

No.: 03/TTr-2023

HCMC, June 30th, 2023

DRAFT

PROPOSAL

AT THE 2023 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Re.: Approving 2023 business plan and 2023 profit distribution plan;
Board remuneration policies in 2023**

**To: GENERAL MEETING OF SHAREHOLDERS
PHAT DAT REAL ESTATE DEVELOPMENT CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Circular No. 116/2020/TT-BTC providing guidance on corporate governance of public companies;
- Pursuant to the Charter of Phat Dat Real Estate Development Corporation;
- Pursuant to the Meeting Minutes of the Board Meeting dated June 2, 2023;

The Board of Directors respectfully submits to the General Meeting of Shareholders (“GSM”) the 2023 Business Plan, 2023 Profit distribution plan and Board remuneration policies in 2023 for consideration and approval. Details are as follows:

I. 2023 Business plan and targets:

1. Targets:

- Revenue : **2,800 billion VND**

(The target revenue includes financial incomes and incomes from transfers of shares of Subsidiaries/Affiliates).

- Profit before tax : **850 billion VND**

- Profit after tax : **680 billion VND**

2. The GSM authorizes the BOD to:

- Review and revise the business targets and strategic directions for 2023 following the real estate market conditions and the Company's operations.
- Establish committees and subcommittees under the BOD to serve the investment and business strategies of the Company.

3. The GSM approves:

- The BOD may authorize the BOD Chairman to perform necessary tasks within the scope of the aforementioned authorization.
- To authorize the BOD Chairman to sign Resolutions/Announcement/Documents related to the aforementioned authorization of the GSM and the BOD.

II. 2023 profit distribution plan and Board remuneration policies in 2023:

1. Distribution plan for profit after tax (PAT) of 2023 and previous years:
 - a. Target profit before tax : 850 billion VND
 - b. Target profit after tax : 680 billion VND
 - c. PAT distribution plan:
 - ↻ Allocation for Investment & Development Fund : a maximum of 3% of PAT
 - ↻ Allocation for Bonus and Welfare Fund : a maximum of 3% of PAT
 - ↻ Dividend payment : a minimum of 15% of charter capital
(Tapping from the cumulative PAT as at December 31, 2023)
 - d. Authorization to the BOD to review and decide:
 - + Dates of interim (if any) and final dividend payments.
 - + Implementation of the procedures related to dividend payments to shareholders as regulated by laws and the Company's Charter.
2. Board remuneration and bonus policy:
 - Remuneration and bonus for the BOD: a maximum of 1% of 2023 PAT.
(The remuneration includes the operational expenses of the committees and subcommittees appointed by the BOD).
 - Bonus for the BOD when the Company achieves 2023's business plan and targets: a maximum of 0.5% of 2023 PAT.
 - Authorize the BOD to allocate the monthly remuneration and bonus (if any) to the Board Members and decide the operational expenses for the committees and subcommittees appointed by the BOD.

Respectfully.

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

Recipients:

- As stated above.
- Archives.

(Signed and stamped)

Attachments:

Voting Ballot

NGUYEN VAN DAT