



ORGANIZATION AND HUMAN RESOURCES

OVERVIEW OF WORKFORCE

THE TOTAL EMPLOYEES

The total employees of Hoa Sen Group develop with the scale and growth of the Group year by year. At September 30th 2017, the total number of employees of Hoa Sen Group was 8,200.

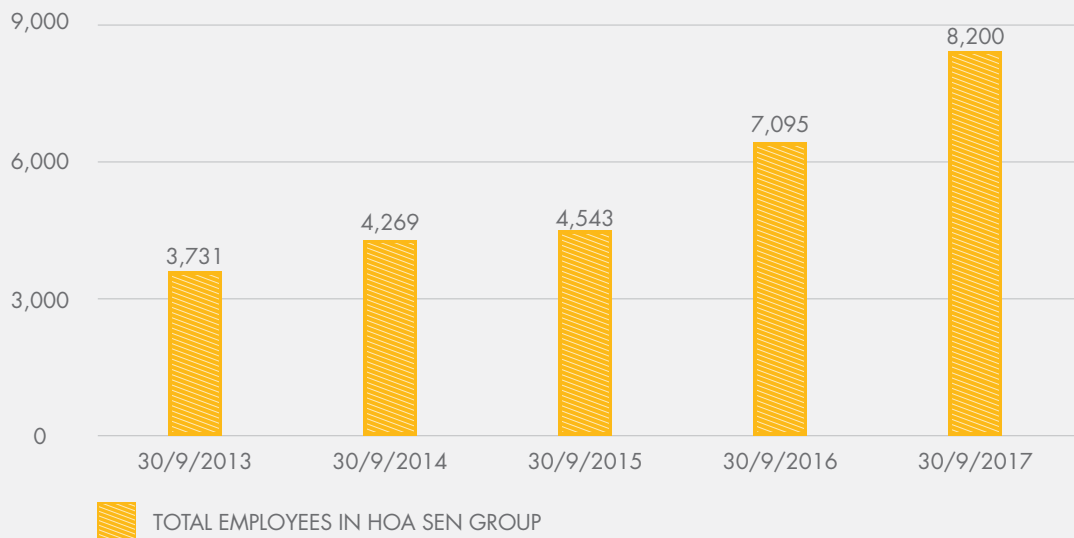


TOTAL EMPLOYEES OF HOA SEN GROUP

8,200



CHART OF TOTAL EMPLOYEES OF HOA SEN GROUP IN 5 FISCAL YEARS



STRUCTURE BY EDUCATION IN FISCAL YEAR 2016 - 2017

Chart of structure by education at September 30th 2017

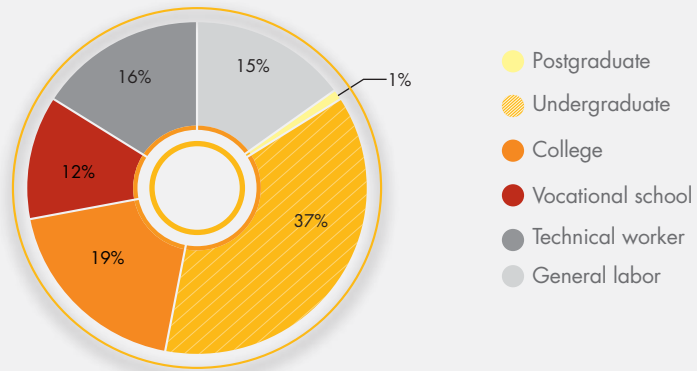
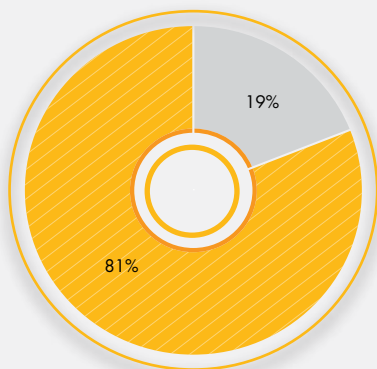
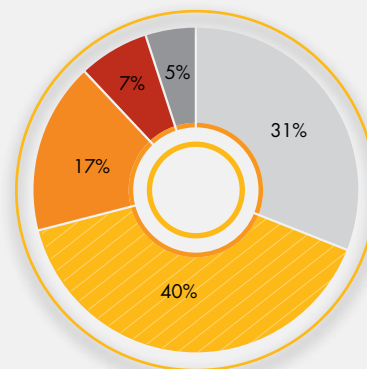


CHART OF STRUCTURE BY GENDER AND AGE IN THE FISCAL YEAR 2016 - 2017



- Female
- Male

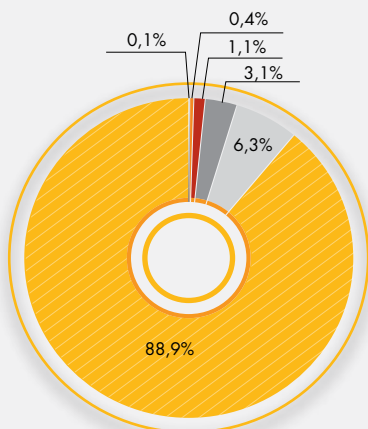
Chart of structure by gender of Hoa Sen Group at September 30th 2017



- Under 25
- 25 - under 30
- 30 - under 35
- 35 - under 40
- From and above 40

Chart of structure by age of Hoa Sen Group at September 30th 2017

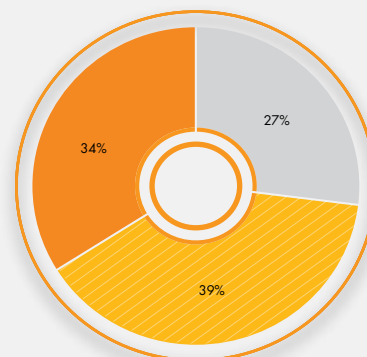
CHART OF STRUCTURE BY MANAGEMENT LEVELS



- Leader, Director
- Top-level Manager
- Upper Middle-level Manager
- Middle-level Manager
- Lower-level Manager
- Specialist - Staff

Chart of structure by management levels of Hoa Sen Group at September 30th 2017

CHART OF STRUCTURE BY FUNCTIONS



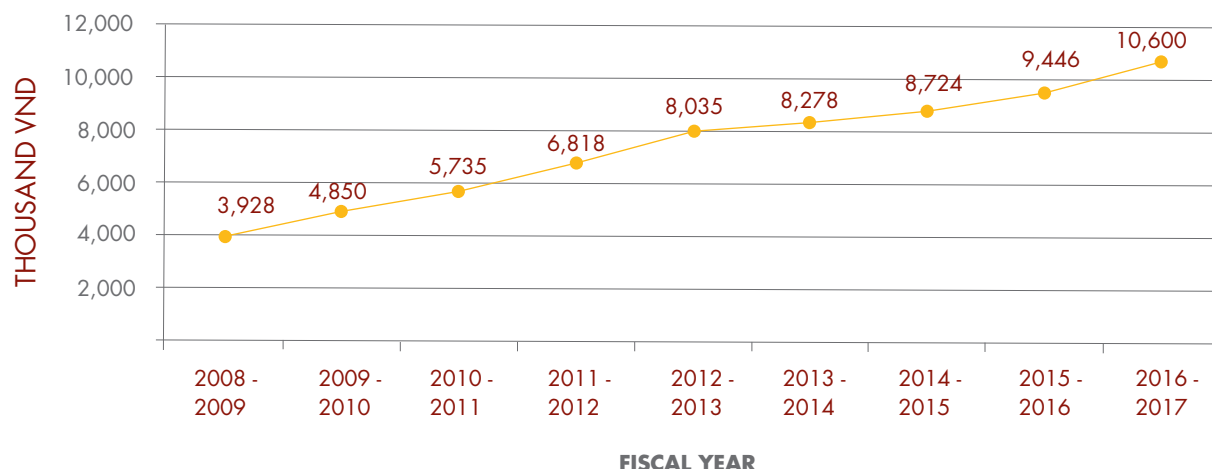
- Sales employees
- Production employees
- Office employees

Chart of structure by functions of Hoa Sen Group at September 30th 2017

THE EMPLOYEE'S INCOMES

In the fiscal year 2016 - 2017, Hoa Sen Group applied flexible salary policy to suit the production plan, while ensuring the income of employees by volume, income and profit. Employees' allowances including fuel, housing, transportation, phone expense, maternity, etc. were maintained the same as the previous year. These allowances were added to monthly incomes which help employees work comfortably.

THE AVERAGE INCOMES OF EMPLOYEES IN THE FISCAL YEARS



RECRUITMENT

In the fiscal year 2016 - 2017, Hoa Sen Group continues to maintain and promote the policy of recruiting, building and attracting high quality human resources under the direction of the Group's Chairman of the Board of Directors and Board of Management.

- During the fiscal year 2016 - 2017, Hoa Sen Group welcomed thousands of candidates applying for many positions of the Group. Through strict and professional direct interviews with all candidates, the number of new employees employed in the Group reached 2,000 employees, including 497 employees working at Hoa Sen Group, the others currently working at subsidiaries / factories of the Group.

- Maintaining online jobs posting and candidates' profile

viewing such as Vietnamworks.com, CareerBuilder.vn, Timviecnhanh.com.

- Hoa Sen Group's recruiting brand has been strengthened continuously with the implementation of the "Recruiting Talent" series through the "Career Day" and "Career Workshop" programs by linking with reputable universities with information dissemination activities to recruit personnel for distribution system and new projects of the Group. In the fiscal year 2016 - 2017, Hoa Sen Group held more than 30 "Job Fair" and "Career Workshop" at universities, colleges across the country. Outstanding activities carried out in the fiscal year are as follows:

• **HO CHI MINH CITY REPRESENTATIVE OFFICE**

Participating the "Job Fair" and "Career Workshop" at 05 universities such as: Ho Chi Minh City University of Technology, University of Economics - Law, International University of Vietnam National University, Ho Chi Minh City Foreign Trade University, Ho Chi Minh City University of Economics.

• **HOA SEN NORTH EXECUTIVE OFFICE:**

Participating the "Job Fair" and "Career Workshop" at 9 universities and colleges: Hanoi University of Industry; University of Foreign Languages - Hanoi National University; University of Vinh - Nghe An; Sao Do University - Hai Duong; Viet Tri Industrial University - Phu Tho; Hong Duc University - Thanh Hoa; Vinh Phuc Economics - Technical College; University of Economics and Business Administration - Thai Nguyen University; University of Finance and Business Administration - Hung Yen.

• **HOA SEN CENTRAL EXECUTIVE OFFICE:**

Participating the "Job Fair" and "Career Workshop" at 8 universities and colleges: Quy Nhon University; Tuy Hoa Industrial College; Tay Nguyen University; Nha Trang University; Binh Dinh Vocational College; Quang Ngai University of Finance and Accounting; Institute of Finance - Bank of Phu Yen; Central University of Construction.

• **HOA SEN SOUTH EXECUTIVE OFFICE:**

Participating the "Job Fair" and "Career Workshop" at 10 universities and colleges: Dong Nai University; Binh Duong Economics - Technical University; Can Tho university; Kien Giang Technical and Economic College, Binh Duong University - Ca Mau module; Cuu Long - Vinh Long University; Dong Thap University; An Giang University; Binh Duong University of Economics - Technical.

• Continuing to implement the "Management Trainee" program to attract and recruit international students and well-qualified, committed and motivated students from reputable and high quality universities in the country such as Ho Chi Minh City University of Technology, University of Economics - Law, International University of Vietnam National University. Ho Chi Minh City Foreign Trade University, Ho Chi Minh City University of Economics, etc. and major universities from many advanced countries in the world such as the USA, the UK, Australia, Netherlands, Singapore, etc. In the future, this will be a high quality human resource of Hoa Sen Group.

- Completing the recruitment process, strengthening the coordination and interaction with the specialized departments, the Regional Executive Offices and the distribution system on the recruitment criteria, directions and ways to recruit in order to meet the demand of high quality human resources for the Group in time.

EVALUATION AND TRAINING

- In the fiscal year 2016 - 2017, the Group has successfully developed and implemented a performance evaluating system dedicated to distribution system in parallel with evaluating system KPIs. With the new evaluating system, the Group has gradually improved its human resource management.

- Besides, training has also been held regularly and continuously throughout the fiscal year. Training contents aiming at the improvement and development of human resources, in particular through activities such as: safe work organization, behavioral culture in the workplace, supplementing knowledge, skills and attitudes for staffs in order to optimize work efficiency. Training courses have been held to improve the management capacity of the staff and the successor administrators of the Group. Therefore, creating a stable working environment, promoting the maximum capacity of employees is the focus of the Group. The development of human resource development policy in combination with improved process of appointment has been made in order to identify the specific career development path and clearly help employees to be more motivated in their work and to connect with the Group in the long term.

