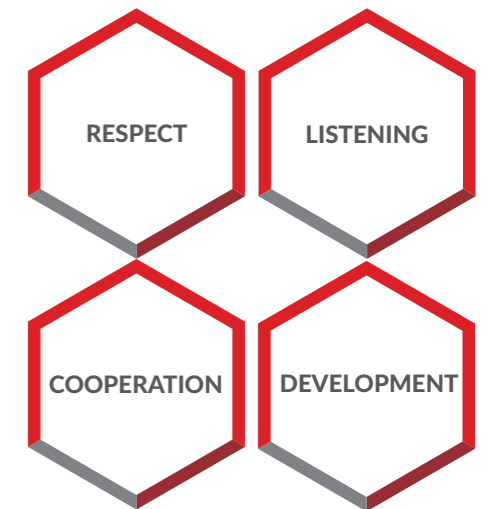
Real estate market environment	Main concerns of stakeholders	The issues that reflect PDR's impacts on the economy, environment and society
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MECHANISM TO CONSULT STAKEHOLDERS, STAKEHOLDERS' KEY CONCERNS AND FEEDBACK FROM PDR

GR 102-21

- In consistency with the corporate culture and code of business conduct, PDR has been proactively building sustainable relationships with stakeholders based on values of "Respect - Listening - Cooperation - Development" aiming to develop and bring long-term prosperity to each party. Feedback collected from stakeholders acts as the basis for PDR's formulation and adoption of further useful solutions to advance the sustainable development strategy. Therefore, PDR encourages stakeholder's feedback which will be received, acknowledged and acted upon timely and publicly with logic.
- Stakeholders' feedback are received, analyzed and processed concurrently by responsible personnel of the dedicated departments.
- At the same time, such feedback is also delivered to the BOM/BOD via written or in direct reports at meetings.
- After due diligence is performed, appropriate instructions and measures are to be executed immediately.
- In cases when feedback cannot be solved or executed instantaneously due to various reasons, the specific stakeholder will be informed and further discussions will be launched.
- Plenty of feedback from related parties has been received, resulting in positive changes in the Company's plan or the adoption of measures that fit practical situations. This has made business operations more efficient, while minimizing costs and better aligning the Company's compliance with the law.

MECHANISM TO APPROACH STAKEHOLDERS



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The participation of the stakeholders (Continued)

Stakeholders	Approach	Main concerns of stakeholders	Response by PDR
 <p>CUSTOMERS</p>	<ul style="list-style-type: none"> Receive feedback via direct meetings or social networking platforms, and mail box info@phatdat.com.vn Organize meetings and gatherings with customers through sales events, loyalty programs, customer conferences, etc. Send product information and business policies related to the Company directly to customers in written form. 	<ul style="list-style-type: none"> Reasonable prices. Quality and service. Customer satisfaction. Staff's efficiency and working manner. The Company's responsibility over products. Sale policy. After-sales policy 	<ul style="list-style-type: none"> Strictly comply with domestic and international regulations; adopt reasonable pricing policies, ensure harmony between customer benefits and business benefits. Ensure the best quality and service for customers. Each PDR member is equipped and also requested to pay attention to and be ready to meet customers' justified requirements during interactions. Express appreciation to customers by holding customer conferences, offering promotions and devising optimal after-sales policies. Establish a mechanism to handle customer complaints.
 <p>PARTNERS</p>	<ul style="list-style-type: none"> Meet and discuss via direct meetings or receive and resolve questions via email, phone, fax. Participate in joint activities related to cooperation in project investment and development, sustainable development with society and community. Record feedback and promptly handle critical issues. 	<ul style="list-style-type: none"> Business performance. Cooperation ability and attitude. Respect for interests of related parties. Cooperation efficiency. Safety, health and environment. Information confidentiality. 	<ul style="list-style-type: none"> Select suppliers fairly based on capability profile with diverse evaluation criteria of experience, ability to meet quality and technological requirements. Confidential supplier information is not to be disclosed to their competitors. Promote open dialogues and positive aspects while limiting negative ones, work towards building a long-term bilateral relationship which is beneficial to all parties.

Stakeholders	Approach	Main concerns of stakeholders	Response by PDR
 <p>SHAREHOLDERS AND INVESTORS</p>	<ul style="list-style-type: none"> Hold vis-a-vis meetings on a monthly and quarterly basis as well as when required. Receive and handle inquiries through email, phone, fax, etc. Organize AGMs, periodic and non-periodic meetings. Publish detailed financial statements on mass media in accordance with regulations of the State Securities Commission and HOSE. Attend annual conferences, forums and exhibitions of the construction industry to share information. 	<ul style="list-style-type: none"> Business performance. Operating situation and efficiency. Development orientation and strategy. Risk management. Transparent information. Information confidentiality 	<ul style="list-style-type: none"> Regularly organize meetings, public exchanges, regular and extraordinary meetings, issue periodic newsletters to investors, etc. This serves to provide timely and appropriate information to help shareholders and investors have a more comprehensive view of PDR's operations and development strategy. The exchanges and disclosure of information must be done fairly, ensuring equal opportunities for all investors. Refrain from making uncontrolled information disclosure of investors and shareholders without permission, or without the request of law enforcement agencies.
 <p>EMPLOYEES</p>	<ul style="list-style-type: none"> Survey, either directly or indirectly, to obtain employees' feedback on the working environment, working protocol, welfare policies, remuneration, and so on. Organize discussions and dialogues with employees on a monthly basis. Organize team building events and activities on important occasions such as company anniversary, lunar new year, other holidays, etc. 	<ul style="list-style-type: none"> The Company's remuneration policy. Promotion opportunities. Workplace safety. Working environment. Colleague relationship. Management - staff relationship. 	<ul style="list-style-type: none"> Every year, the Company introduces improvements in remuneration policies and benefits for employees. Talent retention policy. Training and career development programs for employees. Issue a code of conduct as a base for behavior and interactions. Regularly hold internal activities to promote a healthy and engaging environment for employees. Staff management is based on the respect for employees, including respect for decisions, wishes, aspirations, right of freedom and other legitimate rights.

Competences and achievements

Gearing up on the new height




Reaching a conglomerate scale based on core capabilities



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The participation of the stakeholders (Continue)

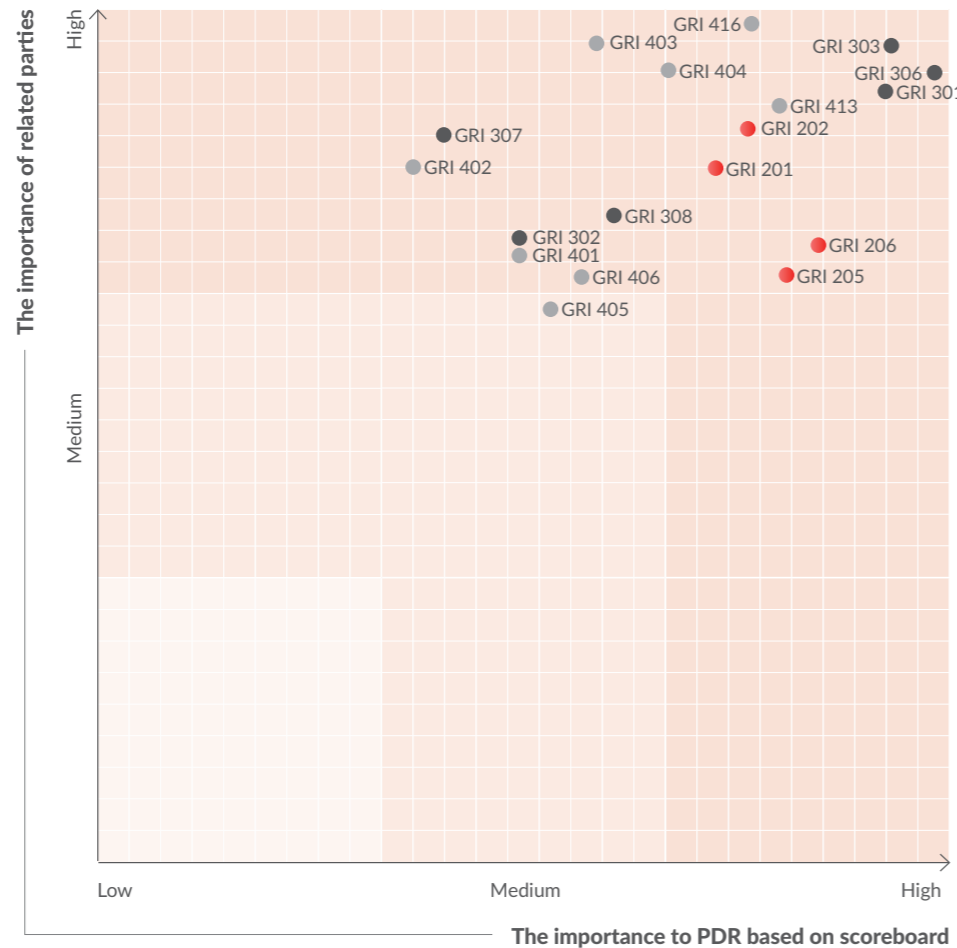
Stakeholders	Approach	Main concerns of stakeholders	Response by PDR
 <p>COMMUNITY</p>	<ul style="list-style-type: none"> Participate in donation programs and community building activities of organizations and local authorities. Provide information on business activities to the community through mainstream media channels. 	<ul style="list-style-type: none"> Employment issues. Contributions to the community. Care and responsibility to the community. Direct and indirect impacts on the environment during operation. 	<ul style="list-style-type: none"> Committed to placing the environment above the Company's development goals, thus minimizing environmental impacts during the project implementation and operation. Affirm the sense of responsibility and devotion to harmonize environmental protection with socio-economic growth. Continue promoting the charity programs and sponsorship, promote positive social changes and development.
 <p>GOVERNMENT</p>	<ul style="list-style-type: none"> Participate in real estate, construction and architecture workshops held by various authorities and regulators. Actively participate in the activities of architecture, construction and project development associations. Publish tax information and perform tax reporting according to applicable regulations. 	<ul style="list-style-type: none"> The Company's compliance with the law. Difficulties facing the Company during the implementation of legal policies and provisions. General market and industry trends. Carry out investment and business activities in a responsible manner towards customers, society and the environment. 	<ul style="list-style-type: none"> Duly comply with the country's applicable laws regarding business operation, society and environment. Duly perform the obligation of tax contribution to the state budget.
 <p>COMPETITORS</p>	<ul style="list-style-type: none"> Meet and share information with competitors through construction and real estate associations meetings or meetings with investors interested in the real estate industry held by the HOSE. Maintain personal relationships between the PDR's management and competitors. Gather competition information from mainstream/official media channels. 	<ul style="list-style-type: none"> Code of conduct for dealing with competitors. Healthy competition. Compliance with antitrust laws and competition laws. 	<ul style="list-style-type: none"> Maintain harmony with competitors with full goodwill and continuously learn from their success. To not defame or vandalize competitors, recognize their success and respect their interests on the principle "The best company is the winning one". Stay committed to fair competition, commit no collusion or manipulation of market prices, refuse to receive competitor information that may be confidential. Flexibly respond to fierce competition, be persistent with the principle of honesty in business; uphold quality and brand reputation as the top priority; respect and comply with antitrust laws, competition laws, ensure healthy, free and open competition.

Stakeholders	Approach	Main concerns of stakeholders	Response by PDR
 <p>MEDIA</p>	<ul style="list-style-type: none"> Distribute press releases and hold press conferences. Respond to media interviews on mass media channels. Regularly update important information on the corporate website and social network. Coordinate to implement many TV programs and publish information on the official media about upcoming major events. 	<ul style="list-style-type: none"> Business performance. The Company's development strategy. The accuracy of information. Proactivity in providing information. 	<ul style="list-style-type: none"> Build good relationships with the media on the principles of equality, transparency and legality. Always ensure accuracy, clarity, completeness and objectivity of messages and information provided, thus helping the press to be well informed of the Company's operations. Handle media crisis with skill and calmness. Announcements are to be conscientious and well-versed towards objections and accusations.
 <p>FINANCIAL INSTITUTIONS</p>	<ul style="list-style-type: none"> Meet and discuss directly through meetings, emails, workshops on investment cooperation. Carefully develop plans to ensure cooperation between concerned parties. Manage risks and provide transparent and accurate information. Participate in joint activities relating to cooperation in project investment and development as well as sustainable development with the society and community. Record feedback and promptly handle critical issues. 	<ul style="list-style-type: none"> Business performance. Operating situation and efficiency. Development orientation and strategy. Cooperation ability and attitude. Respect the interests of concerned parties. Cooperation efficiency. Safety, health and environment. Risk management. Transparent information. Information confidentiality. 	<ul style="list-style-type: none"> Commit to timely delivery of transparent and consistent information. Build and strictly implement strategic risk management to monitor financial situation for stable cash flow and growth. Information regarding related parties is not to be disclosed. Respect all parties' interest to ensure balanced benefits in investment and all co-operations.

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ASSESSMENT OF KEY ISSUES

The assessment of key issues is carried out at meetings between the BOM and Heads of the Departments. At such meetings, participants will align on the topics of the key areas and update results on the matrix of criticality.



● Economy		● Environment		● Society	
GRI 201	Economic efficiency	GRI 301	Materials	GRI 401	Employment
GRI 202	Indirect economic impacts	GRI 302	Energy	GRI 402	Management/staff relationship
GRI 205	Anti-corruption	GRI 303	Water	GRI 403	Occupational safety and health
GRI 206	Obstruction of competition	GRI 306	Wastewater and waste	GRI 404	Education and training
		GRI 307	Environmental compliance	GRI 405	Diversity and equality
		GRI 308	Re-assessment of suppliers of environmental solutions	GRI 406	No discrimination
				GRI 413	Community and locality
				GRI 416	Customer safety and health

PDR ESTABLISHES THE MATRIX OF 17 CRITICALITY



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ECONOMIC EFFICIENCY

ECONOMIC EFFICIENCY

GR 201

According to the current CG model under international standards, including IFC's CG Rules and Growth Resources Indicators - the international codes on sustainable development, PDR is profoundly aware of the growing responsibility toward stakeholders, especially investors and shareholders, who contribute important funds to the Company. In order to evaluate the resonance between PDR and our stakeholders, the Company has devised a matrix to analyze 18 key areas under three important categories, namely Economy, Society and Environment.

PDR focuses strongly on building the information basis on aspects of direct economic values generated, distributed and undistributed. At the same time, the efficiency of sustainable contributions to the economy in general is demonstrated by the contribution to the state budget and the community - society. PDR commits to ensuring rights and establishing fair relationships with investors and shareholders. The Company also makes efforts to improve the social welfare of employees to increase working efficiency; and provide real estate products with outstanding quality and improve living standard for customers.

In 2020, PDR continued developing in line with the New Era strategy with a total direct economic value of VND3,917.41 billion, an increase of 15% compared to the same period in 2019, mainly from sales revenue from projects and other revenues.

In addition, the distributed economic value was VND2,697.16 billion with the main cost structure focusing on business activities of VND2,240.52 billion, remuneration expenses of VND108.08 billion, and other expenses. In 2020, PDR paid VND319.97 billion to the state budget and accounted for 12% of the total direct economic value and much higher than in recent years. With the continuous increase in scale of the Company, the awareness of complying with the law and fully paying the State budget has received close attention.

As a result, the undistributed economic value reached VND 1,220.25 billion, an increase of 39% compared to the same period.

No.	Content	Revenue (VND billion)
I	DIRECT ECONOMIC VALUE GENERATED	3,917.41
1	Revenues from projects	3,881.86
2	Revenues from transfer of investment properties	-
3	Income from investment cooperation contracts	-
4	Revenues from other services	35.55
II	DISTRIBUTED ECONOMIC VALUE	2,697.16
1	Operating expenses	2,240.52
2	Staff salary and benefits	108.08
3	Payments to fund provider	23.05
4	Payments to the state budget	319.97
5	Investment for the community	5.55
III	UNDISTRIBUTED ECONOMIC VALUE	1,220.25

ANTI-CORRUPTION

GRI 205

Identifying corruption - related risks

According to the evaluation, PDR identifies corruption risks in the following activities:

- Site clearance and compensation for land and houses.
- Bidding for selection of service providers and construction contractors.
- Management of contractors during the supply of services and construction.
- Distribution of the Company's products to customers.

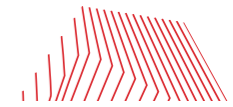
Thus, according to the evaluation, PDR is able to identify any threat of internal and external corruption to the group, helping the group to complete policies and processes against corruption.

Communication and training on anti-corruption policies and procedures

- In regular monthly meetings, PDR always reminds employees of anti-bribery and corruption. At PDR, 100% of employees are communicated about the Company's regulations related to this matter. This communication builds the awareness and capacity needed for workers to fight corruption.
- PDR has also introduced sanctions and enforced strict regulations on bribery and corruption in contracts with all of our partners or parties in their various terms of engagement.
- PDR acknowledges the anti-graft efforts and proudly reports that there were no corruption cases found at PDR in 2020

ANTI-COMPETITION BEHAVIOR

GRI 206



Identifying impacts of unhealthy competition

- Firstly, for enterprises, business activities would face or risk facing stagnant, financial lost, reduced market share, and even going into bankruptcy or getting merged and equitized.
- Secondly, for consumers: they would lose their belief in the products, the enterprise and doubt all products on the market.
- Thirdly, for the national economy: the Government would not collect taxes, thus impact on national economy. Product quality reduces along with the prestige of Vietnamese enterprises in the broader market. As a result, export would be slowed down. Otherwise, this would create negative feelings and attitudes among foreign investors who would like to invest into Vietnam.

Recognizing all impacts, PDR pledges:

To healthily compete based on product quality and pricing and not in the interest to defame competitors' products or services.

Carefully examine the competitors' marketing and communication messages to promptly detect unfair competition, if any.

Complete regulations and process about unhealthy competition to popularize and train staff which empowers them to understand and implement in accordance with regulations.

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ENVIRONMENTAL PROTECTION

MANAGEMENT OF MATERIALS

GRI 301

Real estate development means the increase of construction, natural resources exploitation including building material, fuel and generation of waste into environment.

To minimize such kinds of impact, during the construction process, besides choosing prestigious contractors and partners who have tight control over management system for strategic co-operation, PDR's technical department continuously researches and seeks new materials and construction technology to properly and effectively conform to international trends on green constructions. This includes:

- Regarding construction material, PDR prioritizes the use of environmentally friendly materials that are locally available for building, which include and are not limited to bricks, technical equipment, technical pipelines, etc. in gradual replacement of imports to reduce their carbon footprint.
- Use light brick materials and unbaked bricks in replacement of traditional baked bricks which are responsible for increasing air pollution. This replacement brings higher environmental efficiency while still ensuring structural safety.
- Use flooring made from manufactured wood, laminate wood, MDF, plywood, sawdust and other alternatives as substitutes for natural wood. These materials are less prone to warping and are resistant to water and abrasion resistance. Moreover, they are aesthetically appealing and cost-efficient. At the same time, certain types of wood flooring from bamboo, which is durable, light, easily renewable and environmentally friendly are also selected for some projects.
- Have a strong focus on the construction design stage to apply solutions on equipment and technology, enabling efficient use of energy during the operation stage.
- Use energy-regenerating elevators to save electricity
- Install solar panels
- Use solar water heating system to save electricity
- Reuse treated wastewater to water trees, wash roads ... to save water
- Research to use smart electric glass to replace traditional curtains, partitions, reduce heat transfer from inside to outside and from outside into the building, control sunlight radiation and prevent harmful UV rays that affect human health.
- Use light-reflecting or light-refracting glasses to channel light deep into the room to make better use of natural light.

Regarding branches in the group, PDR controls the level of energy, electricity and water consumption, and implements energy-saving

initiatives and campaigns to reduce such consumption. Some prominent results included:

- Use integrated devices such as dimmers with hourly, zone-based on and off timers, which can reduce light use during off-peak hours, making the most of natural light for the public lighting system.
- Switch to LED bulbs to save energy.
- Use sensor devices for rooms/areas to automatically carry out power and water shutdowns when not needed, effectively reducing energy consumption and prolonging the life of the device.
- Substitute traditional sockets with sensor sockets to detect any unused room or "idle" area to automatically power off when not needed, effectively reducing energy consumption.
- Install motion sensor system so lights only turn on when people pass and automatically turn off after 3 to 5 minutes if there is no person in areas such as the garage or toilets, which have a variable frequency of people entering and leaving.
- Adjust the float to increase the operating time, reduce the number of starts and reduce idling time for the water supply and drainage system.
- Design and operate the filling of roof tanks at night with pre-pumped water for the domestic water pumping system. This falls within the off-peak period, with low electricity price; thus, energy costs are saved and noise is reduced.
- Replace worn-out impellers, regularly maintain, change the oil and lubricate impellers periodically to save electricity and increase equipment life.
- Place cooling devices in well-ventilated areas to increase cooling efficiency and tightly control operation to avoid waste.
- Constantly research new solutions for natural ventilation. Based on current international standards and regulations of the Ministry of Construction, PDR's design management team will calculate the area of ventilation holes and windows that can be opened or closed on the wall or roof, so that more than 5% of the floor area used for rooms can adjoin the outer space. The parking lot only utilizes natural ventilation, so at least 25% of the wall area on opposite sides or 1/20 of the floor area for each parking space must be open.
- Use the smart building management system BMS to connect with other electromechanical systems inside the building such as electrical systems, air conditioning and ventilation, lighting, water pumps, elevators... to minimize risks for engineering systems and help the operator monitor and turn on and off devices remotely, and manage energy consumption in buildings more easily.

Alternative materials	Unit	Total in 2019	Total in 2020	Total in 2021
Ratio of replacement of baked bricks with light bricks/light partition plates	%	50	55	60
Ratio of use of manufactured wood (apartment flooring) to natural wood	%	100	100	100
Ratio of use of Led in replacement of fluorescent and compact bulbs	%	90	95	100

Quantity of alternative materials, fuel, chemical substances used for construction in one project was presented as follow:

Quantity of alternative materials used for construction in one project				
No	Type of materials	Unit	Quantity	
A Materials as per design				
1	Hollow bricks of 8x8x19 dimensions, 20 cm thick walls, height <= 4 m, cement mortar of grade 75	m ³	3,800	
B Alternative materials				
1	Plaster partition wall	m ²	19,000	

Fuel and chemicals for one project

No	Type of fuel and chemicals	Unit	Quantity
1	Gasoline	litre	120
2	Additives	kg	18,345
3	Water-proofing chemicals	kg	6,845



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Environmental protection (Continued)

ENERGY CONSUMPTION

GRI 302

- Direct consumed energy: Utilize local power supply grid with appropriated capacity for each specific project. Rigorous capacity calculations are carried out during the design stage to optimize power consumption.
- Promote the use of solar energy systems or any other renewable source of energy.
- Use low-power LEDs to replace fluorescent and compact bulbs. Despite higher initial investment, this helps reduce the cost of electricity consumption significantly for both constructions and households; Always pay attention to splitting the line during the design stage to save resources, electricity and reduce costs for users.
- Use inverter /chiller air conditioning system and smart control solutions to ensure power consuming devices are switched off when not in use, apply solutions during design stage to create natural ventilation, thus helping to minimize the use of electricity.

Forecast of total maximum power supply of one project

No	Description	Data	Unit	Quota as per norm	Calculated quota	Unit	Total load (W)
1	Electricity quota for apartment section	2000	person	800	1040	W/person	2,028,000
2	Electricity quota for commercial section	21,906	m ²	30	39	W/m ²	854,334
3	Load of public lighting, elevator, etc			50	35	%	1,009,882
4	Total power						3,892,216
5	Total transformer load (kVA) - CosΨ 0.8						4,865,270



Reduction of electricity consumption for years at the projects

No	Description	Data	Unit	Quota as per norm	Calculated quota	Unit	Total load (W)
FIRST YEAR (10% REDUCTION)							
1	Electricity quota for apartment section	2000	Person	800	936	W/person	1,872,000
2	Electricity quota for commercial section	21,906	m ²	30	35	W/m ²	766,710
3	Load of public lighting, elevator, etc			50	32	%	844,387
4	Total power						3,483,097
5	Total transformer load (kVA) - CosΨ 0.8						4,353,871
SECOND YEAR (8% REDUCTION)							
1	Electricity quota for apartment section	2000	Person	800	853	W/person	1,706,000
2	Electricity quota for commercial section	21,906	m ²	30	32	W/m ²	700,992
3	Load of public lighting, elevator, etc			50	29	%	698,028
4	Total power						3,105,020
5	Total transformer load (kVA) - CosΨ 0.8						3,881,275
THIRD YEAR (5% REDUCTION)							
1	Electricity quota for apartment section	2000	Person	800	800	W/person	1,600,000
2	Electricity quota for commercial section	21,906	m ²	30	30	W/m ²	657,180
3	Load of public lighting, elevator, etc			50	27	%	609,439
4	Total power						2,866,619
5	Total transformer load (kVA) - CosΨ 0.8						3,583,274



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WATER CONSUMPTION

GRI 303

Water supply and saving water

- Use clean water from local water supply plants with appropriated capacity for each specific project.
- In technical design, PDR uses water taps with sensors, taps with air-mixing mode in the discharge process, dual-flush toilets, high-capacity automatic washing machines, etc. for optimized water saving.
- Use hot water systems with solar energy for power-intensive projects such as hotels, leading to a considerable decrease in electricity consumption.
- Build underground water tanks and harvest rain water and recycle wastewater treated by environmentally accredited systems at project sites for plant watering (on average, the amount of recycled water is about 300 m³ per project).
- Use electronic devices to control water consumption and detect losses and incidents for timely measures.

Target and demand for water

Supply:

- Water provided to the project site is from the City's clean water supply.

Water quota and demand:

- The site areas are located at the Nhon Hoi Ecotourism City, Quy Nhon City, Binh Dinh Province and Bac Ha Thanh Residential Area, Binh Dinh Province, Binh Duong Commercial Complex (Astral City Binh Duong).
- The non-regulated water use coefficient of Kday = 1.2 and Khour = 1.4.

A project's water demand is calculated according to Vietnam Building

QCXDVN 01:2008/BXD

Forecast of the maximum water supply of one project

No	Water use purpose	Quota	Unit	Size	Unit	Flow rate (m ³ /day)
1	Water for apartments	250 (*)	litre/person	1,500	person	375
2	Water for offices and restaurants	75 (*)	litre/person	200	person	15.0
3	Public use, watering	05	%			19.5
4	Total					409.5
5	Contingency (leakages, etc.)	<20	%			81.9
6	Total water demand					491.4

ENVIRONMENTAL IMPACTS WHEN THE PROJECT'S IN OPERATION

The PDR clearly understands the significance of environmental protection during the design, construction and exploitation process for urban complexes, office spaces and apartments. Each new project is well planned and scientifically synchronized to have environmental protection design, whilst fully harnessing natural advantages.

Green spaces are considered indispensable highlights in every PDR project. Low construction density, high ratio of trees which are well arranged, with ample water available has created modern living spaces that are environmentally friendly.

Typical projects such as Zone 2, 4, 9 within the Nhon Hoi Ecotourism City, Bac Ha Thanh Residential Area, Binh Duong Commercial Center and Luxury Apartment (Astral City)... all possess a high ratio of trees, convenient walking streets, a public square and green space, making them a success story of taking existing natural advantages and transforming it into an ecotourism city. PDR's works are eco-urban areas which add a refreshing splash of green to every province.

Priority is given to using in-room layout for guests, with packaging from recycled paper and fabrics made of 70% bamboo and 30% cotton.



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**ZONE 2; ZONE 4; ZONE 9
NHON HOI ECOTOURISM CITY, BINH DINH PROVINCE**

Environmental quality monitoring during operation



**BAC HA THANH RESIDENTIAL AREA,
BINH DINH PROVINCE**

Environmental quality monitoring during operation



Monitoring the quality of emission at the source:

- Electric generators are equipped with dual-stage smoke filters which reduce toxic gases emitted during fuel combustion.
- Using dual-stage smoke filters for electric motors and diesel generator.
- With the best solution, more than 95% of black smoke, PM, HC gas, CO is treated to ensure environmental quality. This is also applied in industrial activities and in the electricity generator system for apartment buildings...
- Monitoring position: 2 points at the 2 exhaust ducts of the standby generators.
- Monitoring indicators: Dust, CO, NOx, SO2, and noise.
- Monitoring frequency: Every 3 months and when requested by the regulator.
- Comparative norms:
 - QCVN 19:2009/BTNMT - National technical norms on industrial emissions for dust and inorganic substances (column B, Kp = 0.9; Kv = 0.6).
 - QCVN 26:2010/BTNMT - National technical norms on noise.

Environmental monitoring of waste water quality:

- Monitoring positions:
 - 01 position in front of the wastewater treatment system.
 - 01 position behind the waste water treatment system.
 - 01 position at the manhole connecting wastewater with the shared sewer.
- Monitoring indicators: pH, BOD5, TSS, total dissolved solid, sulphide (calculated according to H2S), nitrate (calculated according to N), Ammonium (calculated according to N), animal fat and vegetable oil, total surface-active agents, phosphate, coliform.
- Monitoring frequency: Every 3 months and when requested by the regulator.
- Comparative norm: QCVN 14: 2008/BTNMT - National technical norm on domestic wastewater quality (column B; K = 1).
- Continuous automatic monitoring of treated wastewater with a discharge volume of 1,000m3 per day and more.

Monitoring domestic solid waste and hazardous waste:

- Scope of monitoring: Monitoring the storage of waste, its composition, volume and contracting vendors.
- Monitoring frequency: every 6 months and when requested by the regulatory authorities.
- Apply:
 - Circular No. 36/2015/TT-BTNMT dated 30 June, 2015 of the Ministry of Natural Resources and Environment on the management of hazardous waste.
 - Noting the Decree No. 38/2015/ND-CP dated 24 April, 2015 of the Government regulating waste and scrap management, payment of sanitation fees and environmental protection fees according to Decision No. 88/2008/QD-UBND dated December 20, 2008 of the Municipal People's Committee.

The estimated environmental monitoring cost when the project enters an optimal stage in operations is reported at about VND20 million per cycle.

Air quality monitoring:

- Monitoring position:
 - 01 point at the project entrance gate.
 - 1 point in the area adjacent to the residential area in the south of the project.
- Monitoring indicators: Dust, SO2, NO2, CO, NH3, H2 S, noise.
- Monitoring frequency: Every 6 months.
- Comparative norms:
 - QCVN 05: 2013/ BTNMT - National technical norms on ambient air quality.
 - QCVN 26: 2010/BTNMT - National technical norms on noise.

Emission monitoring at the source:

- Using dual-stage smoke filters for electric motors and diesel generator. This would reduce 95% of PM black smoke, HC and CO smoke to protect environment. It should be applied into industry and generator system for apartments and high-rise buildings.
- Monitoring positions: 1 point at the exhaust opening of the standby generator.
- Monitoring indicators: Dust, CO, NOx, SO2, and noise.
- Monitoring frequency: Every 3 months.
- Comparative norms:
 - QCVN 19: 2009/ BTNMT- National technical norms on industrial emissions for dust and inorganic substances (column B, Kp = 0.9; Kv = 0.6).
 - QCVN 26: 2010/BTNMT - National technical norms on noise

Environmental monitoring of wastewater quality:

- Sampling location: post - treatment wastewater.
- Monitoring indicators: pH, BOD5, TSS, total dissolved solid, sulfur (calculated according to H2S), nitrate (calculated according to N), ammonium (calculated according to N), animal fat and vegetable oil, total surface-active substances, phosphate, coliform.
- Monitoring frequency: every 3 months.
- Comparative norms:
 - QCVN 14:2008/BTNMT - National technical norms on domestic wastewater quality (column B; K = 1).

Monitoring of solid waste and hazardous waste:

- Hazardous waste:
 - Frequency: every 6 months.
 - Apply: Circular No. 12/2011/TT-BTNMT dated 14 April, 2011 of the Ministry of Natural Resources and Environment on hazardous waste management.
- Monitor domestic solid waste:
 - Frequency of gathering: Daily.
 - Gathering done by: Responsible entities.
 - Apply Decree No. 59/2007/ND-CP dated 9 April, 2007 of the Government on solid waste management, payment of sanitation fees and environmental protection fees under Decision No. 88/2008/QD-UBND dated 20 December, 2008 of the Municipal People's Committee
- The environmental monitoring cost is estimated at VND15 million per occasion during stable operation.

Environmental protection (Continued)



BINH DUONG COMMERCIAL CENTER AND LUXURY APARTMENT (ASTRAL CITY)

Environmental quality monitoring during operation

Air quality monitoring:

- Monitoring positions:
 - 01 point at the entrance area of the project
 - 01 point at the nearest household in the north of the project.
 - 01 point at the nearest household in the south of the project.
- Monitoring criteria: Dust, SO₂, NO₂, CO, NH₃, H₂S, noise.
 - Monitoring frequency: Every 6 months.
- Comparative norms:
 - QCVN 05:2013/BTNMT - National technical norms on ambient air quality.
 - QCVN 26:2010/BTNMT - National technical norms on noise.

Monitoring the quality of emission at the source:

- Electric generators are equipped with dual-stage smoke filters which reduce toxic gases emitted during fuel combustion. This would reduce 95% of PM black smoke, HC and CO to ensure environmental quality. This is also applied in industrial activities and in the electricity generator system for apartment buildings...
- Monitoring positions: 1 point at the chimney of the backup generator.
- Monitoring criteria: Dust, CO, NO_x, SO₂ and noise.
- Monitoring frequency: Every 3 months.
- Comparative norms:
 - QCVN 19:2009/ BTNMT- National technical norms on industrial emissions for dust and inorganic substances (column B, Kp = 0.9; Kv = 0.6).
 - QCVN 26:2010/BTNMT - National technical norms on noise.

Environmental monitoring of wastewater quality:

- Sampling location: 01 position at the manhole connecting wastewater with the shared sewer behind the automatic monitoring station on Binh Duong Avenue.
- Monitoring criteria: pH, BOD₅, TSS, total dissolved solids, sulfur (calculated according to H₂S), nitrate (calculated according to N), ammonium (calculated according to N), animal fat and vegetable oil, total surface-active substances, phosphate, coliform.
- Monitoring frequency: Every 03 months.
- Comparative norms: QCVN 14:2008/BTNMT - National technical norms on domestic wastewater quality. (column B; K = 1).

Monitoring of solid waste and hazardous waste:

- Hazardous waste:
 - Monitoring frequency: Every 6 months.
 - Apply: Circular No. 12/2011/ TT-BTNMT dated 14 April, 2011 of the Ministry of Natural Resources and Environment on hazardous waste management.
- Domestic solid waste monitoring:
 - Survey locations: 04 points in the solid waste storage area;
 - Monitoring frequency: Daily.
 - Gathering done by: Responsible entities.
 - Applicable norms: Decree 38/2015/ND-CP - Decree on waste and scrap management; Decree No. 40/2019/ND-CP dated May 13, 2019 of the Government on amending and supplementing a number of articles of the decrees detailing and guiding the implementation of the Law on Environment.
 - Estimated cost for environmental monitoring when the project enters an optimal stage in operation is reported at about VND15 million per cycle.

ENVIRONMENTAL PROTECTION COMPLIANCE

GRI 307

- To implement and comply with laws and other environmental protection efforts in 2020 and targets in 2021, PDR has enforced different solutions on the awareness of this matter. The group also diligently and fully complies with all environmental laws and does not violate any regulations on ecosystem protection under any activities.
- Environmental monitoring management methods are appropriately introduced in PDR's projects; thus, the effective compliance with the applicable laws on environment is guaranteed. PDR is proud of fully following environmental laws and having no violations so far.
- Environmental Impact Assessment (EIA) reports are implemented in accordance with applicable regulations and are submitted to relevant authorities for appraisal before construction commencement.
- Planning, technical standardization and norms are adopted in compliance with both the central government and local authorities to create more green spaces and landscapes, and to prevent compromising public land for personal benefit. Highlights: Zone 2, Zone 4 and Zone 9 of Nhon Hoi Ecotourism City, Bac Ha Thanh Residential Area, Binh Duong Commercial Center and Luxury Apartment (Astral City), hotels and resorts... A large proportion of the site is dedicated to a water reservoir which helps balance the surface water amount and prevent flooding for the entire area.
- Additionally, PDR constantly invests in new machinery, which is modern and standard equipment, to minimize noise, smoke, odor and gas pollution.
- PDR is dedicated to the mobilization on environmental protection project in managing real estate construction.
- At the same time, ample space is dedicated to greenery and landscaping, partly to protect environment and elevate its natural aesthetics.
- Treating wastewater at A-level manhole, using the treated output for watering, to save the resource then discharge into popular drainage system.
- At any project, close liaison with contractors is carried out to establish environmental protection rules and regulations to ensure that each party is acting in consciousness of the surrounding habitat.
- Working with contractors to consider and implement high-safety and environmental-friendly technical solutions in construction work.
- To ascertain that PDR contractors or providers are adhering to the policies, the company organizes inspections and supervision of contractors' compliance with environmental protection regulations. Therefore,

- we work to coordinate with contractors to handle any inappropriate events.
- Barriers with solid structures are installed at all construction areas, meeting aesthetic and sustainability requirements throughout the construction process and preventing the spread of dust, noise, vibration, and light within the neighbourhood.
- Drainage systems with proper connectivity are installed at project sites to ensure thorough drainage and prevent flooding. Construction wastewater, before being discharged into the shared drainage system, must be channelled into well-sized manholes where soil and mud settles down through the settling compartments.
- Wastewater is treated before being discharged into the environment. Wastewater from construction work is led into the sedimentation tank for treatment before being discharged into the City's sewer.
- Utilize natural and recycled energy, which is friendly to the environment, as well as recycling treated water for watering.



Competences and achievements

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Key projects made pdr's history

Environmental protection (Continued)

COMPLIANCE WITH LAWS ON FINES

Criterion	Case
Total monetary value of significant fines	0
Total non-monetary sanctions	None
Cases referred to dispute handling mechanisms	None

By strictly complying with State laws and regulations, PDR was not fined for a single case in 2020.

Other areas

In 2020, PDR was not involved in any cases relating to conflict of interests and corruption. The company absolutely did not use forced labor or child labor and strictly complied with the law regarding social insurance, health insurance and other benefits for employees relevant to the labor market.

Responsibility for local community

- Paying special attention to the environmental impacts of each project (air pollution, noise, water sources) that can alter natural resources, the surrounding ecological environment or change the economic - social environment and human life around the project area. Therefore, each project by PDR applies progressive standards for the design and uses low-polluting materials during construction, while being assessed by reputable experts for environmental impacts before project implementation and after putting the project into operation.
- Seriously implementing environmental monitoring management methods in our projects. PDR is proud of complying with the regulations and laws on the environment, and up to now there has not been any violation of the above regulations in order to maintain the brand that PDR is building and developing.
- Continuing business plan development for the future, which prioritize social benefits and protect the environment to create perfect living spaces for the community, heading towards professional and sustainable development.
- Maintaining a high proportion of green trees, make the most of the project location to build landscapes and utility works, creating a desirable living environment for residents. PDR's works are eco-urban areas, contributing to a greener image of the locality.

- Utilizing professional technical consultant services like Starwood, Marriott in controlling and supervising design and construction of hotels and resorts in compliance with international and local standards. The PDR has often paid attention to the appearance of the construction architect to ensure overall aesthetics is in line with local master planning and regional spiritual culture. In detail, all old-age architect and items, such as ancient wall, well, old tree and vegetation inside projects have been preserved to make a unique design for projects in particular and for the locality in general.
- PDR is also co-operating with the local authority to mitigate sea erosion into the revetment dyke and the remaining terrestrial natural conditions by designing proper architect plans with maximum limit on soil excavation.
- PDR is devoted to developing products for the community.
- We strive to improve the social environment in localities where PDR is present and actively display responsibility with partners, customers, colleagues and community.



ASSESSMENT REPORT RELATED TO EMPLOYEES

EMPLOYMENT

GRI 401

- New recruits: 132 persons
- Termination: 62 persons, including 26 new hires.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403

- Offer social insurance, health insurance and unemployment insurance, as well as creating good conditions for employees to enjoy insurance regimes in accordance with the law.
- In 2020, PDR's welfare expenses (birthdays, marriage, academic achievements of employees' children, International Women's Day gifts, childbirth allowance, sickness allowance, funeral condolence offerings, health insurance, periodic health check-ups, uniforms, Tet gifts...) was more than VND1.11 billion.
- Offer health care insurance for managers and accident insurance for all employees.
- Always strictly comply with the provisions of the law on labor safety and hygiene.

STAFF - MANAGEMENT RELATIONSHIP

GRI 402

- Always ensures to conform with collective employee agreement, Labor Laws or provisions of other laws related to employers.
- Create favorable conditions for the Trade Union's activities.
- Fully organize periodic dialogues and employee conferences in accordance with applicable regulations.
- Create conditions for employees to understand the orientation, goals, plans, operation status and regulations... of the Company.
- Encourage employees to comment on issues related to the company's activities and interests of employees.

EDUCATION & TRAINING

GRI 404

- Focus on internal communication and training for employees.
- Place great emphasis on the human factor in sustainable development, thus selecting, investing in, providing professional and leadership training for excellent personnel to prepare them as future generation, with remuneration mechanisms relevant to assigned tasks.
- Promote management, standardize processes, adjust internally to find the most suitable model for the business field and corporate culture.
- Enhance the application of technology to create new breakthroughs to optimize costs, thus improving the productivity and efficiency of the system to create a solid foundation for the Group's development needs in the new period.



Competences and achievements

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CUSTOMER SAFETY AND HEALTH

GRI 416

Responsibilities for products

In order to absolutely ensure customer benefits, PDR always pays attention to quality control from the start of project implementation to the point of delivery. PDR's quality control, in summary, comprises of four steps as follows:



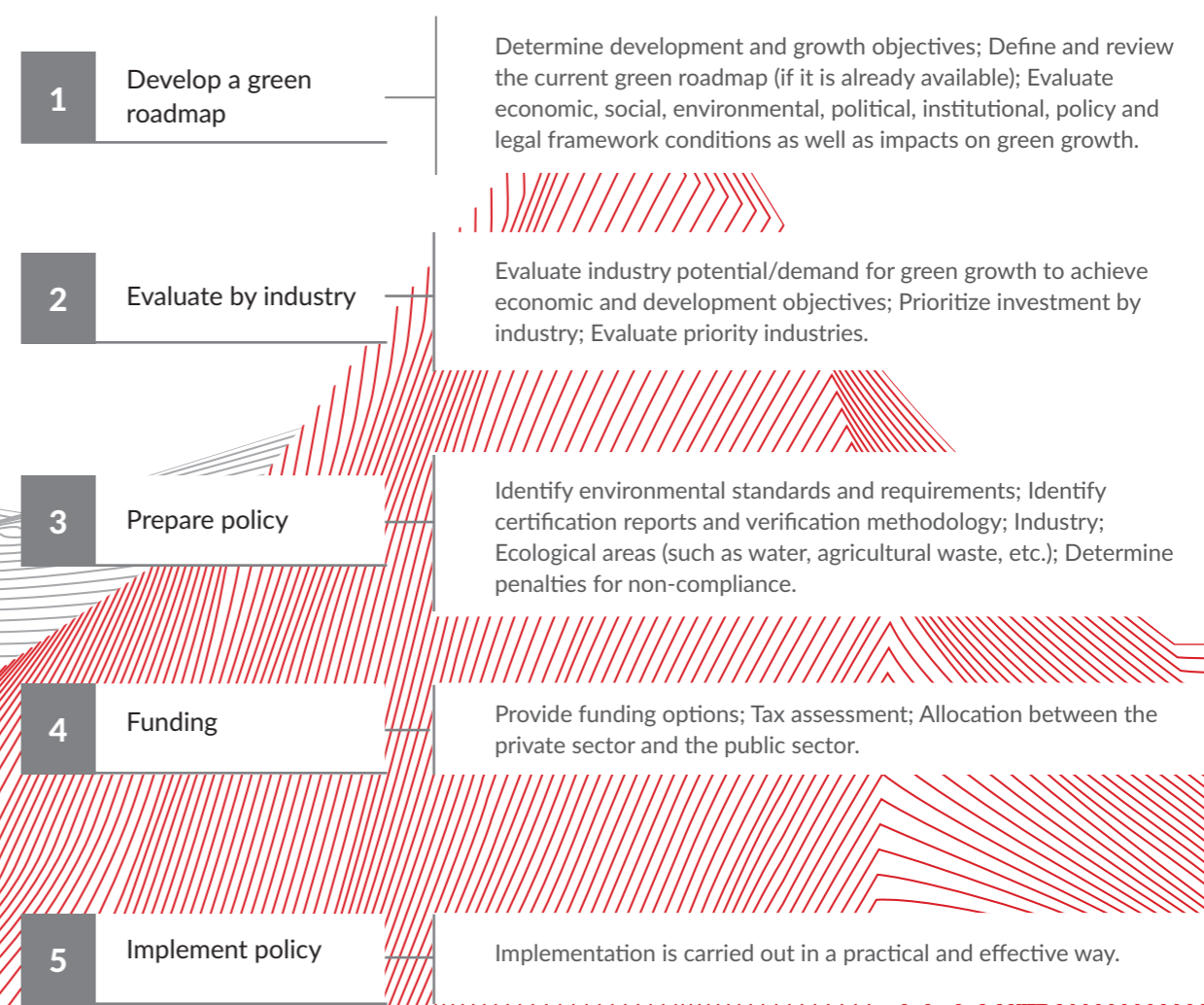
REPORT RELATED TO THE GREEN CAPITAL MARKET

Below is a report related to the green capital market under the guidance of the State Securities Commission.

Realizing the importance of the green capital market in community development, PDR continues researching and exploring the green capital market for the second year.

During the 2021 AGM, PDR will approve shareholders' votes on this new area.

The growth roadmap of the green capital market includes the following steps:



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Comprehensive financial statement

Key projects and CSR activities



PHATDAT
CORPORATION
Real Estate Development

PHAT DAT REAL ESTATE DEVELOPMENT CORPORATION
8th - 9th Floors, Tower B, Viettel Complex Building
285 Cach Mang Thang Tam St., Ward 12, Dist. 10, HCMC, VN

 Tel: (+8428) 2226 6868
 Securities code: PDR

 Fax: (+8428) 2226 8686
 Web: www.phatdat.com.vn