

No.: 05/TT-2022

HCMC, 26th March 2022

DRAFT

PROPOSAL

TO THE 2022 ANNUAL GENERAL MEETING OF SHAREHOLDERS

***Re.: Approving 2022 profit distribution plan
and the Board remuneration policy in 2022***

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Charter of Phat Dat Real Estate Development Corporation;
- Pursuant to the Meeting Minutes of the Board Meeting dated 28th February 2022;

The Board of Director (BOD) would like to submit to the General Meeting of Shareholders for consideration and approval of the 2022 profit distribution plan and remuneration policy of the BOD and the Management Team as follows:

1. Distribution plan for 2022 profit after tax (PAT):
 - a. Target profit before tax : VND 3,635 billion
 - b. Target profit after tax : VND 2,908 billion
 - c. Distribution plan for 2021 profit after tax :
 - ✦ 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 93% of PAT
 - d. Authorization to the BOD to review and decide:
 - + Dividend payout ratio in cash or in shares.
 - + 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 0.5% of 2022 PAT. (The remuneration includes the operational expenses of the committees and subcommittees appointed by the BOD).
 - Bonus for the BOD when the Company achieves 2022’s business plan and targets: a maximum of 0.5% of 2022 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;
- Company archives

Attachments:

- Voting Ballot

NGUYEN VAN DAT