

# Bản Tin **DOOSAN**

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**Proud People, Proud Doosan**



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## On the Cover

**H**oang Trung Hai Deputy Prime Minister of Vietnam is welcomed to Doosan Heavy Industries Vietnam by Hang Ha Ryu Senior Vice President of Doosan Heavy Industries & Construction of Korean and CEO of Doosan Heavy Industries Vietnam in this composite photo.

This was the Deputy Prime Ministers fourth visit to the complex since the company began operations in 2009. The state-of-the-art industrial complex represents a \$300 million dollar investment by Doosan and is located in Central Viet Nam's Quang Ngai Province in the Dung Quat Economic Zone.

For complete details of the visit please see pages eight and nine.

# Stand alone in the Year of the Goat

**T**he year of the Goat on the Vietnamese Calendar is upon us and if you follow the five thousand year old Lunar calendar the Sheep or Goat depending on your nationality is said to represent "Yin" energy and is thought to be a symbol of peace, harmony and Tranquility. These are predicted to be the primary and fundamental moods for the year and hopefully calm will prevail so that sabers will be sheathed and people and businesses can prosper and build for tomorrow.

Here at Doosan we have some aggressive plans for the year and the watch word for 2015 is "Standalone" which means that we will continue to work towards becoming an independent self-sustaining operation. Since opening six and a half years ago we've made unbelievable progress and once we complete this journey and become a truly standalone operation that is able to independently generate enough business to cut the umbilical cord between Doosan Vina and Doosan Korea a new phase in the company's history and Vietnam's industrialization will have begun.

In their respective New Year addresses, Yongmaan Park Chairman of the Doosan Group and Hang Ha Ryu, SVP of Doosan Heavy Industries and Construction and CEO of Doosan Vina made comments on our progress as well as laying out some specific directions for the year ahead. The full text of their messages can be read on pages three and four respectively.

We have a great lineup of other news and events on the following pages including visits by Hoang Trung Hai Deputy Prime Minister of Vietnam and YS Park the visionary leader who created Doosan Vina.

We hope you enjoy the issue and welcome your comments.



## MESSAGE »

# CEO's New Year Address

**A**s we mark the beginning of another New Year I want to wish you and your family good health and happiness throughout 2015. I also want to wish for the continued success and growth of Doosan Vina.

In 2015 we will focus on four main principles that I believe will lead us to success and the achievement of the goals we have set.

**First we will operate in accordance with the "Team Doosan" concept.**

This mode of operation will create an environment for the organization and the individual that will enable us to achieve the targets we have set for the company. Team Doosan is based on teamwork and cooperation. This will create synergy amongst departments, but its more than that as it also takes into account the need for self-improvement of the individual. And when these two factors are combined under the Team Doosan banner, they will maximize performance at all levels and provide a path that will allow us to achieve the common goals of Doosan Vina.

**Second is to improve our competitiveness so that are the market leader.**

In addition to our ongoing focus on raising productivity, we must also improve our competitiveness in relation to pricing. That means looking closely at material costs, labor costs, and all other costs that affect our competitiveness. The goal is to improve our competitiveness in the global marketplace by more than 10% in comparison to last year.

**Third, we must enhance the quality of our products so that they meet and exceed customer expectations and global standards.**

To accomplish this we need to individually and corporately strive for continuous improvement, becoming better day-by-day. We must never be satisfied with our performance, always looking for ways to go a little further and be a little better. Our competitors are vigilant and our customers are demanding, so we must be as well, showing all that "Made in Vietnam" by Doosan Vina is a guarantee of quality and satisfaction.

**The fourth and final principle is to promote EHS so that it is an integral part of our everyday life, the culture of the company and our actions.**

Everyone should keep safety in mind at all



Senior Vice President of DHIC and CEO of Doosan Vina, Hang Ha Ryu delivers his New Year message

times and in all situations, be constantly aware of hazards and look out for our colleagues and coworkers. Remember to always check all your equipment and surroundings before beginning any work. And if you see any unsafe situations they should be reported immediately and then a Keson should be put together so that they are corrected and not repeated.

I am confident that together we can do great things and just as we have in the past we will reach our goals, enhance our quality, competitiveness and competency while becoming more localized and fulfilling our commitment to Vietnam; playing a key role in the development of heavy industry in the nation. Thank you for your dedication and support and once again, Happy New Year!

For video coverage of this event scan the QR Code with your Smart phone



CEO exchanges New Year's wishes with employees



# Chairman Park Yong Maan's 2015 New Year Speech



Park Yong Maan  
Chairman, The Doosan Group

**G**reetings to everyone in our Doosan Family. Happy New Year to you all!

First of all, I would like to thank all of you for making 2014 such a success.

Please take a moment to acknowledge your

colleagues by putting your hands together and showing your appreciation as we warmly greet the first day of 2015.

As you probably know, the Doosan Group completed a major transformation last year. We let go of our last remaining food and beverage and publishing affiliates, and have completely reshaped ourselves, from a customer-goods company into an infrastructure support business group. This change has taken 19 years.

Like all genuine transformations, it has taken much time and a lot of effort. Small improvements can come from just one or two good ideas, but that is not enough to achieve such a total transformation. These sorts of changes require deep analysis about endless possibilities. All the options need to be carefully examined one by one, and only then, can we find true innovation and success.

For instance, imagine a gigantic rock blocked your path. Do you lift it up to move it out of your way? Do you break it into pieces?

Or do you try widening the road? You would need to explore all the possibilities. What if you couldn't find a solution? Would you just give up? Giving up is not a trait of Doosan People. Thinking and acting in the "Doosan Way" will lead us to the answers.

These methods have been instrumental for Doosan's past accomplishments, and they will be our tools for success into the future. Now, let's take a moment to look at the bigger picture. The global economy is on the road to recovery, albeit slowly, and that means it is time for us to take action and move forward. First of all, let's take care of our most important projects, our "star projects". I'm certain that this year, we will begin to reap the rewards for all the hard work we've put in recent years, turning Doosan into a global top-tier company. If each of you fulfills your responsibilities whether they are in production, sales, marketing, procurement, or project management we can make it happen.

The strength of a chain is determined by its weakest link. No matter how strongly the links are connected, one defect can break the entire chain.

Every one of you is an invaluable and strong link in Doosan. It all comes down to teamwork. Whether it's two people working together, a business site or an entire company, they are all teams. Big teams or small, the way we perform in teams should be the same. It's this unique method of operating teams that defines "Team Doosan".

Express yourself candidly. Actively participate in discussions. And freely communicate

with each other.

The capabilities we've built from cultivating people are what create results. For nearly three years, we have focused on transformation ourselves through the "Doosan Way". Now it is time for that transformation to produce results through "Team Doosan". "Team Doosan" marks a new beginning, the driving force that will move us forward this year.

We can't leave out the topic of growth. This year, I would like to emphasize the importance of expanding our market share. Until the economic recovery picks up steam, the overall size of the markets in which we work are not likely to grow, we will need to win a larger share of those existing markets.

In addition, we must look for fresh business opportunities in new markets as well, such as in Southeast Asia and Africa.

To achieve a Caring Meritocracy at Doosan, as called for in the Doosan Credo, growth is a must. And for that, we have to have leading products and technology. So I'd also like to emphasize the importance of new technology in the coming year.

If you can recall when Steve Jobs first presented the iPhone to the public, people were amazed at its pinch-to-zoom feature you could just swipe your fingers to make an image bigger or smaller. That was just eight years ago. But what about now? Any 5-year-old child understands pinch-to-zoom, almost instinctively.

Technology changes so fast these days, some analysts predict that 70% of the companies on the Fortune 500 list will be changed within just 10 years. Remember that new technologies

are constantly impacting our industries, so we have to keep an eye on the newest trends and innovations.

In October, the Doosan Day Community Service was held all across the world. In Seoul, we made furniture and delivered it to people who needed it. I saw pride and joy on the faces of so many Doosan People, happy to be working for our neighbors.

For a company with over 100 years of history, it is both our pride and our obligation to be a respected company and to be a company worthy of that respect. Please keep in mind the weight of our long history, and may your heart be filled with the joys of giving and spreading happiness this year.

Dear colleagues, Peter Drucker said, "The best way to predict the future is to create it".

The global market is gradually starting to recover, so let's take action, seize this opportunity, and show what team Doosan can actually accomplish. We are a "Caring Group of Powerful People". Let's show the world what these caring, powerful people can achieve. I believe we can accomplish anything.

Let's use the Doosan Way to kick off 2015 with a surge of drive and ambition.

Team Doosan!

Park Yong Maan,  
Chairman  
The Doosan Group





# YS Park Nurtures His Dream

Yong Sung Park, Chairman of Doosan Heavy Industries & Construction led a group of 12 professors from Chung Ang University (CAU) of Seoul, South Korea to Doosan's Vietnamese operations. Park wanted to check on the progress of the company, the status of construction at the Vinh Tan IV and Mong Duong II power plant projects and explore opportunities for cooperation between Doosan Vina and CAU. The professors from the Mechanical Engineering Department came to see first-hand how the company operated and explore the possibility of integrating CAU's Mechanical Engineering program with Doosan Vina's training and development needs.

YS Park was the visionary who first saw opportunity in Vietnam back in 1995 when he rolled out Doosan's initial trial operation in Haiphong. That was followed by Doosan offices in Hanoi and most recently the \$300 million investment in Central Vietnam's Quang Ngai Province known as Doosan Vina, which officially opened on the 15th of May 2009. Park has often said that a major factor in his decision to locate in Vietnam was because the, "Vietnamese are some of the most industrious and hardest working people he knows in Asia."

The visit was productive on all fronts: Park was impressed with Doosan Vina's progress at the company's Quang Ngai complex, the multi-billion dollar power plant projects in northern and southern Vietnam are going well and the professors saw many opportunities for cooperation; which led to broad smiles all around as Park and the CAU professors departed for home.



YS Park, Chairman of DHIC meets Boiler employees



Song Chi Wook, Boiler Director explains projects underway



Reviewing opportunities for cooperation between Chung An University and Doosan Vina



YS Park, Chairman of DHIC (center) and Kim Yong Soo, DGD of Production (right) check out the Design Department



Kim Yong Soo, DGD of Production (left) guides YS Park (right) through the HRSG shop



Oh Sung An, Chemical Processing Equipment Director (right) explains work in progress



YS Park (12th left) with Chung An University professors and Doosan Vina staff





# Vietnam's Deputy Prime Minister Hoang Trung Hai Visits



Hoang Trung Hai, Vietnam's Deputy Prime Minister

**H**oang Trung Hai, Vietnam's Deputy Prime Minister recently led a high level delegation to Doosan Vina to review the company's progress and wish all a happy lunar New Year. Hang Ha Ryu, Senior Vice President of DHIC and CEO of Doosan Vina met the DPM on his arrival and personally escorted



Nguyen Xuan Tuyen, General Manager of OE Department briefed the Deputy Prime Minister on Doosan Vina's production and development



Hoang Trung Hai, DPM presents Tet gift to Doosan Vina



Leaders sign a commemorative plaque

the group to the executive conference room for a meeting.

Speaking during the meeting DPM Hoang Trung Hai said, "I am very pleased with the development of Doosan Vina which I am able to keep abreast of by reading Doosan Vina News." He also mentioned the industrial development of Vietnam and specifically acknowledged the contribution the company is making toward that goal. He went on to confirm that the Vietnamese government believes in Doosan Vina's ability and felt certain that the company will be involved in many future projects similar to the ones

Doosan Vina is currently working on like the Mong Duong II and Vinh Tan IV power plants. He also urged the company to keep in contact with the Ministry of Planning and the Ministry of Industry and Trade, as they are the ones who manage localization and the Key Mechanical Products (KMP) program.

One of the most encouraging comments by the DPM was that he spoke on Vietnam's plan to soon launch its nuclear power industry and that the company needs to prepare employees for not only the design and production of the facilities, but also the operation and maintenance of the plants.



Hoang Trung Hai, Deputy Prime Minister talks with employees

For video coverage of this event scan the QR Code with your Smart phone



A high level delegation of the Vietnamese Government and representatives of Doosan Vina with Hang Ha Ryu Senior Vice President of DHIC & CEO of Doosan Vina (5th left front) and Hoang Trung Hai Deputy Prime Minister of Vietnam (6th left front) with their respective teams



# Shops “Storm the Port” with Shipments



Thi Sen

In the first month of 2015, Doosan Vina kicked off the year with several shipments that includes products bound for domestic and international markets. The thousands of tons of products already shipped are setting a good pace for production and exports in the year of the Goat for the company and Quang Ngai Province.

CPE was the first shop to “storm the port” in 2015 with a 23 ton shipment that included three high-tech pressure vessels for the Luberef Yanbu Refinery expansion project in Saudi Arabia. This is the world’s largest oil refinery and covers an area of 165 hectares and is operated by the Luberef company. The factory specializes in producing LPG, gasoline, jet fuel, diesel and other fuels. It started construction on October 1st 2011 and expected to be operational this year.

The pressure vessels in the Luberf shipment were made of 20mm thick plate steel and will be used to process and/or store hydrogen, amino and wet 2S.

Water shop also completed two projects including Yanbu Saudi Arabia Phase 3 and the Escondida Chile Water Supply project. In total Water’s shipments weighed in at 615 tons. The Yanbu Phase 3 project for piping had a total weight of 262 tons. The pipes will be connected to the giantic desalination plants made at Doosan Vina and used to bring seawater to the plants for desalination. Water made its second shipment of the year with four units of a Sea Water Reverse Osmosis (SWRO) system that weighed 353 tons. These units will be combined with others in the project and provide SWRO, filtering seawater to pro-



Some high-tech equipment made for the Rabigh II Refinery



The RTGC sent to Da Nang port

duce 220 million liters of fresh water per day, capable of serving the needs of 550,000 people. The plant will be used at the Escondida copper mine located in the Atacama Desert of Chile which is the largest copper mine in the world with total output of over 1 million tons of copper annually. To date Water has completed 763 ton of the total 1,705 ton project.

Next, was the Material Handling Systems (MHS) Shop which also “stormed the Port” on January 28th with a shipment of 645 tons for the Rabigh II project which was signed with GS E&C Corporation to provide Reactors, Columns, Heat Exchangers for the Rabigh II Refining and Petrochemical Project, located in Jeddah city, Saudi Arabia. The weight of the total project was 2,471 tons and it has been completed and delivered on schedule to GS E & C.

Domestically MHS completed and shipped a Rubber Tyred Gantry Crane (RTGC) to the Port of Da Nang on January 20th. This was the second RTGC supplied by Doosan Vina for Da Nang. This RTGC was 25m high, 12.9m long and 27.5m wide, weighed 142 tons and has a lifting capacity of 36 ton containers. At the handover ceremony, Nguyen Thu, Da Nang



First ever SWRO desalination plant “Made in Vietnam”

Port Director said: “This second RTGC will help Tien Sa port increase our productivity in loading/unloading of cargo containers and strengthen our ability to move goods through the port as well as contributing to Da Nang becoming the largest exporting/importing center in the central region of Vietnam.” The “Made in Vietnam” RTGC was 100% made by Vietnamese craftsmen.

For video coverage of this event scan the QR Code with your Smart phone



Pressure vessels completed and ready to ship to Nghi Son and Saudi Arabia



# Doosan Vina and CAU Kick-Off CSR in the Year of the Goat



Korean culture was a part of the CAU, Doosan Vina CSR program



A Student is tutored by a CAU Volunteer

CAU, Doosan Vina and teachers  
from Hanh Tin Tay primary school



Quang Duc

To kick-off the Year of the Goat on the Lunar Calendar and make it a healthier, pleasant and productive one for the children of Quang Ngai, Doosan Vina in cooperation with Internourish of the USA “fired the first CSR shot” of the New Year by donating more than 1,000,000 vitamins to the children of Quang Ngai. The vitamins worth nearly \$10,500 were presented to the Quang Ngai Department of Health On January 19th 2015 and will improve the health of nearly 3,000 youngsters.

The vitamin donation is a commitment by Doosan Vina and Internourish that began with the signing of a Memorandum of Understanding on May 19th 2011. This fourth vitamin donation provided by Doosan Vina and Internourish, which has grown with each turn, brings the total of vitamins given to Quang Ngai children to 2.6 million.

Representing the company at the ceremony was Ryu Hang Ha, Senior Vice President of Doosan Heavy Industries and Construction of Korea and CEO of Doosan Vina, Lee Sung Hoon, Deputy General Director, Kim Yong Soo, Deputy General Director. Le Quang Thich, Vice Chairman Quang Ngai PPC and Bui Van Long, Deputy Director of the Department of Health represented Quang Ngai.

Ryu Hang Ha said at the event, “Children are the future and the destiny of a country, so our mission here is to care for and help protect the health of children here in Quang Ngai. In previous year’s we saw marked improvement in the children’s health after they began taking the vitamins and we are confident that this year’s effort will produce even more health benefits for this vulnerable segment of Vietnamese society.”

The vitamins will help reduce nutritional deficiencies and strengthen their immune systems making less susceptible to common illnesses and deteriorating health.

Speaking at the ceremony, Bui Van Long, Director of Quang Ngai Department of Health recognized and thanked Doosan Vina and Internourish for their generous support. He also expressed his wish to see the program continue and grow so that more children can benefit from the life changing effects of good health.

The second CSR shot of the New Year was when between January 26th and February 06th 2015 a “Special Force” of 48 professors and students from Chung Ang University, (CAU) of Seoul, South Korea landed on Vietnam’s Ly Son Island along with a contingent of volunteers from Doosan Vina to begin two weeks of Corporate Social Responsibility (CSR). Over the course of the program the group supported education, the environment and presented Korean culture and art at six different venues in Central Vietnam’s Quang Ngai Province.

The educational support took place at An Hai Primary School on Ly Son Island; Hanh Tinh Tay Primary School of Nghia Hanh district and the School for Disabled Children in Quang Ngai city. The CAU students and professors along with the Doosan Vina volunteers focused on developing the student’s creative and motor skills through art, with an emphasis on calligraphy, crafts, painting and more. “Through these carefully selected training programs that combine fun and learning the children gain confidence and improve their creative and communication skills which will

help them for the rest of their lives,” said Kim Wan Soo, the “Special Force’s” leader.

At Duc Tan in the Mo Duc District and two sites in the Binh Hoa Village of Binh Son the Koreans and Doosan Vina volunteers joined forces with 100 Quang Ngai youth to build a drainage channel and a field sanitation site along with doing some general painting and clean up.

In addition there was a grand presentation of Korean culture and art at the Quang Ngai Culture & Labor Center on the 30th of January. This special evening showcased Korean culture and was the first chance for many in Quang Ngai to see a live stage performance of Korean artists performing K-pop, Taekwondo, traditional drums and classic ballads.

In total this two week CSR program cost over 660 million VND (or \$31,000 USD) and since beginning operations in May of 2009, Doosan Vina has spent nearly 120 billion VND (or \$5.6 million) on its CSR programs in Vietnam.



A “special force” lands on Ly Son Island





# Education MOU to Make Engineers of Danang University of Science and Technology Vietnam's most Employable



Danang University of Science and Technology today”.

Rector Le Kim Hung said, “The University is fully committed to this agreement and will work to realign the training programs so that the education and training our students receive will make them extremely attractive job candidates for Doosan while assuring our students that they getting an education that will make them among the most employable Engineers in Vietnam.”

Also representing Doosan Vina at the signing ceremony was Lee Sung Hoon, Deputy General Director of Management and Kim Yong Soo, Deputy General



Ryu Hang Ha, Senior VP of Doosan Heavy Industries & Construction of Korea and CEO of Doosan Vina signing the MOU with Le Kim Hung, Rector of Da Nang University of Science and Technology.



My Hanh

Doosan Vina signed a Memorandum of Understanding (MOU) with the Da Nang University of Science and Technology that outlines the plan to make the University's engineers among the nation's most sought after human resource talent.

Speaking at the ceremony Ryu Hang Ha, Senior VP of Doosan Heavy Industries & Construction of Korea and CEO of Doosan Vina said, “This is but another of our many commitments to education in Vietnam, we believe learning is foundational and life changing, which is why we are entering into this agreement with

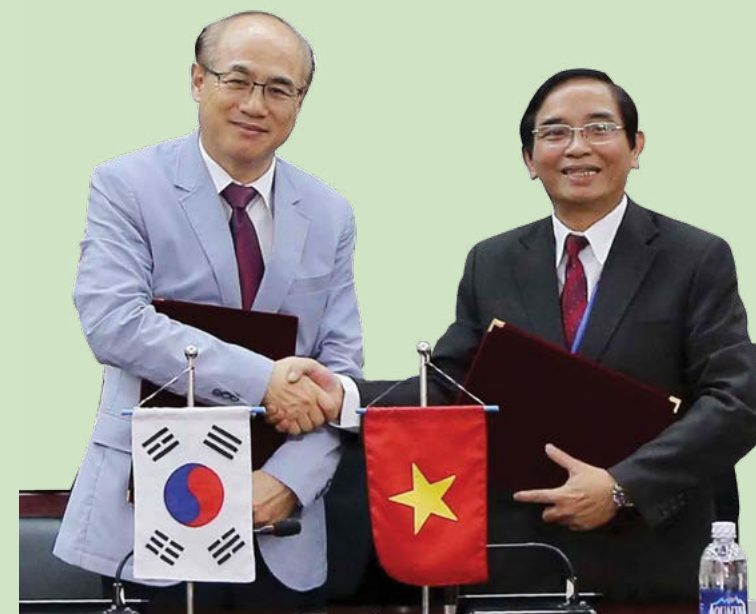


The MOU signing ceremony between Doosan Vina and Da Nang University of Science and Technology that aims to make the University's engineers among the nation's most sought after human resource talent



Director of Production.

According to the MOU, Doosan Vina will award scholarship to the University's outstanding students and also recruit graduates of the University that meet the company's requirements. In addition Doosan Vina will support the mechanical faculty with funding for equipment needs and provide transportation, lodg-



Doosan Vina and Danang University of Science and Technology leaders with Hang Ha Ryu, Senior VP of Doosan Heavy Industries & Construction of Korea and CEO Doosan Vina (left front) and Le Kim Hung, Rector of Danang University (right front)



Ryu Hang Ha, Senior VP of Doosan Heavy Industries & Construction of Korea and CEO of Doosan Vina speaking at the MOU signing ceremony.

ing and meals for students who participate in training programs and internships at the company. Since 2008, Doosan Vina has awarded a total of 766 scholarships worth nearly 200,000 USD in Vietnam and is providing stable career opportunities for hundreds of graduates.



Representatives of Doosan Vina and Danang University of Science and Technology at the signing ceremony





# International Women's Day Celebration at Doosan Vina

Joining with people around the world, Doosan Vina held its 5th annual International Women's Day celebration to honor the 238 ladies working around the complex. The ladies were honored and thanked for their contribution to the development of the company.

The International Women's Day celebration was held at the main office lobby and featured a specially designed backdrop with a Woman's Day theme.

Speaking at the ceremony, the company CEO Ryu Ha Hang sent his best wishes to all of ladies and expressed his appreciation and satisfaction for what the ladies have done over the years. He also shared a new welfare policy for pre and post-pregnant women that is going to be implemented soon.

The highlight of the event was the "Eating Apple" game. Five ladies were selected to form a team with



Left from: Lee Sung Hoon, Deputy General Director of Management, Pham Thi Anh Ly (QA), Ryu Hang Ha, CEO and GD, Dang Thi Duc Mai (ER), Kim Yong Soo, Deputy General Director of Production, Dinh Thi Thao Vien (Boiler) cut the cake



Ryu Hang Ha, presents a lucky draw gift to Nguyen Thi My Trinh, QC Boiler



Van Chinh and Thu Thao of Design bite the apple

five secret men who had fallen for them but couldn't find a way to express their feelings. Their challenge was to be the quickest to eat an apple that was hanging by a string, without using their hands.

Interspersed throughout the event were the cake-cutting, music performances, lucky draws and memorial photos.

After an hour of fun and entertainment, each lady was presented a flower, a piece of cake and a gift.



Thi Sen and Huyen Trang, Public Relations Department



Dang Thi Duc Mai, ER and Nguyen Quoc Chan, OC race to finish the Apple



Ryu Hang Ha, Senior Vice President of DHIC and CEO of Doosan Vina addresses the ladies during the event as Tran Hoang Hang, QA Department looks on



Many happy faces at the IWD event



The song "Bat chot mot tinh yeu" was performed by Nhat Sang and Cao Thi



Pham Thi Thanh Xuyen, IM Department is surprised by the question



Ryu Hang Ha, Senior Vice President of DHIC and CEO of Doosan Vina presents a flower and piece of cake to Le Thi Hoa, Sales & Marketing Department



238 womens and the top management of Doosan Vina





# Developing a Vision and Strategy

**Vinh Tan 4 VIP** On January 14th 2015, Hang Ha Ryu, SVP DHIC and CEO of Doosan Vina welcomed Duong Quang Thanh, Vice President of Electricity of Vietnam, Nguyen Van Le, Board Chairman of the Power Generation Corporation 3 and 13 others from the Electricity of Vietnam Group, Power Generation Corporation 3, the Management Board of Vinh Tan Thermal Power Project 3, Power Engineering Consulting Joint Stock Company 3 and the Pacific Group to Doosan Vina.

As the key agencies responsible for the investment in power plants in Vietnam, the purpose of the visit was to explore the manufacturing capacity of Doosan Vina and approve the competency documentation of the company related to equipment for the Vinh Tan 4 thermal power project.

To confirm Doosan Vina's capability and quality the group visited all five shops, the Training Center, the Design Department and the port.

**Viet – Han College Quang Ngai** On December 25th, the leaders of the Vietnam-Korea College Quang Ngai came to Doosan Vina. The eight representatives



Doosan Vina and Viet – Han College Quang Ngai representatives



Sixty seven students and teachers of HCM University of Social Sciences and Humanities with representative of the ER Department



SVIP visit Boiler Shop



The leaders of Doosan Vina and Vinh Tan 4 VIP's

of the school were led by Le Tru. They were introduced to Doosan Vina through videos and Hang Ha Ryu, SVP DHIC and CEO of Doosan Vina spoke of the advantages and disadvantages in hiring recent graduates.

On behalf of school, Le Tru thanked the company and expressed his desire to promote good relations between the two sides for training and supplying human resource.

The delegation was given a guided tour around the complex. They observed production processes and design teams at work at the shops across the company.

## HCM University of Social Sciences and Humanities

While touring the Dung Quat Economic Zone, sixty seven students and teachers from HCM University of Social Sciences and Humanities (USSH) paid a short visit at Doosan Vina on December 10th 2014. Nguyen Tan Ut, Manager of External Relation introduced the company and our CSR programs.

**Cong Thanh Group** To look over Doosan Vina and consider the company as the EPC contractor for the Thanh Cong power plant project in the Nghi Son Economic Zone, Thanh Hoa province, the leaders of Cong Thanh Group visited Doosan Vina on the afternoon of January 8th.

Nguyen Cong Ly, Board Chairman and Mr Nguyen Van Tai, Vice Director of Cong Thanh Thermal Power Joint Stock Company were welcomed by leaders of Doosan Vina and given a one-on-one introduction to Doosan Vina. Specific topics were our production capacity and our experience and ability as a general contractor for thermal power plant projects, such as Mong Duong II and Vinh Tan 4.



Phan Van Dung (blue hat) introduces the Boiler Shop to Cong Thanh Group



Jung Hyun Jin, General Manager of MP explains the products made by Doosan Vina

## Seoul National University College of Medicine

While on a tour of Vietnam, fifteen professors from Seoul National University, College of Medicine, Korea came to Doosan Vina on the afternoon of January 23rd. This was their first visit to Doosan Vina. The delegation was led by Professor Joong Shin Park. Mr. Lee In Tae, Production Innovation Division Director welcomed and introduced the group to our manufacturing operations and CSR programs.



The professors of Seoul National University, College of Medicine at Doosan Vina



# Operational Excellence and Awards and Achievements



Huyen Trang

## EHS, QA, HRD and OE Award

To honor the achievements of EHS, QA, HRD and OE for their outstanding performance, the Operational Excellence Department held a December 25th year-end review ceremony to award individuals and groups who made exceptional progress over the last six months of 2014.

Opening the ceremony was the activities report: a total of 1,008 BBHD themes were completed, which exceeded goal by 117. In OE 1,544 themes were completed reaching 147% of goal.

At the ceremony, OE Theme leaders presented the five best Excellent Themes for the period and included: Trinh Van Duong - Boiler shop, Hoang Kieu Hung - MHS shop, Pham Long Khanh - PSD, Pham Thanh Luan



CEO & GD Ryu Hang Ha presents awards to Nguyen Tan Phap (Boiler) and Hoang Kieu Hung (MHS)

and Nguyen Hai Quang - Design Division. They were followed by five BBHD Excellent Themes presented by: Nguyen Tan Phap - Boiler, Nguyen Van Du - MHS, Nguyen Trung Duong - Water, Le Tan Ky - FSD and Vo Hong Diep - QAD.

For EHS, first prize was awarded to the HRSB shop and the second prize went to the FSD division.

In Quality Assurance, the Excellence in Quality Control prize went to QC - HRSB, the Excellence Activity prize went to the HRSB shop and the Good Activity prize went to the Water shop.

OE awarded a total of 43 prizes for BBHD, OE Theme and Shop. The Excellent Shop prize went to Water and HRSB shop received the Good Prize. The BBHD award includes six Excellent prizes, twenty good prizes and four encouragement prizes. OE Theme activity has two Excellent prizes, seven Good prizes and two Encouragement prizes. Here the competitions results of BBHD and OE Theme have also been announced. BBHD award gave to Panel Assembly Fabrication 1 of Boiler shop and the excellent OE Theme went to Hoang Kieu Hung, MHS shop.

During the ceremony the HRD department awarded eight prizes for the second English and Korean proficiency test 2014. The best English prize went to Truong Thi Thanh Tam PID and the best Korean prize went to Truong Thi Nhu Thuan, EHS.

Before ending the ceremony, General Director of Doosan Vina Hang Ha Ryu has expressed his wish that people would actively participate and continue to promote the achievements in the coming year.

## Outstanding Awards

In addition to giving his New Year's greeting and sharing the company's goals for 2015, Hang Ha Ryu, SVP DHIC and CEO of Doosan Vina, presented some awards for outstanding achievements in 2014.

The Boiler Division was recognized for being the shop with the best operations of our five shops in 2014.

The Quality Assurance Division was honored the ceremony for completing our ASME nuclear certification, which was a first for Southeast Asia.

The Water Division was recognized for its results in reducing production cost for the Yanbu Phase III project through training and standardized.

The ER department received an award for solving the long-standing dispute over \$3.9 million in compensation for the cost of dredging the port during ini-



From left: Song Chi Wook, Director of Boiler, CEO & GD Ryu Hang Ha and Do Duc Vinh, General Manager of Boiler shop



From left: Hwang Hyeon Sang, Director of Water shop and PID, CEO & GD Ryu Hang Ha and Do Quoc Vuong, GM of Water shop



CEO & GD Ryu Hang Ha presents awards to QA Division

tial construction. LS was recognized for work on the SPMT issue.

Total Procurement Division was honored at the ceremony for successfully completing the "supplier management system" and for reducing costs in the Vinh Tan 4 Cooling Water Piping project.



Doosan Vina leaders and staff at ceremony



# Doosan Vina Clubs Yearly Review

**Clubs Festival Night 2014** Doosan Vina's first club was established on October 12th 2011 with the idea that we needed to support a healthy balance between work and life. The clubs have several principles that they are formed under, some are to nurture the body, others the mind and some do both. Today there are 27 clubs with 635 members and the types of clubs run the gambit of possibilities, there are: Football, Taekwondo, Tennis... clubs for the sport enthusiast. And for the intellectual or culturally inclined there is an English club, a music club, and a book club waiting for you to join and get in on the fun. After a day of work the clubs offer a chance to switch gears, make new friends and look at life from a different perspective.

Speaking at the "Club Festival Night 2014" on De-

cember 26th, Lee Sung Hoon Deputy General Director said he was especially impressed with the positive contribution of each club and its members, he also spoke on how the clubs contribute to creating a "Whole Person" one who is well rounded and has other interests that are good for the individual and good for the company, because people who have diverse experiences and relationships are tomorrow's leaders.

After finishing the review, evaluation and discussing business plans for 2015, the Organizational Culture Department recognized and presented the prizes to the clubs that had done exceptionally well during 2014. First prize went to the Martial Arts Club, Second prize was awarded to the Music Club and Third prize was shared by the Table Tennis Club and QAD's football Club.



Park Seung Won, Director of HRD Division presents flower and medal to Music club



Martial Arts Club's presented Park Seung Won, Director of HRD with a Vietnamese traditional greeting for luck



Doosan Vina leaders and club members at ceremony

**English Club Year Review** To evaluate the results achieved in 2014 and present their action plan for 2015, the English Club held a "Year in review" ceremony with the Martial Arts/Taekwondo Club on the evening of December 24th. Representatives of the Culture and Organization department were in attendance as were twenty-four members of English Club and eight members of Martial Arts Club.

At the ceremony, Nguyen Cong Thuan, Chairman of English Club reported achievements in 2014 and presented the difficulties they encountered to the members and guests who gave suggestions and ideas on



Members of the English club join in a game

how to overcome the problems in the coming year. The review ceremony was beneficial to all as it gave the members of the two clubs an opportunity to exchange, learn, and promote cooperation and goodwill between the clubs.

The English Club has been in existence for three years and grown from ten to twenty-six members. They meet every Wednesday evening to practice and learn skills such as listening, speaking, reading and writing through: discussions, listening to native speakers, taking tests and more. As with any of the clubs all are welcome and encouraged to come check it out.



Nguyen Ngoc Tien, Manager Organizational Culture (2nd left)

**Music Club Year in Review** Over a year of exciting activities was the theme of Doosan Vina's Music Club's yearly review on the December 16th. The agenda for the evening was to evaluate the prior year and decide what to do and not do as well in the year ahead so that 2015 would be even better than the last.

In 2014, the club organized eight music shows and performances at Provincial and Economic Zone events such as the "Unite with Businesses Festival, Martyrs and Wounded Soldiers Day Celebration" and others. The number of members increased by eight people from 16 to 24 and they felt this was because of the love of music in Vietnam and it is a milestone in the clubs history.



Members of the Music club at ceremony



Doosan Vina's music club in "Giai dieu To quoc"



### Key Mechanical Project (KMP) Forum held in Hanoi



Ryu Hang Ha, Senior Vice President of DHI and CEO of Doosan Vina (standing from the left) speaks at the Forum for Key Mechanical Projects" forum on December 18th of last year to collect ideas and receive feedback from company leaders in the field of Mechanical Engineering.

Ryu Hang Ha, Senior Vice President of Doosan Heavy Industries and Construction of Korean and CEO of Doosan Vina presented the problems that Doosan Vina has faced on major projects in Vietnam and proposed solutions that would help overcome them.

### Roadmap & Skill Matrix Review

After seven months of the "Roadmap and Skill Matrix 2014" program by the OE Department reported that the skill level of the company has increased by 0.06 compared to the previous year, growing from 2.83 to 2.89. The Proficiency level of Blue Collar workers rose by 0.03. The Proficiency ratio level of staff in frame 4-5 grew from 11% to 13%, in frame 3-4 it went up from 35% to 38%, in frame 2-3 it decreased rapidly from 38% to 33%, and frames 3 accounts for 50%. This drop was mainly attributed to new staff.

The Roadmap program involved 240 engineers in Boiler, HRSG, MHS, Water, CPE shops, as well as those in PSD and FSD, which increased 30% compared to 2013. And Skill Matrix was employed by over 1,938 of our 2,373 employees.

### Computer maintenance

The Information and Technology (IT) Department held the second computer maintenance of 2014 from Dec 8th to Jan 5th, 2015 to increase the life of our computers as well as ensure the internet is functioning at optimal efficiency. A total of 1,264 computers were serviced and checked during the month long event.

As part of the maintenance project the IT department reminded all users of the company policy that only software authorized by the IT Department can be installed on company machines and if any illegal software was found it would be removed and users disciplined.

### HRM's Family Day

"Family Day" for new employees was hosted by the Recruitment Department and 63 relatives of 96 new employees visited Doosan Vina on November 10th.

After they met with top management and reviewed an introduction video they were treated to a special video message from their loved ones, given a tour of the complex and at the end of the day they were joined by their loved ones for a special dinner and evening of entertainment at the Central Dining Room.

The "Family Day" program for new employees is annual event and has become a part of the culture at the company. It is attributed with bringing families together under the umbrella of Team Doosan.



Hua Nhat Sang, EHS with his parents

### New Cafeteria for Sub-contractors

Doosan Vina opened and put into operation a new cafeteria for people who work for our sub-contractors. The new restaurant is located on the ground floor of the CPE office complex and has seating to accommodate the subs. It is open for lunch for Chien Thang and OSG staff. The new facility will not only provide the sub-contractors with a clean cafeteria, but also provide space where they can rest before the afternoon shift.

Currently, the company has about 2,000 sub-contractors, mainly from the Chien Thang Company who assist with some of the welding and fabricating duties around the factories.



New Lunch room for sub-contractors

## Doosan Port Passes Inspection



Discussing maritime security and planning the inspection

To insure compliance with Vietnamese law and the regulations of the Dung Quat Port Authority Doosan Vina staged a practice drill on January 13th 2015 to be sure practices and procedures at our dedicated port were in compliance with those of national border security.

Ten Doosan Vina's employees including five from the Security Department and five from Packing & Shipping along with four members of the Dung Quat Port Authority carried out the exercise.

The practice drill was the followup of the agreement on regulations signed on October 24th 2014 between Doosan Vina and Dung Quat Port Authority on Maritime Security.

An important part of the drill was checking how the the control person operated. The control person is pivotal in the operation because it is his or her responsibility to see that everything and everyone moving in or out of the port is in compliance. And this is especially true when the crew are from another country.

At the conclusion of the drill the Dung Quat Port Authority affirmed Doosan Vina's operation met the requirements and passed the test.



On tour at the port



Leaders tour Doosan Vina's Port



For video coverage of this event scan the QR Code with your Smart phone



Officials from Doosan Vina and Dung Quat Port Authority



# Training and Assessment

**Cultivating In-house Trainers** A course to cultivate our in-house trainers, who come from our 40 departments and shops, was held so that: more training can be offered, the training is standardized and the training is of the highest quality. The course was held in the Training Center and led by Woo Sung Soo, Director of Training, Doosan Heavy Industries & Construction of Korea.

The course aimed to teach the 40 students ways to develop, design and deliver training content that is appropriate for our training needs and purposes. They were also taught how to choose the most appropriate teaching method, know what is the main content of the training and how to convey the training in

simple, easy to understand and interesting formats.

Throughout the course, Woo Sung So shared his experience, methods and skills so that the students could become more efficient and effective trainers.



Students discuss plans

**DCM Training** The Evaluation department recently held a DCM training course and guided employees on how to use the People Program Information System (PPIS). More than 700 employees, divided into eight classes, were given the DCM training over a four day period between December 23rd and 26th.

The DCM evaluation program covered six topics, 14 sub-sections and 45 specific actions related to: the

Doosan Credo, the core values and characteristics of Doosan people as stated in the Doosan Way.

A major difference in this year's DCM instruction was that in the 2014 DCM program all DCM evaluated employees were required to create a self-development plan. The addition of this component meant that in addition to training the evaluators on how to carry out the evaluations, they also had to be taught how to create a development plan.

If you have any problems with PPIS, please contact Vu Hoang Uyen, extension 1311 for assistance.



DCM trainer Nguyen Huong Sen, HCM University of Social Sciences, Professor



Chan Up Park, Director, HRM opening the course



Vo Hoang Thong, General Manager Recruitment at DCM training



Focused and listening to the lecture

## Leadership Course for Chief Workers & Foremen

The leadership courses for 181 Chief Workers and Foremen took place on 26th December at the Main office.

The courses was guided by Speaker Quach Tuan Khanh from "Power Up" a training company from Ho Chi Minh city. He holds an MBA from Maastricht University in the Netherlands and has 20 years experience working in the field of Journalism, PR, marketing, business management and as a university teacher. In addition, he also published several books such as: How I applied the Law of Attraction?(Tôi Vận Dụng Luật Hấp Dẫn Như Thế Nào?), 52 week take the Law of Attraction in life (52 Tuần Đưa Luật Hấp Dẫn Vào Cuộc Sống), Vitamin for the spirit (Vitamin Cho Tinh Thần), Vitamin for Success (Vitamin Cho Thành Công), Presentation Secrets from experts (Bí Quyết Trình Bày Từ Các Chuyên Gia).

This "leadership skills" course was first held for Chief Worker & Foremen in a classroom setting and the instructor used a number of interactive games and videos to inspire the students and to help them recognize the role of management, the importance of changing ourselves, understanding and believing in yourself, grasping the psychology of subordinates and motivating subordinates. They also learned how to build in yourself the qualities required for Doosan leaders to be integrated into the Doosan Way such as: human centered, fostering humanity, harmonious operation, open communication, continuous improvement, performance durability and selection and prioritization.



Quach Tuan Khanh, Leadership Course Trainer



Lee Sung Hoon, Deputy General Director, Management Division, speaking at the opening of the course



Enthusiastic response from the students during the training



An interactive game to teach leadership



### I.This month's Doosan Vina News quiz

1. The concept that all employees should operate under in 2015 according to Hang Ha Ryu. (10 letters)
2. We should make this our first priority. (6 letters)
3. Group is a synonym for this word. (4 letters)
4. How many hospitals in Quang Ngai Province have received medical equipment from Doosan Vina? (4 letters)
5. Name of a Boiler program designed to extend the life of equipment. (9 letters)
6. Name of port security code. (8 letters)
7. Water has made the first of this type desalination equipment in Vietnam. (4 letters)
8. Doosan Vina's 1st place CSR issued by this organization. (5 letters)
9. A type of game played in the CEO Football Cup. (6 letters)
10. A regular supplier of Doosan Vina that we all use daily. (7 letters)
11. A Vietnamese university that have received scholarships from Doosan Vina. (30 letters)
12. The name of the project associated with IC Anadolu Combined Cycle Power Plant. (9 letters)
13. Total amount of money (VND) that Doosan Vina has spent on CSR since opening through 2014? (12 numbers)
14. Doosan Vina has shipped products to how many countries? (2 numbers)
15. When was Doosan Vina certified as an ASME nuclear supplier? (5 letters/ 4 numbers)

Remember, answers to all the questions are in previous issues of Doosan Vina News and are available online at [issuu.com](http://issuu.com) under Doosan Vina. You can also look for answers on [YouTube.com](http://YouTube.com) under Doosan Vina DVTv.

No.	Answers
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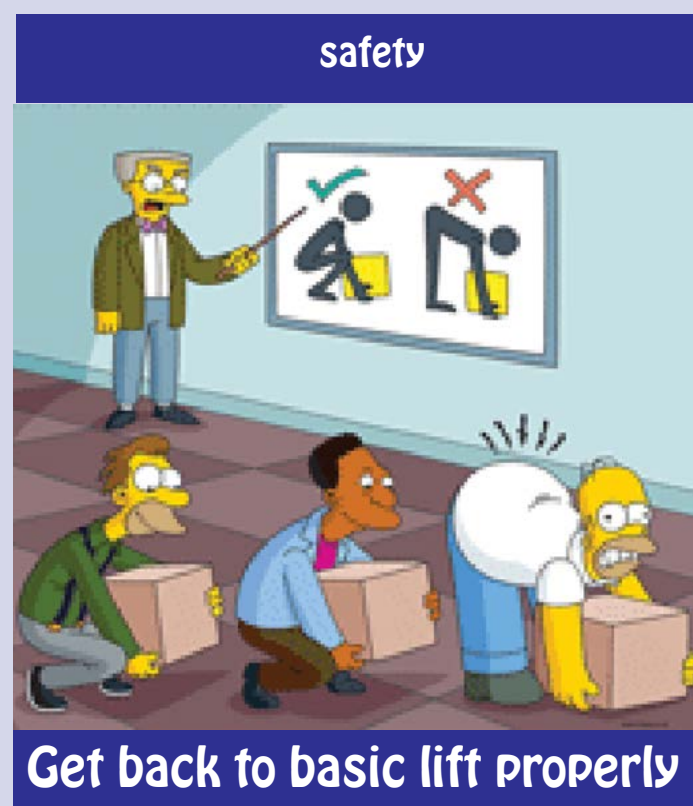
# Games

For your enjoyment we have re-designed the games to make it more fun and simpler to participate. Just write down the answers at the end of each of the below sentences and you may be a winner. All answers can be found on the pages of Doosan Vina News.

## II: Answers for last issue

(1)	N	S	R	P											
(2)	D	D	C	S											
(3)	A	S	M	E											
(4)	V	N	D												
(5)	M	A	R	A	F	I	Q								
(6)	M	A	N	D	A	T	O	R	Y	S	P	A	R	E	S
(7)	F	A	C	E	B	O	O	K							
(8)	B	I	N	H	S	O	N								
(9)	F	S	D												
(10)	E	L	E	A	R	N	.	E	D	U	.	V	N		

There was no answer correct for last issue's game so the pot is doubled. Try again this time and Good luck!



# Safety creates Power

Safety is not only the right thing to do as far as looking after employee welfare, but according to recent studies safety is also an important part of a company's competitiveness and economic health.

According to several international studies a business must not only have the edge in technology, be well equipped with modern machinery and be staffed with highly skilled, motivated and productive employees, but it also has to be a safe place to work if it going to be competitive and sustainable in today's world. Instilling a culture of safety in a company requires a positive attitude about safety at all levels. The thinking of management and each employee has to be "safety first" because it only takes one person who is not committed to create an unsafe environment that grows and grows. The rules must be strictly adhered to, continuously monitored and revised to close any gaps in safety.

Safety can't be separated from the business plan and here at Doosan Vina it is fully integrated into all that we do; it appears as a sec-



*EHS periodically checks the gas equipment in the shops*

tion of the plan, not merely an afterthought, but built into our everyday actions and plans. In his New Year address, (the full text can be seen on page XX) Hang Ha Ryu, SVP DHI and CEO of Doosan Vina explained the importance of safety and the role it will play in 2015. These were not just empty words; HH Ryu has been an advocate of safety his entire career and that commitment will continue in the year ahead through training, communication and action. Initiatives like the "Accident free for 70 days," the "Safety and Quality Day," and the "BOM Patrol" are but a few of the programs we've seen and will continue to see over the next twelve months.

Let's always think of safety as the first step and make it an uncompromising part of your routines. Before you start to work, look over the site and clear any potential hazards, check your PPE and your equipment to be sure it is all in order and report any problems immediately.

"If we are to meet tomorrow, we must think safety today."



*A practice by the fire fighting squadat Training Center*



# Fueling Progress

*The Chemical Processing Equipment Business Unit at Doosan Vina produces the high tech equipment that turns the Earth's natural resources into safe and useful products that are improving life all over the world.*



**Building Your Tomorrow Today!**  
Doosan Heavy Industries Vietnam  
[www.doosan-vina.com](http://www.doosan-vina.com)