



## **2020'S REPORT OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

In 2020, the Board of Directors had a total of 9 members, including 3 independent members. All members of the BOD actively participated in planning, compliance management, strategic review and ensuring corporate governance practices.

In the same year, PDR also separated the CEO and Chairman positions to comply with regulations on Corporate Governance.

### **1. ORGANIZING BOARD MEETINGS**

- The BOD meetings were held with detailed agendas and well-prepared documents in accordance with corporate standards. All agenda items were carefully and thoroughly discussed, reviewed and assessed to provide the best solutions and directions for the Company.
- All issues related to business and finance strategy, corporate culture, management system, etc., were discussed and rigorously monitored by both the BOD and BOM. The execution process included a clear decentralization of power, immediate risk analysis and identification to ensure stability, safety and compliance with the law as well as to achieve the targets set by the BOD and the AGM.
- All investments in new strategies were under independent research with scientific bases and reviewed by both the BOD and the BOM.

### **2. SUPERVISION ON THE CEO AND OTHER MEMBERS OF THE BOM**

- In general, the BOD did a good job at supervising the BOM, keeping the company's operations on the right track to follow the strategic direction and adapt to practical situations.
- BOD members who were also in the BOM fully attended both regular and impromptu meetings of the BOM. BOM's decisions were always analyzed, reviewed and consulted by the BOD to find solutions that best serve the Company. Thus, members of the BOD were always promptly updated on the Company's operations and real-time requirements.

- Members of the BOD actively identified their supporting roles and responsibilities to the BOM. The BOD also conducted many sessions for experience sharing, management training and interacting with the BOM and middle-level managers.
- The BOD was particularly interested in risk management solutions in order to assist the executive board in early problem detection and help maintain the company's sustainability and stability as well as secure investors' benefits.

### **3. GENERAL ASSESSMENT ON THE BOD PERFORMANCE**

- Under the action plan of the BOD, all related activities in 2020 strictly followed the AGM's Resolutions and the Company's Charter, Regulations and good practices of Corporate Governance.
- All BOD members had a deep sense of responsibility and high professionalism. Therefore, their tasks in protecting the Company's benefits were clearly assigned and duly performed.
- The BOD proposed many effective and timely solutions to help the BOM overcome a number of challenges in operation, performing supervision and control to ensure absolute compliance with the law.
- The BOD governed and led the Company to achieve all growth and profit targets in 2020, fulfill obligations to contribute to the State budget and bring maximum benefits to shareholders and stable income to all employees. The BOD joined the BOM in implementing activities to foster corporate culture. Through innovative methods, the BOD successfully performed their accompanying roles in building sustainable values for the Company as stated in the 2019-2023 strategy.

***HCMC, 5<sup>th</sup> March 2021***

***Independent Member  
of the BOD***

***(Signed)***

***Khuong Van Muoi***

***Independent Member  
of the BOD***

***(Signed)***

***Tran Trong Gia Vinh***

***Independent Member  
of the BOD***

***(Signed)***

***Le Minh Dung***