



PHAT DAT REAL ESTATE DEVELOPMENT CORPORATION - ANNUAL REPORT 2021

RELENTLESS ASPIRATION

ANNUAL REPORT 2021

Achieved
\$ 2.1 billion
MARKET CAPITALIZATION
Top 3 real estate developers
by market cap in Vietnam

CREDIT RATING AT "**B**" - OUTLOOK STABLE
BY FITCH RATINGS
One of the global Big Three
most reputable credit rating agencies.

Entered
MSCI FRONTIER MARKETS INDEX
MSCI's top 90 large-cap index
across 27 frontier markets.

**WORLD FINANCE
INVESTMENT MANAGEMENT AWARDS 2021**
The only Vietnamese winner of the World Finance
Investment Management Awards 2021 by World Finance (UK).

VN30
Top large cap and high liquidity stocks on HOSE

TOP 22
Vietnam's Best-Performing billion-dollar Companies in 2021.

TOP 10
Best real estate developers in Vietnam
for 2 consecutive years of 2020 & 2021 by BCI Asia Awards.

SUSTAINABLE DEVELOPMENT THE POWER OF SHARING

Entrepreneurship and economic development are the main drivers of social change. Accordingly, businesses play an integral role in the strength of a community. However, business activities and economic development may turn social life in a negative direction when growth does not imply the genuine quality of development. As such, businesses can become antagonists to the community's common interests when they do not share the same vision, goals, and value system.

In the past two years, the picture of global life has become unpredictable under the emergence of the covid-19 pandemic, and the modern history of humanity has recorded an unprecedented period.

Covid-19 is really a concussion that completely disrupts the lives of each individual and the whole society on a global scale. Thereby, the challenges, problems and risks to humanity are most clearly revealed.

Covid 19 puts new commands on sustainable development. In particular, the way businesses perceive the role - mission for sustainable development will determine the community's welfare both in the immediate and long term.

PDR is expanding its efforts to engage more in the field of sustainable development. Not only benevolent activities, but the company also sets higher environmental requirements for its products, projects and business activities and promotes in-depth CSR plans.

MESSAGE OF SUSTAINABLE DEVELOPMENT

PDR has gained great achievements and new scale; thus, the Company has also expanded its scope for CSR, humane activities and other aspects related to sustainable development according to the latest criteria.

For the past year, under the severe impact of the Covid-19 pandemic, the enterprise's responsibility and humanity sense has been highly promoted by PDR with practical efforts and effective activities. The Company has applied substantial policies to provide the officials, employees, related people with the best care, and the Company has closely accompanied many localities.

Being well aware of the role and mission in the common development of society, PDR always sets the criteria for sustainable development accompanying the growth strategy.

By far, in addition to efforts to promote business activities, PDR has also set many new requirements to continuously improve its responsibility in sustainable development. For PDR, sustainable development begins with the Company's core values and is the basic rule for all decisions and actions of an enterprise.



- » Special Recognition in ESG
- » Special recognition in CSR

For a specific orientation, PDR actively implements the sustainable development goals under 3 pillars:

ACCOMPANYING THE LOCAL DEVELOPMENT

In many localities, PDR is one of the pioneering enterprises clearing the way for the real estate sector development. Therefore, PDR's criteria are to set a good precedent, contribute to changing the urban face, bring many economic opportunities and promote a modern, civilized lifestyle. All PDR's projects must bring positive life values to its residents. PDR's works are developed in accordance with the local development policy and have the finishing quality equivalent to the products in big cities.

RESPONSIBLE DEVELOPMENT

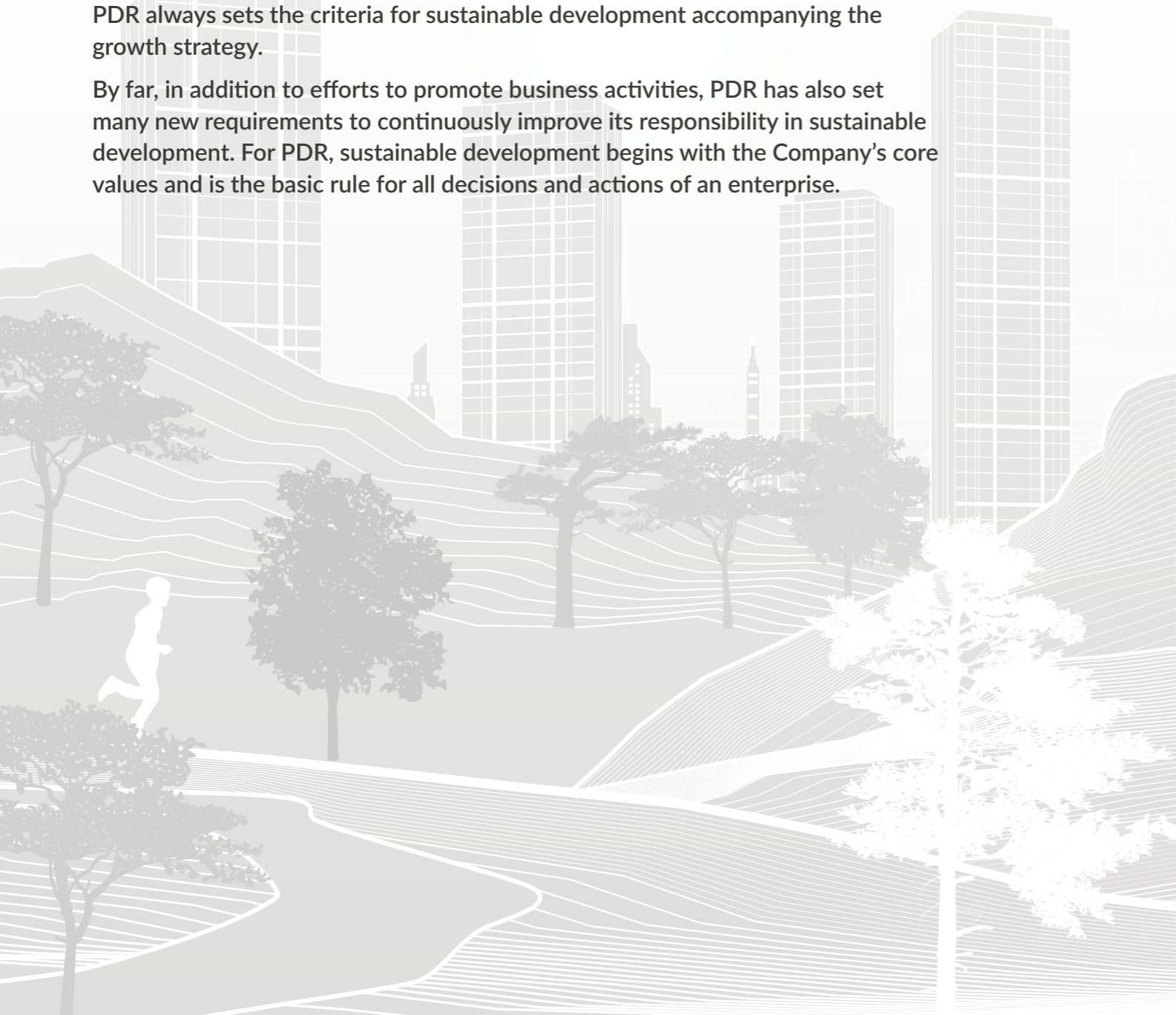
In the designing stage, PDR always emphasizes the harmonious use of natural conditions and landscapes with its planning-architectural capabilities. In addition, PDR researches the efficient use of resources and selects technical and technological solutions to help minimize energy consumption.

TAKING CARE OF PEOPLE

The Company keeps aiming at a humane working environment, continuously improving the policies for employees, from salary and bonus to welfare regime. The Company also provides employees with the best conditions to realize their full potential through a flexible recruitment policy and intensive training programs. Besides developing human resources and taking good care of employees, PDR also targets the disadvantaged groups in society, prioritizing its sponsorships to educational support programs to improve the cultural and spiritual life of the locals.

By taking these approaches, PDR not only complies with the standard framework and general regulations on sustainable development, but also desires to do better. In its future development direction, PDR also sets many new requirements to raise its own standards so that all products of PDR are truly valuable in all aspects. In addition to beneficial activities, PDR's CSR activities will be focused thoroughly on higher levels to increase its contribution to and positively impact the community.

PDR uses the motto of **Inclusive Prosperity over Materialistic Interest** as a guideline in this field.



THE PROCEDURE FOR THE COMPLIANCE WITH AND PRESERVATION OF SUSTAINABLE DEVELOPMENT STANDARDS



REPORT'S STANDARDS

PDR's Sustainable Development Report is prepared with reference to the latest GRI - An international set of standards for corporate sustainable development report being applied in many countries.

Material topics, identified on the basis of their impact on PDR and relevant stakeholders' engagement, are primarily presented in this report.

In addition to reference, PDR also uses GRI 2021 as an assessment framework to identify shortcomings in sustainable development for improvement, and proactively aim at full compliance with international sustainable development standards in the future.

Moreover, PDR also refers to the Guidelines on Environmental and Social Disclosure of the State Securities Commission, IFC and Circular No. 155/2015/TT-BTC to prepare the report in a more convenient, standardized, transparent and efficient manner.

REPORT RANGE

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

This report is prepared for Phat Dat Real Estate Development Corporation (PDR), including the operations of the headquarters, 03 branches and 10 subsidiaries.

- Branches: Quang Ngai branch, Phu Thuan branch and District 5 branch, HCMC.
- Subsidiaries: *Kindly refer to pages 142-143*

REPORTING CYCLE

The information in the report is updated for the fiscal year 2021, starting from 1st January 2021 and ending as at 31st December 2021.

Starting from 2018, PDR conducts annual sustainable development reports and publishes them together with annual reports.

CONTACT INFORMATION

In order to make the report communicable and referable for PDR, stakeholders, investors and shareholders, PDR would like to receive comments on our report. Should you have any feedback, kindly send them to the following address:

Phat Dat Real Estate Development Corporation

- 8th & 9th Floors, Viettel Building, 285 Cach Mang Thang Tam Str., Ward 12, District 10, HCMC
- Telephone: +84.28.2226 6868
- Fax: +84.28.2226 8686

THE POWER OF SHARING

PDR accompanies employees and the community during the most severe period of the epidemic with sympathy and tangible support.

TAKING CARE OF PEOPLE

PDR in 2021

292
members

12.12%
salary increase rate

VND 13.2 billion
bonus

VND 10.8 billion
total insurance premium

VND 2.6 billion
lunch expenses

VND 985 million
welfare

VND 5 million
support for each employee infected with Covid (from July to October 2021).

PDR has been consistent in forming a corporate culture of professionalism with family vibes. In a normal context, this orientation might have caused concern for many people. However, under the unprecedented socio-economic circumstances for the past year, the strength and values of PDR's family culture has been revealed and promoted significantly.

Corporate family culture is often understood as an interest relationship based on bloodline and personal acquaintance due to the characteristics derived from the family business model of many Vietnamese enterprises. The convolution in management, the inconsistency in operations, the preferential treatment of benefits, etc., make the image of "family company" the prejudice of unprofessionalism.

But that's not the family culture that PDR pursues. Besides keeping investment to achieve professionalism, applying the modern standards, upholding the compliance and discipline requirements, and many others, PDR's leadership still wishes to build an affective, sharing and caring working environment. The interpersonal relationship should be more caring and sharing than the relationships between colleagues, superiors and subordinates, employer and employees. Thereof, each person spends time during the day at work, almost equivalent to the time spent with family. Moreover, each employee is a part of the Company's overall development.

Thereof, the Company always requires attentive care for all members, from salary, bonus and remuneration policies to the specific requirements such as lunch quality.

During the two years of living under the impact of Covid-19, safe working conditions, as well as all income and welfare of all members, are guaranteed. In 2021, the average wage growth at PDR was twice the average growth of the labor market in Vietnam.

During the most severe epidemic period, HCMC had to apply strict social distancing for a long time, and social safety was severely challenged. PDR has tightened the connection, ensuring that the whole Company still interacts and communicates smoothly. In particular, the Company also establishes a quick response team to provide continuous support to employees when they or their family members are infected or encounter difficulties due to social-distancing conditions. Infected members are all supported in cash, regardless of position or division.

All these efforts have helped all PDR members safely overcome the stressful period, promoting the strength of trust and solidarity to steadfastly pursue business goals with the Company. PDR's remarkable growth achievement amid extremely unfavorable socio-economic circumstances resulted from such **family spirits**.

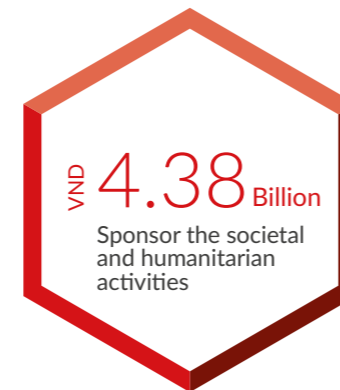
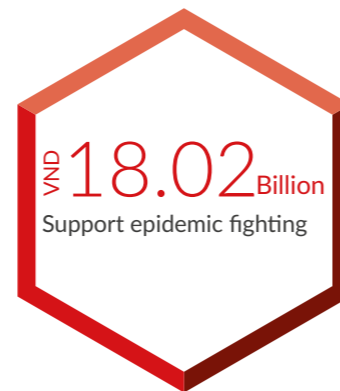
ACCOMPANYING THE LOCAL DEVELOPMENT

When public life and social safety fall in jeopardy, the enterprise role is necessary more than ever. For the past year, the Vietnamese business community has made great efforts and dedication to helping the country overcome the pandemic. PDR is also in that general picture.

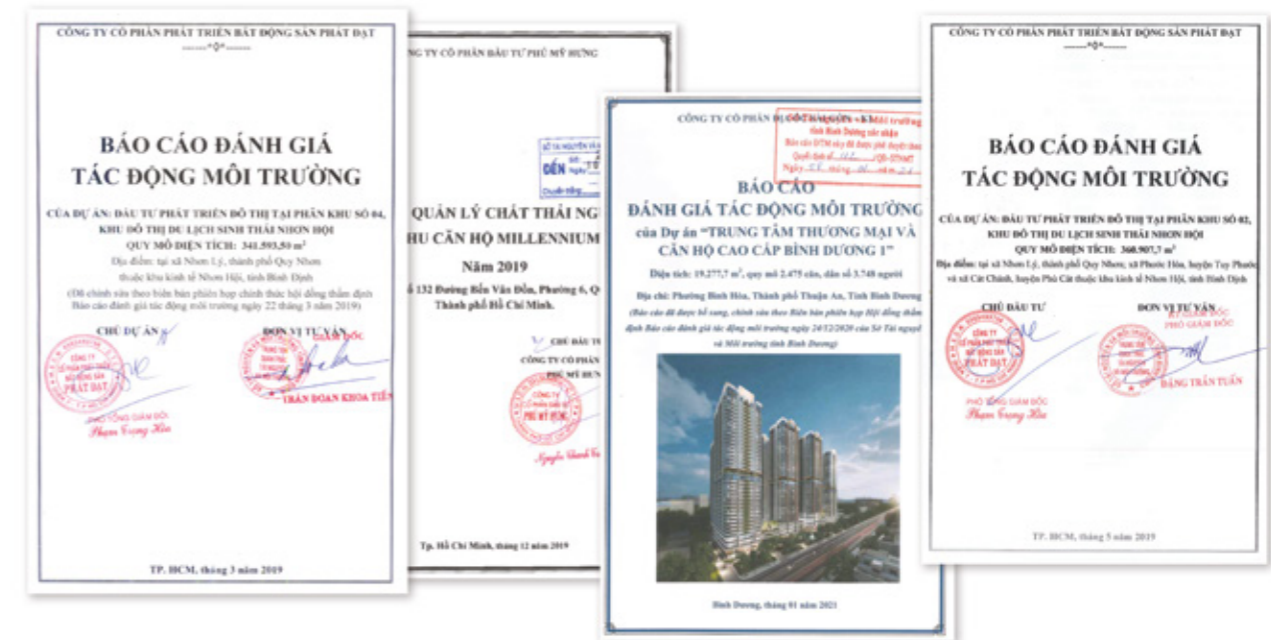
The Company has sponsored more than VND 18 billion in cash to contribute to the vaccine fund, medical equipment support, frontline support, food sponsorship for severely affected areas, etc. Besides HCMC, PDR also accompanied Da Nang, Quang Ngai, Binh Dinh, Phu Yen, Binh Duong, Ba Ria - Vung Tau, Dong Thap, Tra Vinh, etc.

With the massive impact of the epidemic, all contributions from a single enterprise will be minor. However, timely and practical acts substantially contributed to the community overcoming the difficult period. Thence, PDR has gained more experience and perspective to develop more impactful CSR plans to accompany the business development process.

In addition to supporting the epidemic fight, PDR also carries out many other sponsorship activities according to the criteria of accompanying the development of the localities. Typically, sponsoring the construction of Tay Son Tam Kiet temple - a national relic in Binh Dinh, giving new year gifts to the poor in Quang Ngai and HCMC, among others. In particular, PDR continues its support to voluntary organizations that the Company has accompanied for a long time, such as Phu Hoa Orphanage and Vo Hong Son Center for Raising Disabled Children in Quang Ngai.



RESPONSIBLE DEVELOPMENT



On the basis of absolute compliance with the laws in project development and criteria on sustainable development, EIA reports are prepared for all PDR's projects.

Specialized departments of PDR analyze and forecast the impacts of investment projects on the environment to come up with suitable environment protection measures when implementing the project in a scientific, practical and honest manner.

This is also the basis to help the Company increase its ability to effectively assess, prepare, manage, control and prevent environmental problems during the project formation and implementation.

PDR's complete, duly and prompt preparation of the EIA reports is highly appreciated and approved by the management agencies in the localities where the projects are implemented.

Some typical evaluations of PDR's projects:

- Making a substantial contribution to creating a spacious and modern face for the area.
- Building a synchronously planned, high-quality housing area.
- Having harmonious linkage between architectural space and overall landscape of the whole urban area.
- Deploying the available natural features to an urban area with an attractive landscape and fresh, friendly environment.
- Featuring energy-saving and safety measures according to sustainable development criteria.
- Providing a smooth connection with the local technical and social infrastructure system.
- Recovering budget to the state from the auction of land use rights in the urban areas.
- Facilitating the development of societal programs.
- Promoting the cultural exchanges in the region and the area, thus, the local civilization level will be significantly improved.







PDR IN REFERENCE TO THE UNITED NATIONS' 17 SUSTAINABLE DEVELOPMENT CRITERIA






Most of the fields in reference to the United Nations' 17 Sustainable Development Criteria are enhanced by PDR in both budget and operational quality. Based on the overall impact of the Company's development and sustainable development strategies, PDR identifies and integrates key priority goals to ensure harmonious interests of stakeholders.






Priority sustainable development goals for PDR:

- SDG 4: Quality of Education
- SDG 6: Clean water and sanitation
- SDG 7: Clean and sustainable energy
- SDG 8: Economic growth and sustainable jobs
- SDG 11: Sustainable cities and communities
- SDG 13: Responding actions to climate change



Criteria	Content	Criteria Description
1-2. POVERTY ERADICATION, HUNGER ERADICATION 	<ul style="list-style-type: none"> Monthly accompany and sponsor Phu Hoa - Quang Ngai Orphanage. Provide financial support to organize the Spring Day Shelter program. Sponsor New year program for the poor in Quang Ngai. 	<ul style="list-style-type: none"> Eliminate poverty in all aspects, everywhere. Eliminate hunger, ensure food security, improve nutrition, and promote sustainable agriculture.
3. HEALTHY LIFE 	<ul style="list-style-type: none"> Fund for Covid-19 epidemic fight in many localities. Take care of employees with many forms of sharing and supporting. Apply the health-protection and epidemic-prevention measures inside and outside the office. Implement the communication programs on mental health care for employees. 	Healthy life, enhancing benefits for all ages.
4. QUALITY OF EDUCATION 	<ul style="list-style-type: none"> Support Nguyen Tan Thanh from today's filial children program in Quang Ngai. Implement the monthly and quarterly internal training. Improve management capacity. Train, foster and develop a successor team for the Company. 	Qualified, equitable and effective education. Learning opportunities for everyone.
5. GENDER EQUALITY 	<ul style="list-style-type: none"> The percentage of female staff accounts for 32%. Pay attention to fostering and creating opportunities to increase female employees at managing, consulting and operating levels. Fully implement benefits for maternity leave, women with children under 12 months old, and all female employees. Present gifts and congratulations on 8th March, 20th October, birthdays, etc. 	Gender equality, empowering women and girls.
6. CLEAN WATER AND SANITATION 	<ul style="list-style-type: none"> Carefully monitor the following indicators: pH, BOD5, TSS, total dissolved solids, Sulphide (calculated by H2S), Nitrate (calculated by N), Ammonium (calculated by N), Animal and vegetable fats and oils, Total Surfactants, Phosphate, Coliform. Use water according to Vietnamese Standards, especially in projects according to Vietnam Construction Standards - QCXDVN 01:2008/BXD. Take the periodic inspection of domestic water and water used in projects. Use rainwater and re-treat wastewater through treatment stations right at the project for watering plants. In technical design, use water-saving equipment and automatic washing machine of high power to save water. 	Sustainable water supply and management
7. CLEAN AND SUSTAINABLE ENERGY 	<ul style="list-style-type: none"> Use the clean and sustainable energy sources throughout the project. Use solar energy for electricity. Water energy: Use the pure water system directly integrated with solar energy. Gas energy: Use natural CNG with pro-environmental methane composition. 	Access to modern, sustainable, reliable energy at reasonable prices.

Criteria	Content	Criteria Description
8. ECONOMIC GROWTH AND SUSTAINABLE JOBS 	<ul style="list-style-type: none"> Continue to achieve the high revenue growth and high tax payment for the State budget. Provide thousands of direct and indirect job opportunities. 	Economic growth and sustainable jobs.
9. INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<ul style="list-style-type: none"> Use pro-environmental materials such as light bricks, unburnt bricks, artificial wood, etc. Use energy-returning elevators to save electricity. Constantly innovate and apply the construction technology according to the general trend of the world, create the sustainable quality and safety for residents. For the design, pay attention to natural ventilation by using sunshades, avoiding solar radiation, and minimizing electricity consumption. Set up a centralized wastewater treatment station according to environmental sanitation standards. Plant new trees and increase green area at the projects. Build infrastructure in project development areas. 	Focus on synchronous infrastructure, sustainable industrialization and creativity encouragement.
10. REDUCING INEQUALITY 	<ul style="list-style-type: none"> Long-term sponsorship for Vo Hong Son Center for Children with disabilities - Quang Ngai. Have a welfare policy for employees without basing on rank or position. Create career development opportunities for all capable and dedicated people with progressive human resource policies. 	Reducing inequality.
11. URBAN, SAFE AND SUSTAINABLE COMMUNITY 	<ul style="list-style-type: none"> Finance the construction of Tay Son Tam Kiet temple - Binh Dinh. Plant trees around the project and workplace. Build residential areas and urban areas with modern and complete utilities; contribute to improving life. Use the land for the proper planning purpose. Ensure the planning of infrastructure and the quantity of housing products in accordance with the population density as the planning standard. 	Building a safe and sustainable urban and residential community.
12. RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> Use diesel generators equipped with a two-step filter device to reduce toxic gases generated during fuel combustion. Apply National Technical Regulation on Noise - Regulation QCVN 26:2010/BTNMT. Monitor the environmental quality of the projects during the construction phase and coming into operation every 6 months. Manage, prevent and respond to the risks of projects during the construction and operation. Commit not to causing the impact on the environment and affect the community, as well as economic and social activities. Ensure labor safety and prevent fire and explosion in projects during construction and operation. Sign a contract with an experienced consultant to ensure optimal environmental impact. Apply the National Technical Regulation on industrial emissions for dust and inorganic substances - QCVN 19:2009/BTNMT. 	Responsible production and consumption.

Criteria	Content	Criteria Description
13. ACTION TO RESPOND TO CLIMATE CHANGE 	<ul style="list-style-type: none"> Use Low E emission glass door solution design, reduce heat transfer, reduce the amount of ultraviolet and infrared rays. Design and implement the project according to the EDGE green architecture standard of IFC- World Bank organization. Use solar batteries to replace electricity. Apply the insulation level calculating process of the enclosure wall and glass to meet the national standard on energy-saving buildings - QCVN09/2013-BXD. Monitor the ambient air quality: Project entrance, basement for waste treatment, ground floor near waste storage area. 	Respond to climate change.
14. WATER RESOURCES 	<ul style="list-style-type: none"> Make use of rainwater and re-treat wastewater through treatment stations right at the project for watering plants. Build a pit to collect water flowing from the storage room into the dirty water drainage system and to the wastewater treatment station, ensuring the safety and hygiene of the water source. Automatically monitoring of post-treated wastewater with a discharge scale of 1,000 m3/round day or more. Monitoring frequency: every 3 months and at the request of the State management agency. Condensate water system by PVC pipe. The slope of the condensate line ensures the best drainage. Conduct the garbage collection around the project and the workplace to protect the environment. Monitor daily-life solid waste with frequent collections. 	Conservation and sustainable use of ocean ecosystems.
15. LAND RESOURCES 	<ul style="list-style-type: none"> Ensure full compliance of requirements such as using tarpaulin to cover means of transportation of excavated soil and construction materials to prevent from scattering and dispersing dust during the transportation process. Excavated soil will be used for leveling at the project site. Sign contracts with the unit in charge of transporting excavated soil to be treated in accordance with the regulations. Carry out biddings to select the construction contractors and subcontractors with expertise in transporting - treating the volume of excavated soil following the current regulations. 	Protect, regenerate and encourage the use of terrestrial ecosystems
16. PEACE, JUSTICE AND STRONG INSTITUTIONS 	<ul style="list-style-type: none"> Develop a code of conduct "Standards of Phat Dat's People" based on the core values of creativity, commitment, fairness and respect. Organize the regular internal communication programs for employees. Issue the regulations on compliance with the law on obligations of enterprises. Highlight the role of stakeholders. 	Peaceful society, creating opportunities for fairness and justice for everyone.
17. WORKING TOGETHER TO REALIZE THE GOALS 	<ul style="list-style-type: none"> Actively participate in the Association of Construction and Building Materials. Be included in MSCI Frontier Market Index. Signed the strategic cooperation with KPMG Vietnam on business management consultancy. Achieved 'B' for an outlook stable by Fitch Ratings. Participate in and win the prestigious BCI Asia Awards - the most prestigious architecture - construction awards in Asia. Participate in and win 5 awards at the Property Awards, the substantial award in the architecture - construction industry, for Astral City project. Encourage the creativity of a socially responsible architecture. 	Global Development Partnership.

STAKEHOLDER ENGAGEMENT

GRI102-43: STAKEHOLDER IDENTIFICATION PROCESS

PDR identifies stakeholders through the following influences:

Operational analysis	Recommend list	Discussion and reviews	Identifying the list
Analysis of activities in the value chain of real estate projects and BT projects.	Propose a list of organizations and individuals related to each activity in the value chain, focus on organizations and individuals having worked the Company or with experience and capacity in each activity.	Discuss and evaluate stakeholder engagement methodologically and empirically.	Identify a list of stakeholders in each activity and prioritize them.

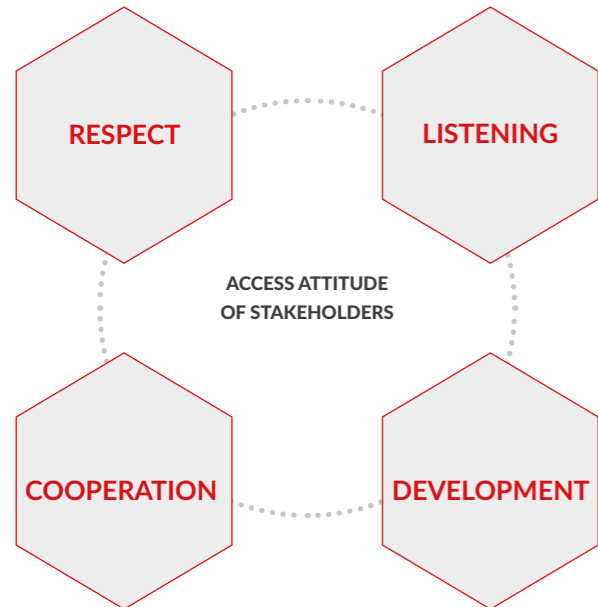
GRI 102-42: IDENTIFICATION AND SELECTION OF STAKEHOLDERS

We list all stakeholder groups that are affected by PDR's activities, interested in and having influence on the sustainable development of PDR. Then, based on the low to high interaction of the groups with PDR, we identify the key stakeholders.

The list of stakeholders involved in PDR's sustainable development activities is identified as follows:

CUSTOMERS	Direct users of PDR's products.
PARTNERS	Providers of services solutions related to the real estate project development, construction contractors and suppliers, etc.
SHAREHOLDERS AND INVESTORS	The legal owners of a part or all of the contributed capital with their rights and obligations attached to the performance of PDR.
EMPLOYEES	One constituent of the Company's production force.
COMMUNITY	Formed on the basis of relationships between individuals and collectives.
GOVERNMENT	The legislative authorities or the State regulatory authorities involved in inspection and regulation.
COMPETITORS	Competitors with the same customer segment, the same product, the same price range and the competitive strength in the same market segment with PDR.
PRESS AND MEDIA AGENCIES	Agencies engaged in press publishing and media activities.
FINANCIAL INSTITUTIONS	Agencies engaged in financial solutions.

GRI 102-21: MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS



- With the motto of transparency in all activities and relationships, PDR has been actively building sustainable relationships with the stakeholders based on the values of “Respect – Listening – Cooperation – Development” to bring long-term prosperity to all parties. Stakeholders’ feedback is the basis for recognizing and identifying more valuable solutions for the sustainable development strategy. Therefore, PDR takes and handles stakeholders’ feedback in a timely, public and reasonable manner.
- The stakeholders’ feedback is simultaneously received by the person in charge and the related departments/divisions and then analyzed and processed by the relevant departments/departments.
- Evaluation comments on stakeholders’ feedback are transferred to the BOD/BOM through reports and discussion meetings.
- Appropriate responses are translated into directives and measures by the person in charge of the field and immediately followed by the organization.
- Other responses that have not yet been made will be notified to the relevant parties for further discussion.
- A lot of feedback from stakeholders has contributed to changing the Company’s implementing plans and measures during operation, reducing costs and increasing the Company’s legal compliance level.






A part of the Bau Ca project - Quang Ngai




IDENTIFYING RELATED ISSUES

PDR identifies relevant fields based on:

- Real estate industry context.
- Stakeholder concerns.
- The issues reflect the impact of PDR on the economy, environment and society.

Stakeholders	Approach	Key concerns of the stakeholders	PDR's response
CUSTOMERS 	<ul style="list-style-type: none"> • Receive the information and problems through face-to-face meetings or via social networks, email info@phatdat.com.vn of the relevant receiving department. • Organize meetings with customers via sales events, customer loyalty events, customer conferences, etc. • Send information related to the Company's products and business policies directly to customers in writing. 	<ul style="list-style-type: none"> • Good price. • Quality and service. • Customer satisfaction level. • Efficiency and working methods of employees. • Product liability. • Sales policy. • Post sale policy. 	<ul style="list-style-type: none"> • Strictly comply with legal regulations in domestic and foreign markets; Reasonable and competitive pricing policy, ensure harmonious interests of customers and the Company. • Commitment to ensuring the highest quality and service provided to customers. • Each employees member must pay attention, listen and be ready to satisfy the legitimate requirements of customers during the interaction process. • Show gratitude to customers through organizing customer conferences, promotions and attractive after-sales policies. • Establish a mechanism to deal with customer complaints.
PARTNERS 	<ul style="list-style-type: none"> • Meet and discuss in person via meetings, receive and resolve the inquiries via email, phone or fax. • Participate in joint activities related to cooperation and development issues related to project investment, sustainable development with society and the community. • Record feedback and handle critical issues as quickly as possible. 	<ul style="list-style-type: none"> • Business results. • Collaboration and attitude. • Respect for mutual interests. • Effective cooperation • Safety, health and environment. • Information confidentiality 	<ul style="list-style-type: none"> • Select suppliers fairly based on quality profile, technical ability, past experience... • Do not disclose supplier's confidential information to their competitors. • Straightforward dialogue, promote the positive aspect, limit the negative aspect, aim to build a long-term, beneficial bilateral relationship for all parties.
SHAREHOLDERS AND INVESTORS 	<ul style="list-style-type: none"> • Meet in person monthly, quarterly and on demand. • Receive the problems and handle the inquiries via email, phone, fax, etc. • Organize the General Meetings of Shareholders, regular and extraordinary meetings. • Disclose the detailed financial statements on mass media according to regulations of the State Securities Commission and HOSE. • Attend the seminars, annual forums, construction industry fairs to share information. 	<ul style="list-style-type: none"> • The Company's Business results. • Status and performance of operations. • Development strategy. • Risk management. • Information transparency. • Information confidentiality. 	<ul style="list-style-type: none"> • Regularly organize public programs and conferences to help investors have a more comprehensive view of the Company's operations and development strategy in the next stages such as: periodically, organize annual and extraordinary meetings, customer conference programs, participate in meetings and discussions with domestic and foreign investors, etc. • The sharing and disclosure of information must be fair. The investment opportunities must be equal for all investors. • Do not arbitrarily disclose information of investors and shareholders without permission or the request of legal authorities.

Stakeholders	Approach	Key concerns of the stakeholders	PDR's response
EMPLOYEES 	<ul style="list-style-type: none"> Survey, listen, receive employees' opinions about the working environment, the policies on the Company's working regime, welfare, salary and bonus, culture, etc. directly and indirectly. Organize monthly dialogue and discussion programs with employees. Organize events, activities, team building on the substantial occasions such as establishment anniversary, holidays, etc. 	<ul style="list-style-type: none"> Company's remuneration policy. Promotion opportunities. Occupational safety. Work environment. Colleague relationship. Manager - workers relationship. 	<ul style="list-style-type: none"> Annually, the Company carries out a review of its salary, bonus and welfare policy for employees. Talent retention policy. Occupational Training and development programs for employees. Provide a code of conduct throughout the Company to build a strong culture. Regularly organize the internal activities to create a cohesive and healthy working environment for employees. Carry out the governance based on respect for employees, including employees' decisions, wishes, aspirations, freedoms and other legal rights.
COMMUNITY 	<ul style="list-style-type: none"> Participate in community programs of organizations and authorities. Publicize information on the enterprises' business activities through the official communication channels. 	<ul style="list-style-type: none"> Employment issues. Contribution to the community. Affection and responsibility to the community. The Company's direct and indirect impacts on the environment during its operation. 	<ul style="list-style-type: none"> Undertake to place the environment above development, minimize the impact on the environment in implementing and putting the large-scale projects into operation. Affirm the working spirit with all conscience and responsibility for environmental protection and the society and the nation growth. Continue to promote the implementation of sponsorship and benevolent programs, joining hands in building the community.
GOVERNMENT 	<ul style="list-style-type: none"> Participate in the seminars and conferences about real estate, construction and architecture organized by the ministries and sectors. Actively participate in the activities of the architecture, construction and project development associations. Publicize the tax information and report according to the current regulations. 	<ul style="list-style-type: none"> The Company's compliance with the laws. Difficulties encountered in implementing the policies and legal provisions. General market trends and industry trends. Investment and business activities in a responsible manner to customers, society and environment. 	<ul style="list-style-type: none"> Absolutely comply with the government's regulations, Vietnamese laws on economy, society and environment. Fulfill obligations to the State budget.

Stakeholders	Approach	Key concerns of the stakeholders	PDR's response
COMPETITORS 	<ul style="list-style-type: none"> Meet and share with competitors via the meetings organized by construction and real estate associations, or investor meetings in the real estate industry organized by HOSE Maintain a personal relationship between enterprise leaders and competitors. Synthesize the information about competitors via official media channels. 	<ul style="list-style-type: none"> Code of conduct with competitors. Fair competition. Compliance with antitrust and competition laws. 	<ul style="list-style-type: none"> Get along with the competitors in good faith and constantly learn from their successes. Do not defame or take actions to destroy the rival companies, and at the same time recognize their successes and respect their interests on the basis of "The best company is the winning company". Undertake a fair competition, not collude or engage in the activities affecting market prices, not accept the information that may be confidential about competitors. Flexibly respond to the fierce competition, stay consistently honest in doing business, place the quality, prestige and brand on top. Respect and comply with antitrust and competition laws and ensure the fair, free and open competition.
COMMUNICATION AGENCIES 	<ul style="list-style-type: none"> Send press releases and organize press conferences. Respond to the interviews with the press agencies on the mass media. Regularly update substantial information on the Company's website and social networks. Coordinate on television programs and publish information on official media and newspapers about the upcoming events. 	<ul style="list-style-type: none"> Business results. The Company's development strategy Accuracy of information. Proactiveness in providing information. 	<ul style="list-style-type: none"> Build good relationships with media, press and television agencies on the principles of equality, transparency and legality. The provided messages and information must be accurate, transparent, complete and objective to help the press have accurate information about the Company's operation. Calmly handle media incidents with a polite attitude and skillful and decent statements before any objections and accusations.
FINANCIAL INSTITUTIONS 	<ul style="list-style-type: none"> Meet and discuss in face-to-face meetings, emails, seminars on investment cooperation. Carefully develop plans to ensure cooperation between the parties. Manage risks and provide transparent and accurate information. Participate in common activities related to cooperation, development, project investment, sustainable development with the community and society. Record feedback and handle the substantial issues as quickly as possible. 	<ul style="list-style-type: none"> Business results. Status and performance of operations. Development strategy and orientation. Ability, attitude and effectiveness of cooperation. Respect of the stakeholders' interests. Safety, health and environment. Risk management. Information transparency. Information confidentiality. 	<ul style="list-style-type: none"> Undertake information transparency and provide information timely and regularly. Develop and closely implement the financial control risk management plans, create a stable and sustainable capital flow, ensure steady growth over the years. Do not disclose confidential information of stakeholders. Respect for the parties' interests to ensure the alignment of interests in cooperation and investment.

COMMITMENTS

PDR respects the relationship with all stakeholders, which is one of the bases for stable and sustainable development opportunities. The company develops and implements detailed and realistic commitments to demonstrate this perspective.

COMMITMENT TO EMPLOYEES

- To set the goal of becoming a member of Top 100 enterprises with the best working environment in Vietnam, PDR considers people as a critical factor in the development process. Therefore, PDR not only ensures the full implementation of welfare regimes for employees according to the State's regulations but also has its own policies on remuneration to create a united, friendly and comfortable working environment with a healthy competition spirit.
- To keep improving employee income and maintain it at a competitive level compared to the common ground, ensure transparency and alignment with the labor market and business activities. Policies on salary, bonus, remuneration, commendation, etc., are implemented fairly, clearly and satisfactorily with each individual's efforts and contributions to PDR.
- To oppose all forms of forced labor, commit to ensuring maximum benefits for employees under the framework of Vietnamese law, international practices and PDR's specific conditions and capabilities.
- In all situations, PDR is always straightforward and sincere, respecting individual differences, ready to listen, share, and keep commitments with employees to maximize collective strength.

COMMITMENT TO PARTNERS, SHAREHOLDERS AND CUSTOMERS

- Considering customer satisfaction as one of the elements to measure the Company's value, PDR upholds the protection of customers' interests to respect and maintain the commitments to customers.
- To strictly comply with legal provisions, ensure the harmony of interests for stakeholders in all activities and always actively promote good relationships between the parties.
- To undertake to secure the information about people reporting and giving suggestions, strictly prohibiting all retaliation for criticism or reporting; and to make high appreciation on all goodwill contributions and feedback from partners, suppliers and customers. PDR has a department in charge of receiving the relevant parties' comments and ensuring that it will handle and respond promptly following the Company's standards and Vietnamese laws.

COMMITMENT TO THE COMMUNITY AND SOCIETY

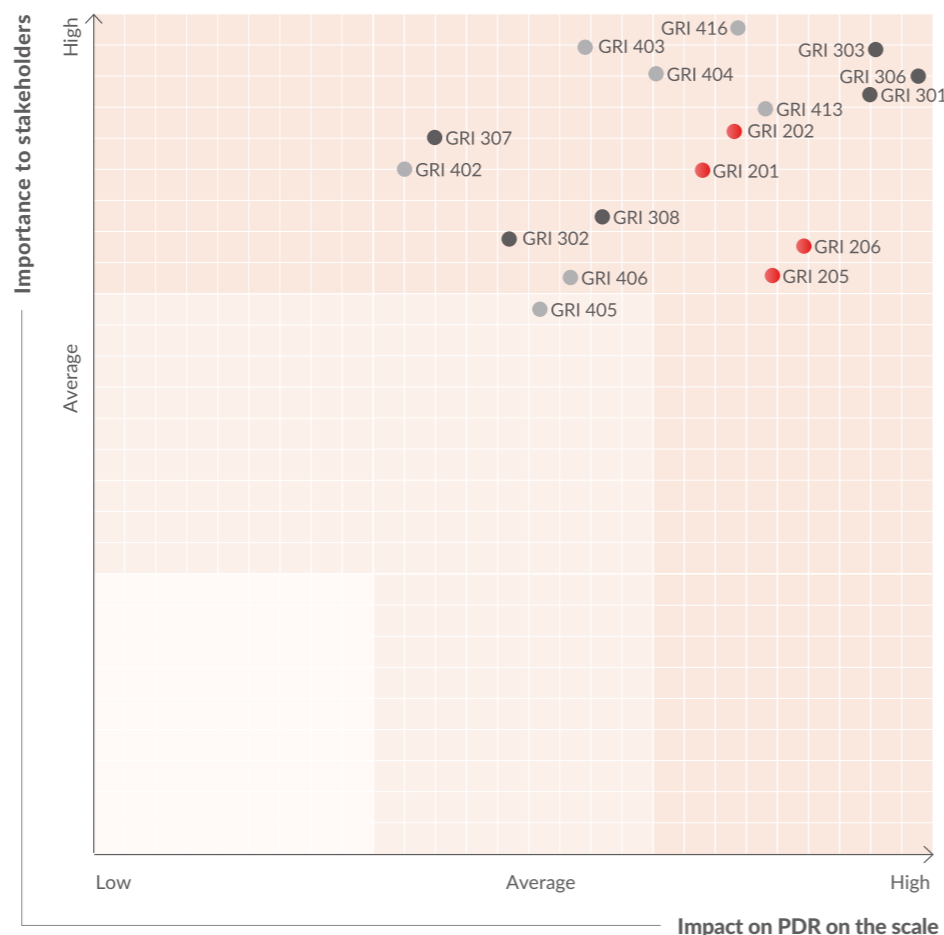
- To consider the local development strategy and goals as the basis for the project development. Accordingly, the projects will serve the practical needs of customers, the market and the local community during progressive development.
- To appreciate the harmony of economic - welfare - cultural interests when creating the projects. Accordingly, PDR selects proper models, planning, infrastructure, architecture, etc. The project can increase the convenience for people, contribute to socio-economic motivation, and create conditions for residents to build a civilized and progressive lifestyle.
- To maximize efforts to limit the adverse impacts on the environment and community in all project investment and development activities. PDR's projects are all developed to contribute to building a modern, cultural and excellent appearance for Vietnamese cities, improving the quality of life for residents and adorning the general beauty of the social environment.
- To undertake the sustainable development orientation with all responsibilities and business ethics of an enterprise, promoting operational productivity and business values in the highest correlation with the good communal and social development.
- To interest in and support local activities to develop the spiritual, cultural and aesthetic life by embellishing the local heritage.
- To effectively implement the corporate humanitarian and CSR activities, make all efforts to contribute and create positive change. PDR's humanitarian and social activities are mainly focused on their depth value and long-term effectiveness to ensure the highest efficiency and the most practical impact for the communities in need.



MATERIALITY MATRIX PDR'S 17 MATERIAL TOPICS

Materiality Analysis is conducted through meetings of the leadership and the department/division managers and agreed on by consensus. Results are presented on PDR's 2021 Materiality matrix.

With a corporate governance model according to the international standards, including IFC's corporate governance rules and GRI's international standards for sustainable development, PDR's leadership is deeply aware of the growing responsibility for Stakeholders, especially investors and shareholders – the Company's substantial capital source contributor. In order to assess the synergies between PDR and stakeholders, the Company has established an analysis matrix of **17 material topics** under 3 scopes: Economic efficiency - Environmental protection - Social development.



● **Economic efficiency**

- GRI 201 Economic performance
- GRI 204 Procurement practices
- GRI 205 Anti-corruption

● **Environmental Protection**

- GRI 301 Materials
- GRI 302 Energy
- GRI 303 Water and effluents
- GRI 305 Emissions
- GRI 307 Environmental compliance

● **Social Development**

- GRI 402 Labor/Management Relations
- GRI 403 Occupational health and safety
- GRI 404 Education and training
- GRI 405 Diversity and equal opportunity
- GRI 406 Non-discrimination
- GRI 415 Public policy
- GRI 416 Customer health and safety
- GRI 418 Customer privacy

MATERIALITY ANALYSIS



In 2021, PDR continued developing under the New Era strategy with a total direct economic value of VND 3,620.22 billion, mainly from projects' sales revenue and other incomes.

In addition, PDR paid VND 545.22 billion to the State budget, accounted for 27% of the distributed economic value compared to VND 319,97 billion or 12% of 2020. Besides, retained economic value reached VND 1.860,72 billion, up 52% over the same period.

GRI 200 ECONOMIC EFFICIENCY

GRI 201 ECONOMIC PERFORMANCE

In the economic field, the Company forms the information based on the direct economic value generated and distributed (EVG&D) on an accruals basis. At the same time, the management of sustainable economic growth is the basic foundation. Thus, the Company can increase its presence in most fields through practical contributions to the State budget and social community, ensure the rights and fair treatment of investors and shareholders, improve employees' working efficiency, provide real estate products with outstanding quality, and increase living values to customers.

Unit: Billion VND

DIRECT ECONOMIC VALUE GENERATED	
Net Revenue	3,620.22
Revenue from financial activities	6.74
Other income	7.19
	3,634.16
ECONOMIC VALUE DISTRIBUTED	
Cost of goods sold and services provided	856.77
Financial expenses	163.34
Selling expenses	18.01
General and administrative expenses	220.93
Other expenses	30.65
Tax expense	483.75
	1,773.44
ECONOMIC VALUE RETAINED	
	1,860.72

GRI 204 PROCUREMENT PRACTICES

The complicated covid-19 epidemic worldwide and in Vietnam has seriously affected the enterprises that supply materials, equipment, machines and construction workforce for the real estate industry. PDR has made significant adjustments to its procurement practices that are flexible and appropriate to the situation. This is also a way to support small and medium enterprises and the local workforce while ensuring the high quality and economic efficiency of contractor packages.

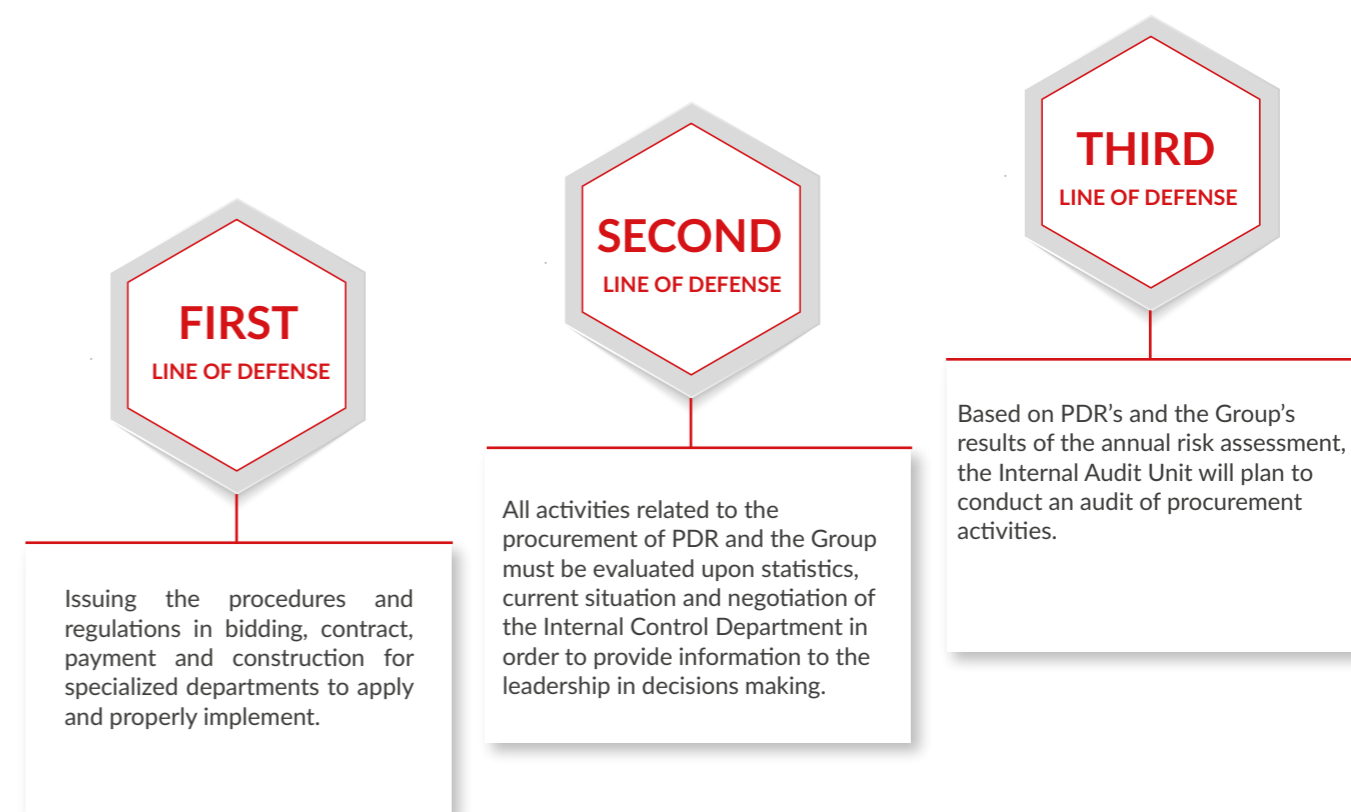
- 100% of construction contractors are domestic ones who undertake to prioritize the use of unskilled labor in the locality.
- 95% of design consultants and design firms are domestic ones. The foreign design consultants only account for 5% but are responsible for substantial design items such as master planning, architectural design, interior, landscape, lighting, etc., to ensure that:
 - The project is designed by a world-class famous and experienced architect.
 - Urban planning designs are in line with secular trends, sustainable development and creating a perfect living space.
 - Design solutions harmonize between cutting-edge trends and the local culture.
 - Unique, dynamic, creative and luxurious architectural design.
- As per our policy of promoting domestic development, 85% of materials are either domestically manufactured or provided by domestic suppliers.

GRI 205 ANTI-CORRUPTION

PDR has identified substantial risks related to corruption in the following activities:

- Site clearance and compensation.
- Bidding to select service providers and construction contractors.
- Managing the contractors in providing services and construction.
- Distributing the company's products to customers.

From this assessment, PDR can determine the management and prevention process through 3 lines of defense:



PDR conducts communication and training on anti-corruption policies and procedures for all employees. PDR provided clear specific anti-corruption terms in the contract with suppliers, construction contractors and consultants, and any violations will result in fines or contract termination.

Thanks to the above activities, there was no corruption cases in PDR in 2021.

GRI 300 ENVIRONMENT PROTECTION

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

To minimize such impacts, during the construction process, besides choosing prestigious contractors and partners who have stringent control over the management system, PDR's technical department continuously researches and seeks new materials and construction technology to effectively and adequately conform to international trends on green constructions.

Due to the specificity and different progress of projects, PDR will only provide data on environmental criteria for each project, and it is anticipated that future data consolidation will be studied.

GRI 301 MATERIALS

PDR's technical department is constantly surveying and researching the new construction materials and technologies and applying the changes selectively and effectively under the world's general trend on green buildings. Typically mentioned:

- Regarding construction material, PDR prioritizes the use of environmentally friendly and locally available materials, which includes and are not limited to bricks, technical equipment, technical pipelines, etc., to gradually replace imports and reduce carbon footprint.
- Use light brick materials and unbaked bricks to replace traditional baked bricks, which are responsible for high carbon footprint. This replacement brings higher environmental efficiency while ensuring structural safety.
- Use flooring made from artificial wood, laminate wood, MDF, plywood, sawdust and other alternatives as substitutes for natural wood. These materials are less prone to warping and resistant to water and abrasion. Moreover, they are aesthetically appealing and cost-efficient. At the same time, certain types of wood flooring from bamboo are also selected for some projects, which are durable, light, easily renewable and environmentally friendly.

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 artificial wood (apartment flooring) to natural wood	%	100	100	100
Ratio of use of LED in replacement of fluorescent and compact bulbs	%	90	95	100

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

Volume of alternative materials used for construction in one project

No.	Type of materials	Unit	Volume
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

Types of fuels and chemicals for construction in one project

No.	Type of fuel and chemicals	A/C Unit	Volume
1	Gasoline	liter	120
2	Additives	kg	18,345
3	Water-proofing chemical	kg	6,845

GRI 302 ENERGY

PDR proactively controls the operating time and uses new equipment with high efficiency to limit energy loss, such as the use of solar energy systems, low-power LEDs and smart control solutions in the apartment. Despite being capital demanding initially, these advanced technologies reduce operating costs and pressure on the environment in the long run.



ASTRAL CITY PROJECT

Forecast of total maximum power supply of one project

No.	Description	Data	A/C UNIT	Quota as per norm	Calculated quota	A/C UNIT	Total load (W)
1	Electricity quota for apartment section	3,838	Person	800	2000	W/person	7,676,000
2	Electricity quota for commercial section	20,460	m ²	30	136.5	W/m ²	2,792,790
3	Load of public transport and green area	7,850	m ²		5	W/m ²	39,250
4	Total capacity						10,508,040
5	Total transformer load (kVA) - Cos ψ 0,8						13,135,050

Reduction of electricity consumption for years at the projects

No.	Description	Data	A/C UNIT	Quota as per norm	Calculated quota	A/C UNIT	Total load (W)
YEAR 1 (REDUCTION OF ABOUT 10%)							
1	Electricity quota for apartment section	3,838	Person	800	1,818	W/person	6,978,182
2	Electricity quota for commercial section	20,460	m ²	30	124	W/m ²	2,538,900
3	Load of public transport and green area	7,850		50	5	%	432,595
4	Total capacity						9,949,676
5	Total transformer load (kVA) - Cos ψ 0,8						12,437,096

YEAR 2 (REDUCTION OF ABOUT 8%)

1	Electricity quota for apartment section	3,838	Person	800	1,684	W/person	6,461,279
2	Electricity quota for commercial section	137	m ²	30	115	W/m ²	15,684
3	Load of public transport and green area			50	4	%	272,599
4	Total capacity						6,749,563
5	Total transformer load (kVA) - Cos ψ 0,8						8,436,953

YEAR 3 (REDUCTION OF ABOUT 5%)

1	Electricity quota for apartment section	3,838	Person	800	1,603	W/person	6,153,599
2	Electricity quota for commercial section	137	m ²	30	109	W/m ²	14,937
3	Load of public transport and green area			50	4	%	247,256
4	Total capacity						6,415,792
5	Total transformer load (kVA) - Cos ψ 0,8						8,019,740

GRI 303 WATER

Water supply and how to save water

- Use clean water from local water supply plants with appropriated capacity for each specific project.
- In technical design, PDR uses sensor water taps, taps with an air-mixing mode in the discharge process, dual-flush toilets, high-capacity automatic washing machines, etc., for optimal 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, harvest rainwater, and recycle wastewater treated by environmentally accredited systems at project sites for watering (on average, the amount of recycled water is approximately 300 m3 per project).
- Use electronic devices to control water consumption and detect losses and incidents for timely measures.

Calculation standards

- Water demand for the project is calculated according to Vietnam Construction Code QCXDVN 01:2008/BXD

QCXDVN 01:2008/BXD



ASTRAL CITY PROJECT

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 apartment section	200	liter/person	3,838	Person	768
2	Water for public section	5	l/m ²	20,460	m ²	102
3	Water for education section	100	children	192	m ²	19
4	Water for street sweepers	0.5	liter/m ²	4,609	m ²	2
5	Water for garden flowering	3	liter/m ²	3,246	m ²	10
6	Loss and leakage water	15	%			135
4	Total					1,036
5	Provision (leak)	< 20	%			207
Total water demand					1,244	1,244

GRI 305 EMISSIONS

Each newly implemented project is planned in a methodical, scientific and synchronous manner in environmental protection design, maximizing the natural strengths by embellishing and promoting the advantages of available space. When projects are put into operation, the environmental quality is strictly monitored to ensure living space for residents and the local communities.



ZONE 4 AND ZONE 9, NHON HOI ECOTOURISM CITY

Monitoring the quality of emission at the source:	Environmental monitoring of waste water quality:	Monitoring domestic solid waste and hazardous waste
<ul style="list-style-type: none"> • 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 generators. • 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 electricity generators for apartment buildings, etc. • 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 standards: <ul style="list-style-type: none"> _ QCVN 19:2009/BTNMT - National technical regulation on industrial gas emission - dust and non-organic substances. (column B, Kp = 0.9; Kv = 0.6). _ QCVN 26:2010/BTNMT - National technical regulation on noise. 	<ul style="list-style-type: none"> • Monitoring position: <ul style="list-style-type: none"> _ 1 position in front of the wastewater treatment system. _ 1 position behind the wastewater treatment system. _ 1 position at the manhole connecting with the shared sewer. • Monitoring indicators: pH, BOD₅, TSS, total dissolved solids, Sulphide (calculated by H₂S), Nitrate (calculated by N), Ammonium (calculated by N), animal and vegetable fats and oils, total surfactants, Phosphate, Coliform. • Monitoring frequency: every 3 months and at the request of state management agencies. • Comparative standards: QCVN 14:2008/BTNMT - National technical regulation on domestic wastewater quality (column B; K=1). • Continuous automatic monitoring of wastewater for post-treated wastewater with a discharge scale of 1,000 m³/round day or more. 	<ul style="list-style-type: none"> • Scope of monitoring: Monitoring the storage of waste, its composition, volume and contracting vendors. • Monitoring frequency: every 6 months and when requested by regulatory authorities. • Apply: <ul style="list-style-type: none"> • Circular No. 36/2015/TT- BTNMT dated 30 June 2015 of the Ministry of Natural Resources and Environment on the management of hazardous waste. • 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 20 December 2008 of the Municipal People's Committee. <p>The estimated environmental monitoring cost when the project enters an optimal stage in operations is reported at about VND20 million per cycle.</p>



A part of Astral City



A part of Astral City

ASTRAL CITY PROJECT

Monitoring the air quality	Monitoring the emission at the source	Environmental monitoring of waste water quality:	Monitoring domestic solid waste and hazardous waste
<ul style="list-style-type: none"> • Monitoring positions: <ul style="list-style-type: none"> - 01 point at the entrance 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 standards: <ul style="list-style-type: none"> - QCVN 05:2013/BTNMT - National technical regulation on ambient air quality. - QCVN 26:2010/BTNMT - National technical regulation on noise. 	<ul style="list-style-type: none"> • 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 electricity generators 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: <ul style="list-style-type: none"> - QCVN 19:2009/ BTNMT- National technical regulation on industrial emissions for dust and inorganic substances (column B, Kp = 0.9; Kv = 0.6). - QCVN 26:2010/BTNMT - National technical regulation on noise. 	<ul style="list-style-type: none"> • 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, sulphur (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 standards: <ul style="list-style-type: none"> - QCVN 14:2008/BTNMT - National technical regulation on domestic wastewater quality. (column B; K = 1). 	<ul style="list-style-type: none"> • Hazardous waste: <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - Monitoring locations: 04 points in the solid waste storage area; - Monitoring frequency: Daily. - Gathering done by: Responsible entities. - Applicable standards: Decree No. 38/2015/ND-CP - Decree on waste and scrap management; Decree No. 40/2019/ND-CP dated 13 May 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.

GRI 400 SOCIAL DEVELOPMENT

GRI 402 LABOR/MANAGEMENT RELATIONS

- Ensure compliance with the Collective Labor Agreement, labor law and other legal regulations related to labor.
- Create favorable conditions for the activities of the Trade Union.
- Fully organize periodical dialogues and conferences for employees in accordance with the Regulations.
- Create conditions for employees to understand the orientation, goals, plans, operation situation and regulations of the Company.
- Encourage employees to comment on issues related to the Company's operations and employees' interests.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

In 2021, PDR recorded no work-related accidents. To prevent and promptly support employees in occupational health and safety issues, PDR has implemented the following activities:

- Payment of social insurance, health insurance and unemployment insurance and accompanied conditions for employees to enjoy the insurance regimes in accordance with the law.
- Accident insurance for all employees and health insurance for managers.
- Strict compliance with legal provisions on working safety and hygiene.

GRI 404 EDUCATION AND TRAINING

PDR promotes an environment of constant learning and improving both professional capabilities and soft skills by organizing many courses with the leading experts.

GRI 405 DIVERSITY OF EQUAL OPPORTUNITY GRI 406 NON-DISCRIMINATION

PDR actively creates a working environment that is equal in opportunity and diverse in age, gender and education level. The Company aims to develop abundant human resources with professional qualifications and suitable for PDR's culture and multi-disciplinary real estate development orientation.

GRI 408 CHILD LABOR & GRI 409 FORCED OR COMPULSORY LABOR

PDR's business activities uphold human rights, thereby never employing children nor using forced or compulsory elements.

GRI 415 PUBLIC POLICY

PDR does not participate in any political contributions. Instead, PDR focuses on adding value to the overall economic development of the locality by creating top quality buildings, providing jobs for local people and contributing to the State budget.

GRI 416 CUSTOMER SAFETY AND HEALTH

The health and safety of our customers have always been a top priority for PDR's business. That is why PDR is constantly improving the quality of apartment construction as well as management services, ensuring the living environment of residents and customers is always in good condition, safe and healthy for the community.

Our projects always fully meet the requirements of fire safety and special needs for disabled people, such as parking areas, elevators, etc., and have rules or regulations related to users' health. Safety instructions and warnings are always designed following standards.

GRI 418 CUSTOMER PRIVACY

Customers' personal information is confidential in accordance with the Company's information protection policy and provisions of the Law on Protection of Consumer Rights.

The Company undertakes not to use, transfer, disclose or provide any third party with customer's personal information without the consent of the Company or the Customers. In the event of information leakage leading to the loss of customer data, the Company will be responsible for notifying the incident to the competent authorities to promptly handle and notify the Customer. The Company upholds absolute confidentiality of all customer transaction information when doing business with the Company.

GREEN CAPITAL MARKET OPERATIONS

Realizing the importance of the green capital market in community development, PDR continues researching and exploring the green capital market for the second year. The growth roadmap of the green capital market includes the following steps:

- 1 Developing a green roadmap:**
 - Identifying the growth and development goals.
 - Identifying and checking the current green growth plan (if any).
 - Assessing the economic, social, environmental, political, institutional, policy, legal and regulatory conditions and impacts on the green growth.
- 2 Evaluating by industry:**
 - Assessing the potential/need by sector for green growth to achieve the economic and development goals.
 - Prioritizing investment by industry.
 - Evaluating the consequences of priority sectors.
- 3 Preparing policy:**
 - Identifying the ecological standards and requirements.
 - Identifying the certified reports and verification methods: Industry, ecological area (such as water, agricultural waste, etc.).
 - Identifying penalties for non-compliance.
- 4 Funding:**
 - Providing the funding options
 - Tax assessment.
 - Allocation between the private and public sectors.
- 5 Implementing policy:**
 - Implementing it realistically and effectively.

In 2021, PDR's financial health was positively evaluated by Fitch Ratings - the world's leading credit rating agency, with a 'B' for an outlook stable. PDR is assessed with healthy financial ratios and strong growth in the Vietnamese market. According to Fitch Ratings, with improved net capital flow and low debt ratios in the medium term, PDR can fully exploit more external capital sources for business expansion.

DECLARATION OF ACCURACY AND HONESTY OF THE ANNUAL REPORT 2021

PDR pledges that the content of AR 2021, which is integrated with the Company's sustainable report, has been prepared in full compliance with Appendix 04 of Circular No. 155/2015/TT-BTC.

PDR chooses to apply a governance model consistent with the provisions of the Enterprise Law, the Government's decree on corporate governance and the following international standards:

- OECD
- ASEAN Scorecard
- VNSI

The Sustainability report is prepared in conformity with the Global Reporting Initiative (GRI) Standards.



The corporate governance principles of the Organization for Economic Co-operation and Development (OECD)

ACMF

The ASEAN Corporate Governance Scorecard



The Sustainability report is prepared in conformity with the GRI Standards.

For information on corporate governance, business management, business strategy and financial situation, PDR commits that

- The contents presented in the 2021 Annual Report comply with regulations on information disclosure of relevant authorities and international practices.
- The information and data presented in the 2021 annual report are consistent with the 2021 financial statements audited by Ernst & Young Vietnam Co., Ltd.

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

Ms. Tran Thi Huong

Non-executive Vice Chairwoman – The person in charge of information disclosure

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PDR has chosen the spirit of “**rebirth**” and **self-development** as corporate characteristics. Therefore, this spirit must be instilled thoroughly and vigorously from the organizational to the individual levels.

In 2022, PDR needs a comprehensive and robust restructuring effort to create new vitality. Only then will PDR be able to maintain the initiative and successfully conquer outstanding goals.