



- Required employees, production workers to comply standard and rules of production process, industrial hygiene.
- Strictly followed the "production orders".
- Continued to cooperate with Research Institute of Technology for Machinery – Ministry of Industry and Trade, ELKEM – Norway; Weyerhaeuser – USA, Kuararay – Japan to improve production technology of PVA fiber cement products.

**For management:**

- Continued to reconsidered works assignment, reformed management to enhance competitiveness.
- Continued to strengthen capital and costs management.
- Improved production process towards specialization.
- Deployed outsourced activities (requirement of specialized skills and artisanal products).
- Focusing on fire safety, environmental safety, industrial hygiene and labor discipline.

**For organization:**

- Improved new policy of salary and bonus quickly, "Income depends on performance" to approve for using leverage salary, in order to encourage employees to take full capacity and fulfill requirements for each position.
- Departments and subsidiaries have to submit analysis and evaluation of performance reports quarterly clearly point out reasons for not completing.

**3) Plans, orientation of Board of Directors**

- Setting up detailed financial plan for subsidiaries and departments quarterly and annually and monitor performance.
- Developing marketing strategies in each period in accordance with company's finance capabilities.
- Researching and rearranging qualified workforce to meet the requirements of professional collaboration with strong partners who had business advantages.







Corporate Governance 

05











### 1. Board of Directors :

- Implementation of Shareholders General Meeting Resolution in 2014, Chairman meets Board of Management regularly to:
  - . Having meeting periodically to evaluate financial situation, plan next quarter.
  - . Managing with specific regulations, clear procedures for reporting.
  - . Having weekly brief meeting to immediately handle the problems arising.
  - . Reviewing financial capacity and consumption of dealer, company's distribution network, debt comparison regularly.
- Conducting a statistics of shareholders who have greater than or equal to 3% of the ordinary shares to build relationships, to create favorable conditions in company's activities.
- Expanding the range of financial investments (project transfer, raising capital) for the land which located at 18F Tang Nhon Phu, Phuoc Long B Ward, seeking new location for factory.
- Building procedures, norms and rules of production, pricing policies in business.



Board of Director and related persons:

No	Name of organization/individual	Title/Relation with internal shareholders	Owned (shares)	Ratio (%)
<b>1</b>	<b>Ton That Manh</b>	<b>Chairman</b>	<b>84,640</b>	<b>1.06%</b>
	Nguyen Thi Dieu Lan	Wife	40,000	0.50%
	Ton Nu Ai Lan	Daughter	-	0.00%
	Ton Nu Quynh Huong	Daughter	-	0.00%
	Ton Nu Thi Lien	Sister	92,000	1.15%
<b>2</b>	<b>Le Huu Thuan</b>	<b>Member</b>	<b>28,000</b>	<b>0.35%</b>
	Dang Thi Tau	Mother	-	0.00%
	Tran Thi Le Xuan	Wife	-	0.00%
	Le Ngoc Tho	Daughter	-	0.00%
	Le Huu Thuyen	Son	-	0.00%
	Le Huu Luat Thong	Brother	12,108	0.15%
<b>3</b>	<b>Vu Hai Bang</b>	<b>Member</b>	<b>729,346</b>	<b>9.12%</b>
	Nguyen Thi Bich Hang	Wife	-	0.00%
	Vu Trieu Duong	Child	-	0.00%
	Vu Hoang Linh	Child	-	0.00%
	Vu Hoang Thi	Child	-	0.00%
	Vu Nhat Khai	Father	-	0.00%
	Bui Thi Hoi	Mother	-	0.00%
	Vu Diep Lien	Sister	-	0.00%
<b>4</b>	<b>Nguyen Vu Thinh</b>	<b>Member</b>	<b>41,984</b>	<b>0.52%</b>
	Luong Thi Xuan Huong	Wife	61,200	0.77%
	Nguyen Van Hoanh	Father	-	0.00%
	Nguyen Thao Phuong	Daughter	-	0.00%
	Nguyen Duc Thong	Son	-	0.00%
<b>5</b>	<b>Nguyen Le Phong</b>	<b>Member</b>	<b>1,600,000</b>	<b>Representative State shareholders</b>
	Tran Thi Khuong	Wife	-	0.00%
	Nguyen Le Minh	Son	-	0.00%
	Nguyen Le Thu Nga	Daughter	-	0.00%
	Nguyen Hong Dien	Father	-	0.00%
	Le Thi Hong Lien	Mother	-	0.00%
	Nguyen Le Quang	Brother	-	0.00%
<b>6</b>	<b>Nguyen Van Nam</b>	<b>Member</b>	<b>140,000</b>	<b>1.75%</b>
	Nguyen Thi Phan	Wife	16,000	0.20%
	Nguyen Anh Tuan	Son	-	0.00%
	Nguyen Anh Kiet	Son	-	0.00%
	Nguyen Anh Vu	Son	100,000	1.25%
	Nguyen Phan Anh Duy	Son	-	0.00%
<b>7</b>	<b>Bui Hai Quan</b>	<b>Member</b>	<b>311,720</b>	<b>3.90%</b>
	Kim Ngoc Cam Ly	Wife	-	0.00%
	Bui Cam Thi	Daughter	-	0.00%
	Bui Hai Ngan	Daughter	-	0.00%