Petroleum Trading Lao Public Company

Plus Energy for the Nation - Energy for Development

ANNUAL REPORT

OF 2016



Brief Company History

The Petroleum Trading Lao Public Company (Petrotrade) was founded with the vision of delivering quality oil at fair price to all areas for better quality of life. This inspiration came from the firsthand experiences of the founder who perceived that access to fuel supply in remote areas is usually a problem… and this creates significant economic damage.

As a member of the Phongsavanh Group, Petrotrade was founded on 6th April 2008 with registered capital of 28.8 billion KIP. Lao citizens are the primary investors in the business.

Later, the company increased registered capital to LAK350 billion or US$45 million in 2013 to expand its business pursuant to its vision.

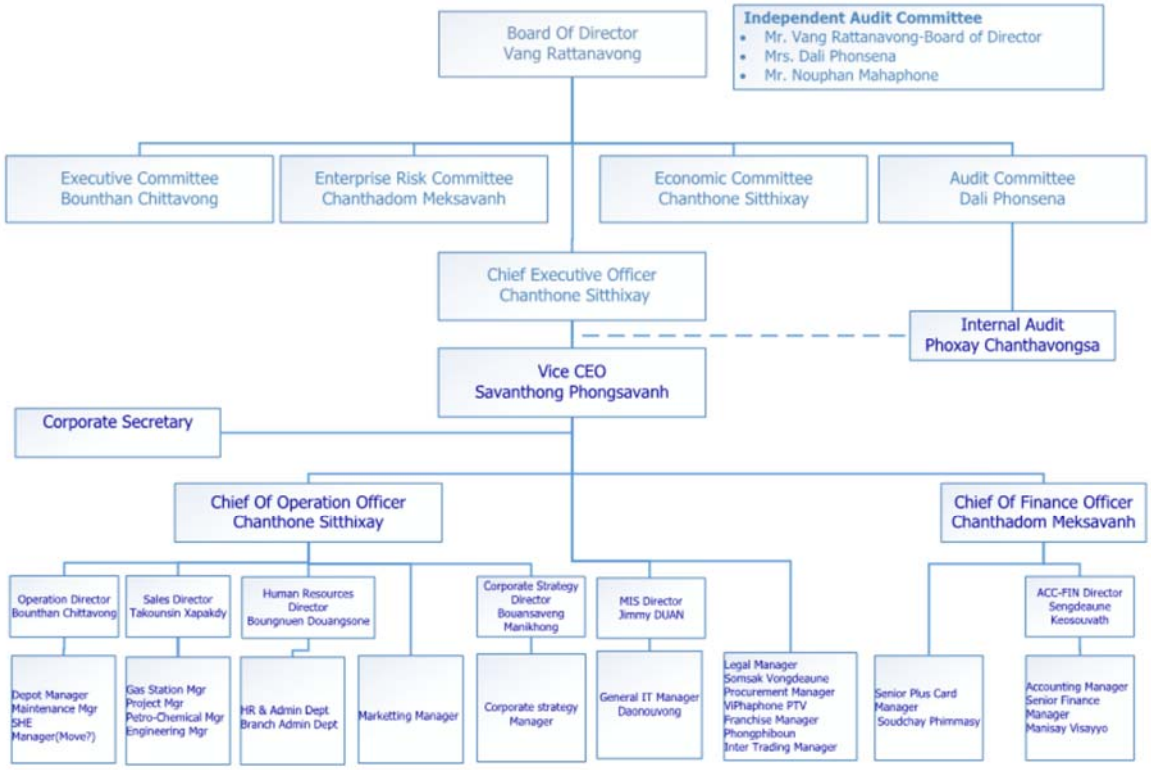
On 9th October 2014, Petrotrade was registered as a public company and was listed on the Lao Security Exchange (LSX) on 9th December 2014 to attract Lao and foreign investors as shareholders. The company has written a new page in Lao history in the context of being the first local company in the petroleum business to be listed on the LSX.

Be a leader of the petroleum and petrochemical business in Lao PDR and commercially link with ASEAN

Petrotrade has multiple missions

1. To establish privately-owned integrated petroleum business in Lao PDR.
2. To be well-accepted and trusted by the general public.
3. To expand and diversify its business on a regional basis.
4. To create and share benefits among stakeholders and civil society.

PetroTrade Oganizatimon Chart



The Business Operation Results of 2016

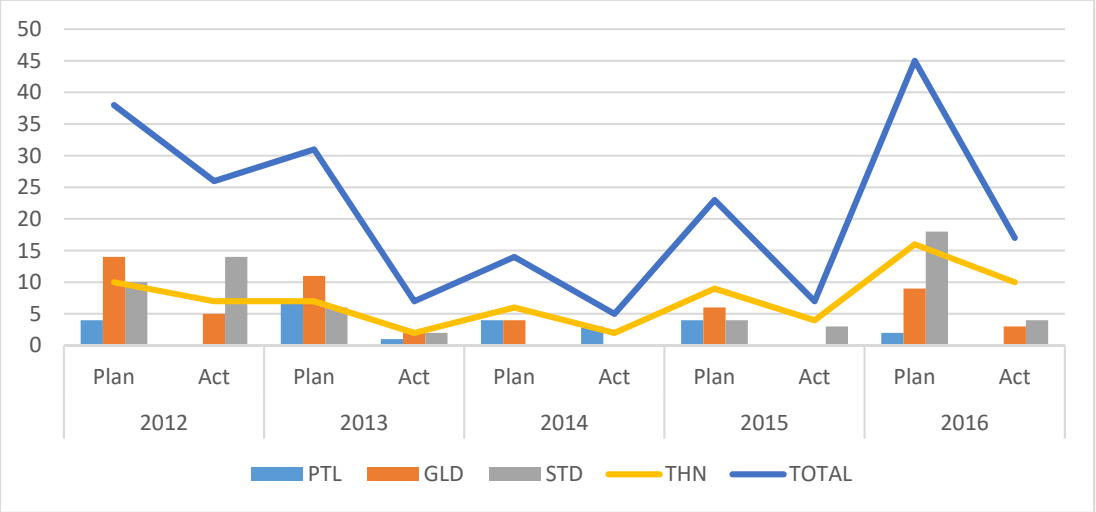
Sales

Petroleum Trading Lao Public Company has been 3 years that listed in the Lao Securities Exchange with operational under public company. The sale operation of 2016 we've expanded our investment to international market to Thailand, China, Myanmar, Vietnam and Cambodia It's the year that we've invested in a big capital for the future business strategy. Generally, overview of Lao economic in 2016 the political is strongly and peacefully more foreign investment growth up to 1,222 projects value USD3,134 Million equivalent to LAK25,546 Billion (register capital) with 36% or USD2,305 Million above the plan (source report from Ministry of Planning and Investment). The players in domestic oil market has been increased total 25 companies in 2016 and effected to our sale growth and the annual sales is cover up to 11% of the oil market covering nationwide raking number 4 in the Lao PDR oil market. Thus, the re-export business model has been practice in the middle year of 2016 which we have faced many issues and the major issues are: trade barrier, bounded warehouse and the volatility of the global oil price market that is main causes of loss of companies.

- Total of sales included domestic in over country is 161,371,005 Liters increased to compare to numbers of 2015 is 140,591,500 Liters increased is 20,779,505 Liters (inclusive tax and tax exemption).
- Total 21 new gas stations have been opening for services with archived 55% of target planned 38 gas stations.
- Total 13 projects sales have been participating in the sales including 8 construction projects and 5 industries and transportation.

Type	Gas station statistics 2012 - 2016									
	2012		2013		2014		2015		2016	
	Plan	Act	Plan	Act	Plan	Act	Plan	Act	Plan	Act
PTL	4	_	7	1	4	3	4	_	2	_
GLD	14	5	11	2	4	_	6	_	9	3
STD	10	14	6	2	_	_	4	3	18	4
THN	10	7	7	2	6	2	9	4	16	10
TOTAL	**38**	**26**	**31**	**7**	**14**	**5**	**23**	**7**	**45**	**17**

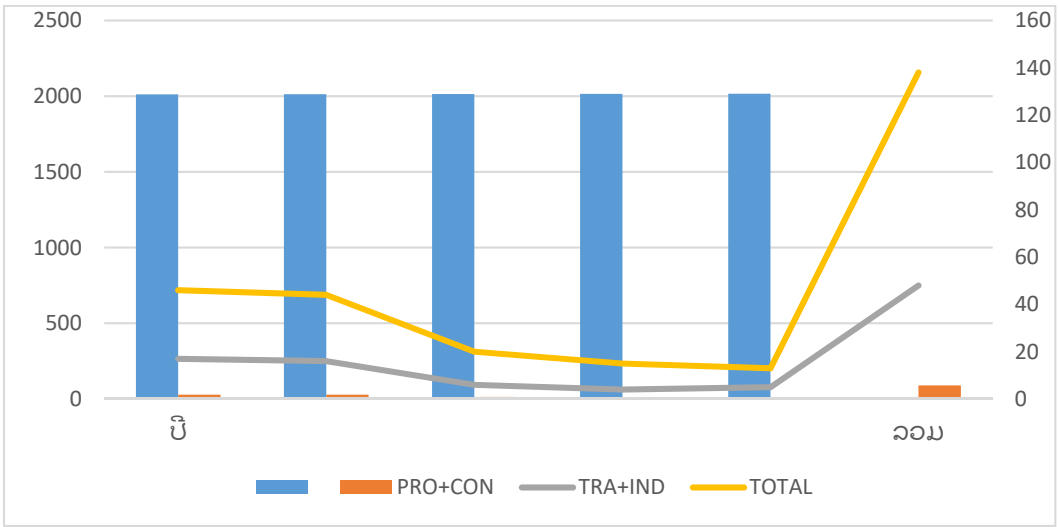
Gas Station Statistics 2012 – 2016



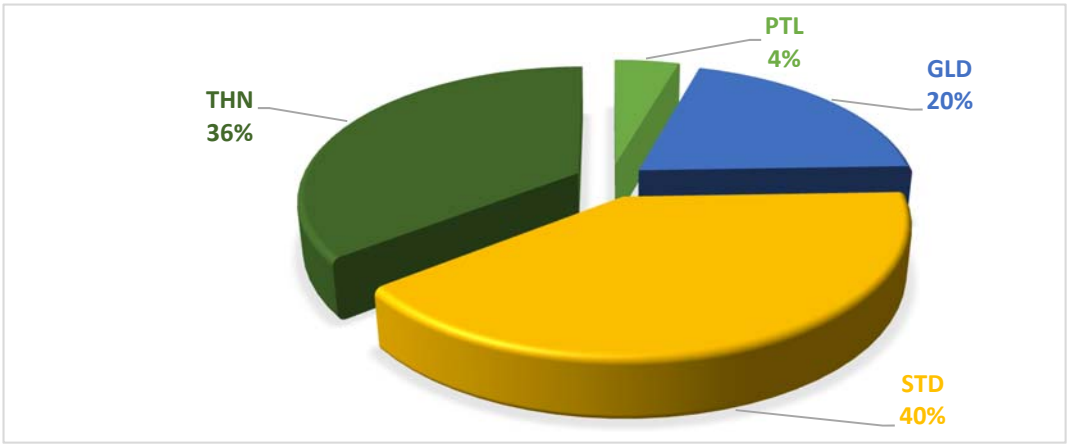
Sales Projects Customers Statistics 2012-2016

Project Type	Year					Total
	2012	2013	2014	2015	2016	
PRO-CON	29	28	14	11	8	90
IND-TRA	17	16	6	4	5	48
TOTAL	**46**	**44**	**20**	**15**	**13**	138

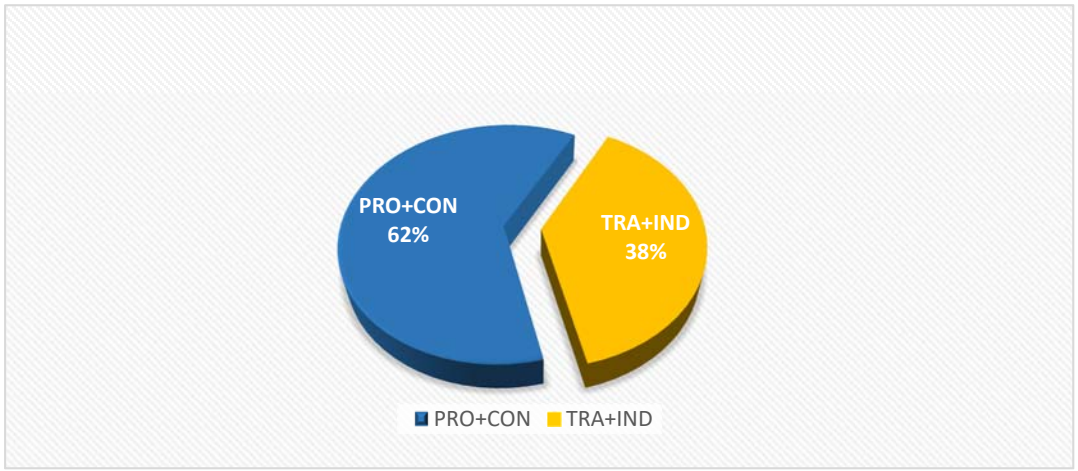
Sales Projects Customers Statistics 2012-2016



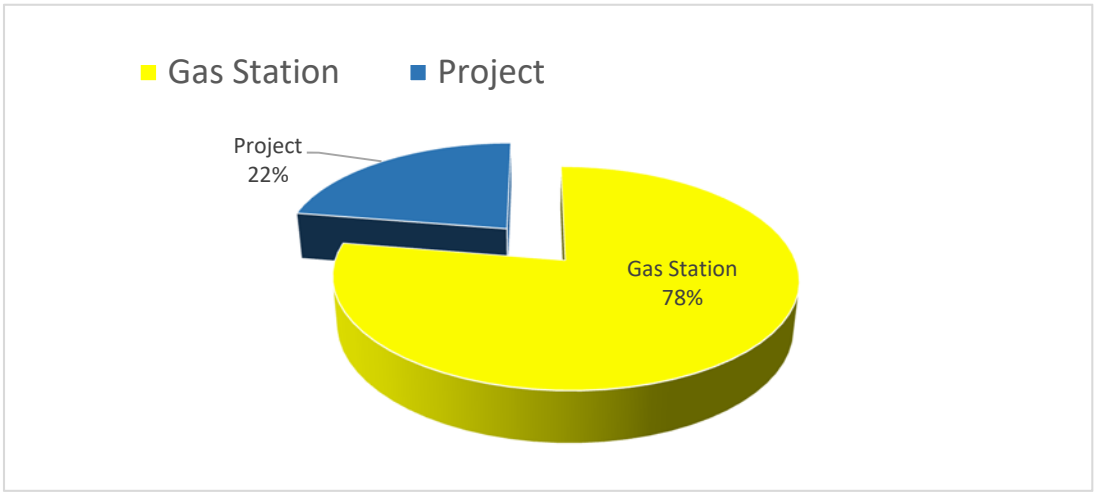
Shared of Sales Gas Stations by Type of 2016



Shared of Sales Project by Type of 2016



Sales Comparison between Gas Stations and Projects of 2016



Oils Market Shared in Lao PDR 2016

ສັງລວມຕົວເລກການຈຳໜ່າຍນ້ຳມັນເຊື້ອໄຟຕົວຈິງ ປີ 2016

ລ/ດ (No.)	ບໍ ລິ ສັດ ນ້ ຳ ມັນ ເຊ ື ້ ອ ໄ ຟ (Company's name)	ຕົວເລກການຈຳໜ່າຍນ້ຳມັນເຊື້ອໄຟຕົວຈິງ ປີ 2016 (Total Sale of 2016)		ລວມ (Total)	ສະເລ່ຍ (Share)	Ranking
		4	7		%	
1	ບ/ສ ເປໂຕລິເມັກລາວ ຈຳກັດ I²ETLIMEX	66,744,200	225,759,000	292,503,200	24.85	1
2	ລ/ຮ ນ້ຳມັນເຊື້ອໄຟລາວ LSFC	182,114,729		182,114,729	15.47	2
3	ບ/ສ ພີທ໋ ທ໋ ລາວຈຳກັດ I²TT	78,978,000	68,153,000	147,131,000	12.50	3
4	ບ/ສ ປີໂຕຣຄ້ ງ ເທຣດດິ ງ ລາວ ມະຫ ຊ ົ ນ I²ETROTRADE	67,697,000	62,292,000	129,989,000	11.04	4
5	ລ/ສ ເປໂຕຣຫ ວ ງ ດ ນ ມ ອ ຍ ລ ວ ຈ ຳ ກ ັ ດ I²V OIL	71,161,300		71,161,300	6.04	5
6	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ດ ຟ DAFI	51,121,000		51,121,000	4.34	6
7	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ດ ລ ຈ ະ ເ ລ ີ ນ ຈ ຳ ກ ັ ດ DALACHALERN	46,662,843		46,662,843	3.96	7
8	ລ/ຮ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ວ ຽ ງ ຈ ັ ນ VT OIL	41,797,000		41,797,000	3.55	8
9	ບ/ສ ເ ຊ ື ້ ອ ໄ ຟ ເ ອ ເ ຊ ຍ ຈ ຳ ກ ັ ດ ASIA OIL	34,873,000	4,000,000	38,873,000	3.30	9
10	ບ/ສ ໂ ລ ຢ ໌ ໄ ຕ ລ ວ ຽ ມ ຈ ຳ ກ ັ ດ LO	38,747,000		38,747,000	3.29	10
11	ບ/ສ ພ ະ ສ ັ ງ ຫ ວ ນ ຢ ົ ວ ສ ະ ຫ ວ ັ ນ ຈ ຳ ກ ັ ດ BUOSAVANH	33,484,802		33,484,802	2.84	11
12	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ລ າ ວ ໃ ໝ ່ ຈ ຳ ກ ັ ດ LAOMAI	33,280,000		33,280,000	2.83	12
13	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ເ ມ ຶ ອ ງ ທ ຸ ລ ຸ ຈ ຳ ກ ັ ດ ML	23,180,000		23,180,000	1.97	13
14	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ອ ິ ນ ແ ພ ລ ຊ ຈ ຳ ກ ັ ດ II²	16,296,000		16,296,000	1.38	14
15	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ລ ິ ນ ລ ຸ ້ ຫ ຸ ຈ ຳ ກ ັ ດ	13,430,000		13,430,000	1.14	15
16	ບ/ສ ນ ້ ຳ ມ ັ ນ ເ ຊ ື ້ ອ ໄ ຟ ເ ພ ັ ດ ສ ະ ໄ ໝ ຈ ຳ ກ ັ ດ	4,601,000	7,007,436	11,608,436	0.99	16
17	ບ/ສ ພ ຸ ສ ິ ເ ຊ ື ້ ອ ໄ ຟ ຈ ຳ ກ ັ ດ ຜ ູ ້ ດ ຽ ວ	2,945,000		2,945,000	0.25	17
18	ບ/ສ ເ ປ ໂ ຕ ລ ລ າ ວ ຈ ຳ ກ ັ ດ	2,435,000	444,000	2,879,000	0.24	18

Source: Ministry of Industry and Commerce, Fuel Summary Report of 2016

- **PetroTrade Positioning of 2016:**

Sales Revenue	161,371,005 *(million liters)*
Market shared	11%
Ranking number	4
Total Depots	5 *(capacity of 7 million liters)*
Total of Gas station	124 *(covering 14 province nationwide)*
Total of Sales project customer	135 *(with SPA)*

Strength and Weakness

Strength.

- Achieved sales of project, construction, industries and transportation as the target planned.
- "Zero" accident.
- Gas stations construction can monitoring participated and the standard of the construction are clear;

Weakness.

- Total of wholesaler archived 49,9%.
- Gas stations sales archived only 30% of year planned.
- Cannot manage sales of partner gas station (dealer operation) shown that the smuggling oil is increased and they're not follow the joint venture agreement
- Opening new gas stations is not as schedule because of the construction.

Obstacles.

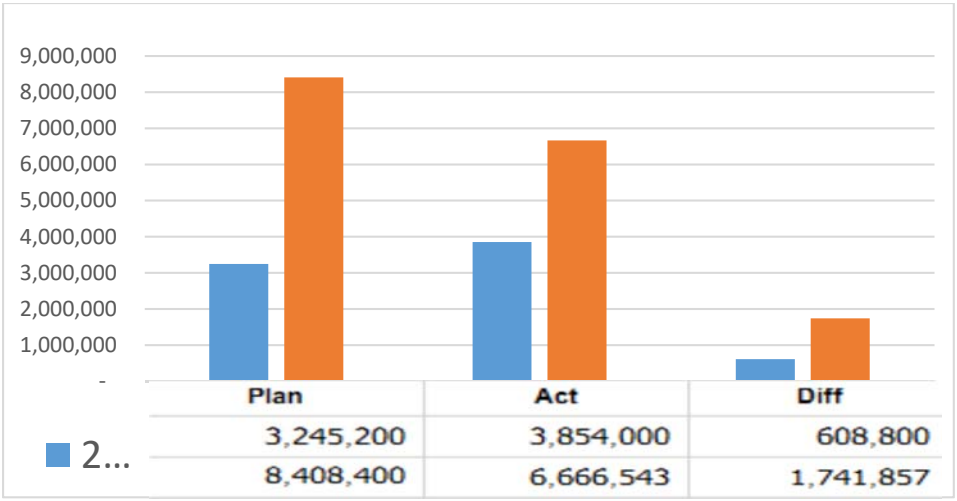
- Business competitor increasing;
- Overall the investment plan of government are not according the plan;
- Some of the partners having problem with their own cash flow;

Marketing

In 2016, "Daily Rich Promotion" worth 3 Billion KIP from Plus Gas Stations that very popular to the end users this promotion was successful and ongoing promotion for the new opening gas station to encourages users to royal and use our gas station services.

As on company policy the Social Responsibilities Project on going "Giving Warm to Communities" were participated this year is the 5th, the caravan brought the blankets to give to the rural people in the winter season in the northern and southern of Lao total amount is 689,449,000 kip. This project was well recognized from government and local authorities which been a success charity model for other to followed.

Sale revenue from Marketing of 2016

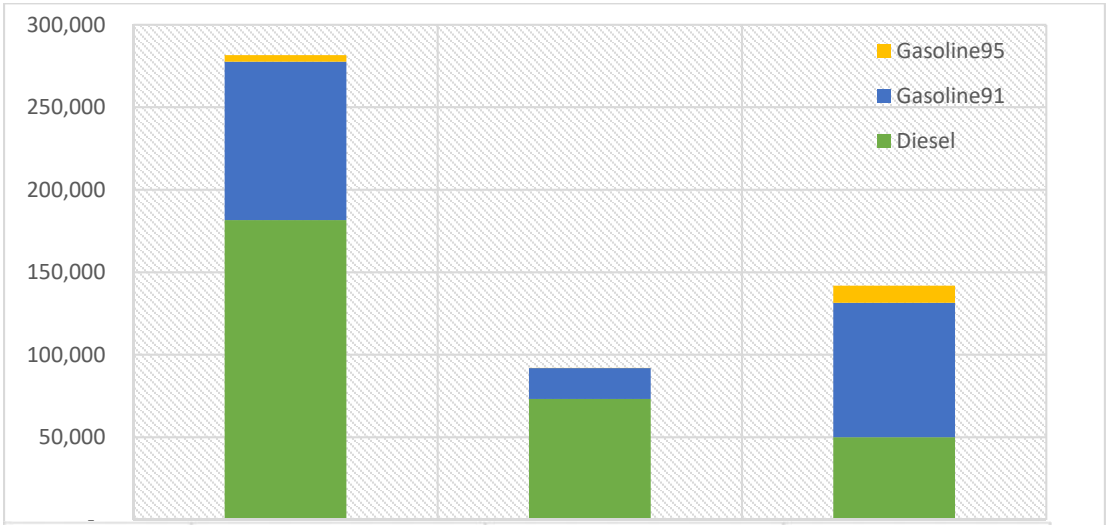


Depot Operation

According to fuel summarized for receiving and loading in 2016 for 5 depots operation are following details:

- Loading 106,107,697 Liters, decreased from 2015 increased 3,16%;
- Paid off 106,532,069 Liters, decresed from 2015 increased 4,90%
- Average volatility of Gasoline Super 95 in the depot is % or -3,966 Liters, total of all received 960,194 liters;
- Average volatility of Gasoline 91 in depot is % or -96,022 Liters, total % of all revived 27,908,579 liters;
- Average volatility of Diesel in depot is % or -181,649 Liters of all received 77,238,924 liters.

The Volatilities of 2016



	Volatility Source	Volatility Loading	Volatility Depots
Diesel	181,649	73,168	50,043
Gasoline91	96,022	18,724	81,457
Gasoline95	3,966	32	10,400

Human Resource

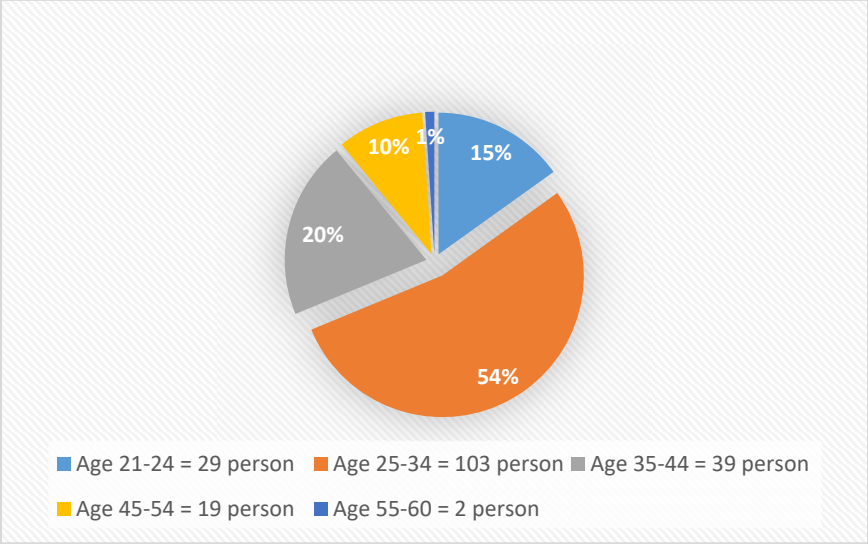
In 2016, Human Resource works with strategy and developemt of administration a part of manging and controlling the movement of employee, equarage 30 employees and 90% plan of created corporate value

- Total employee as of 30 November 2016 is 191 person, increased from 2015 32 person;
- New employee 35 person;
- Resinged 22 person;
- Terminated contrat 10 person;
- Promoted 30 person;
- Transfered to sister companies 1 person.

The Company has promoted the best employee award and oversea package tour for 5 person including other benefits:

- Payment for the social securities total LAK451,482,920 /year
- Annual employee check up LAK 87,486,000 /year
- Contributed for employee marry LAK 9,000,000 /year
- Contributed for employee giving birth LAK 5,500,000 /year
- Supported dead of employee's relative LAK 1,000,000 /year
- Organized sport activities, organize for company's parties such as New Year party, family party, donation for flood and cripple is LAK 16,900,000
- Gold award for 1 bath for working for 5 years .

Summary of Employee Group Age of 2016



Strategy Department

The Petroleum Trading Lao Public Company is a topflight of the completed fuel and petroleum product in the Lao PDR and commercially with the Asian region within 5 years to continue the business expansion in the nearby country.

To conform with the vision of the Company. In 2016 the Company has transforming from seller to importer of the petroleum product in domestic and nearby country to provide the total 50 million litter increased from last year 277%.

To adoption for the business expansion to the international. Therefore, the Company shall be set the strategy for target:

1. Renovation the structure of line administration in the organization.
2. To apply the technology for business operation.

Engineering and Maintenance

In 2016, the Engenerring and Maintenance department has to survey and design as to follow up with the project constrution and suggestion for other project. The total of new gas station and renovetion are following:

- Follow up, designed and constructed of 3 Gold gas stations, 2 Standard gas stations and 8 Thongthin Phatthana gas stations;
- Maintian and improve gas station's branding and images 25 gas stations.

Finacnce –Accounting, Financial Statement report from the external auditor

Summary of Tax paid to the Tax Authority of 2016:

Tax Payment	Amount (Kip)
• Import Duties	28,213,077,500.00
• Excise Tax	72,685,246,600.00
• Value Added Tax	45,679,857,508.98
• Road Tax	69,191,400,000.00
• Reserve Fund	45,305,087,591.00
• Profit Tax	800,000,000.00
• E-Meter Fee	1,507,770,000.00
• Quality Fee	1,159,008,000.00
• Additional VAT payment	8,543,474,566.47
• Personal Income Tax	1,064,539,532.00
Total:	**274,149,461,298.45**

Petroleum Trading Lao Public Company

REPORT OF MANAGEMENT

The management of Petroleum Trading Lao Public Company ("the Company") presents its report and the Company's separate financial statements for the year ended 31 December 2016.

STATEMENT OF THE MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE SEPARATE FINANCIAL STATEMENTS

The management is responsible for the preparation of the separate financial statements which have been prepared in accordance with the accounting policies as described in Note 3 to the separate financial statements. These accounting policies are not intended to present the separate financial position, the separate results of operations and the separate cash flows of the Company in accordance with international generally accepted accounting principles. In preparing those separate financial statements, the Company's management is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the separate financial statements; and
- prepare the separate financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue its business.

The management is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the separate financial position of the Company and for ensuring that the separate financial statements comply with the selected accounting policies. It is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The management has confirmed that the Company has complied with the above requirements in preparing the accompanying separate financial statements.

APPROVAL OF THE SEPARATE FINANCIAL STATEMENTS

We hereby approve the accompanying separate financial statements for the year ended 31 December 2016 which are prepared in accordance with the accounting policies as described in Note 3 to the separate financial statements.

For and on behalf of the management:

Petroleum Trading Lao Public Company

Chanthone Sitthixay
Chief Executive Officer

Vientiane Capital, Lao PDR

28 April 2017

Petroleum Trading Lao Public Company

SEPARATE BALANCE SHEET
as at 31 December 2016

Currency: LAK

	Notes	31 December 2016	31 December 2015 (Restated)
Assets			
Current assets			
Cash	4	77,446,458,912	74,657,189,719
Short-term investments	28	-	11,727,093,359
Trade receivables	5	123,926,666,763	98,642,692,232
Advance to suppliers	6	37,669,346,163	4,953,370,656
Other receivables	28	38,145,662,933	40,194,690,016
Inventories	7	73,651,625,171	11,737,495,355
Other current assets	8	32,444,811,857	20,724,340,660
		383,284,571,799	**262,636,871,997**
Non-current assets			
Tangible fixed assets	9	138,667,446,743	112,981,550,159
Intangible fixed assets	10	130,020,912,193	129,778,209,610
Investment properties	11	156,087,051,056	152,575,976,414
Construction in progress	12	24,443,078,998	16,261,139,486
Long-term investments	13	32,123,065,571	16,749,572,212
Investment in subsidiary	14	3,010,781,039	-
Other non-current assets	15	12,632,915,200	20,355,129,514
		496,985,250,800	**448,701,577,395**
Total assets		**880,269,822,599**	**711,338,449,392**
Liabilities and equity			
Current liabilities			
Short term loans and borrowings	16	123,598,400,000	119,244,814,122
Trade payables	17	125,512,901,166	16,901,236,157
Advance from customers		-	555,256,210
Tax payables	18	3,044,584,590	7,814,428,781
Accruals		1,339,809,255	2,920,001
Other payables		141,164,523	210,063,091
		253,636,859,534	**144,728,718,362**
Non-current liabilities			
Long-term loans	19	162,024,840,000	56,000,000,000
		162,024,840,000	**56,000,000,000**
Total liabilities		**415,661,699,534**	**200,728,718,362**
Equity	***20***		
Contributed share capital		470,000,000,000	470,000,000,000
Share premium reserves		27,638,932,340	27,638,932,340
Statutory reserve fund		3,708,530,711	1,977,267,979
Other reserve fund		1,977,267,979	1,977,267,979
(Accumulated losses)/Undistributed earnings		(38,716,607,965)	9,016,262,732
Total equity		**464,608,123,065**	**510,609,731,030**
Total liabilities and equity		**880,269,822,599**	**711,338,449,392**

Chanthadom Meksavanh
Acting Chief Finance Officer

Chanthone Sitthixay
Chief Executive Officer

28 April 2017

Petroleum Trading Lao Public Company

SEPARATE INCOME STATEMENT
for the year ended 31 December 2016

Currency: LAK

	Notes	*Current year*	*Previous year (Restated)*
Revenue	21	939,683,055,659	833,060,610,905
Cost of sales	22	(875,867,785,318)	(735,200,764,960)
Gross profit		**63,815,270,341**	**97,859,845,945**
Other income		922,194,746	1,408,113,689
Administrative expenses	23	(52,865,083,730)	(45,535,347,730)
Selling expenses	24	(33,927,399,127)	(19,826,409,780)
Other expenses		(138,928,954)	(24,095,979)
Operating (loss)/profit		**(22,193,946,724)**	**33,882,106,145**
Finance income	25	8,147,397,931	7,156,791,836
Finance expenses	26	(24,222,745,404)	(16,044,027,041)
(Loss)/profit before income tax		**(38,269,294,197)**	**24,994,870,940**
Corporate income tax expenses	27	(447,313,768)	(5,711,752,041)
(Loss)/profit after tax		**(38,716,607,965)**	**19,283,118,899**

Chanthadom Meksavanh
Acting Chief Finance Officer

Chanthone Sitthixay
Chief Executive Officer

28 April 2017

Petroleum Trading Lao Public Company

SEPARATE STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2016

Currency: LAK

	Registered, contributed charter capital	*Share premium reserves*	*Statutory reserve fund*	*Other reserve fund*	*Undistributed earnings/ (Accumulated losses)*	*Total*
Previous year						
Beginning balance	470,000,000,000	27,638,932,340	-	-	19,772,679,791	517,411,612,131
Profit for the year (Restated)	-	-	-	-	19,283,118,899	19,283,118,899
Reserve appropriation (Restated)	-	-	1,977,267,979	1,977,267,979	(3,954,535,958)	-
Dividends declared	-	-	-	-	(26,085,000,000)	(26,085,000,000)
Ending balance (Restated)	470,000,000,000	27,638,932,340	1,977,267,979	1,977,267,979	9,016,262,732	510,609,731,030
Current year						
Beginning balance	470,000,000,000	27,638,932,340	1,977,267,979	1,977,267,979	9,016,262,732	510,609,731,030
Loss for the year	-	-		-	(38,716,607,965)	(38,716,607,965)
Reserve appropriation (*)	-	-	1,731,262,732	-	(1,731,262,732)	-
Dividends declared (*)	-	-		-	(7,285,000,000)	(7,285,000,000)
Ending balance	470,000,000,000	27,638,932,340	3,708,530,711	1,977,267,979	(38,716,607,965)	464,608,123,065

(*) Dividends declaration and reserves appropriation were made in accordance with the Resolution of Annual General Shareholder meeting dated 26 April 2016. However, due to subsequent restatement of undistributed earnings as of 1 January 2016 (as disclosed in Note 31), the Company's management has decided (1) not to provide for other reserves and (2) to provide for statutory reserves at only 9% of unstributed earning as at 1 January 2016 in current year. As of the date of these separate financial statements, the Company is in the process to obtain approval from the General Shareholders Meeting for such revision of reserves appropriation.

Chanthadom Meksavanh
Acting Chief Finance Officer

Chanthone Sitthixay
Chief Executive Officer

28 April 2017

Petroleum Trading Lao Public Company

SEPARATE STATEMENT OF CASH FLOWS
for the year ended 31 December 2016

Currency: LAK

	Notes	Current year	Previous year (Restated)
CASH FLOWS FROM OPERATING ACTIVITIES			
(Loss)/profit before tax		**(38,269,294,197)**	**24,994,870,940**
Adjustments for:			
Depreciation of tangible fixed assets and investment properties and amortisation of intangible fixed assets	9, 10, 11	18,467,672,895	14,989,124,453
Provision		2,819,194,125	1,705,689,492
Profits from investing activities	25	(2,625,315,200)	(4,479,495,740)
Unrealized foreign exchange losses		2,303,762,362	257,330,111
Interest expenses	26	18,294,875,727	13,370,684,565
Operating profit before changes in working capital		**990,895,712**	**50,838,203,821**
Increase in trade and other receivables		(66,936,108,029)	(37,050,411,924)
(Increase)/decrease in inventories		(62,810,525,109)	464,647,738
Decrease/(increase) in prepaid expenses		7,722,214,314	(13,924,812,829)
Interest received		-	6,312,603,552
Interest paid		(18,294,875,727)	(14,482,535,147)
Corporate income tax paid	27	(2,322,405,148)	(7,644,097,833)
Increase in trade and other payables		101,968,994,709	(2,305,150,971)
Net cash flows used in operating activities		**(39,681,809,278)**	**(17,791,553,593)**
CASH FLOWS FROM INVESTING ACTIVITIES			
Acquisitions of fixed assets		(51,661,404,006)	(54,390,780,402)
Loans to other entities		(3,646,400,000)	(19,156,346,972)
Collection of loans to other entities		-	23,783,093,784
Payments for investments in other entities		(3,010,781,039)	-
Net cash flows used in investing activities		**(58,318,585,045)**	**(49,764,033,590)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		355,828,227,981	375,514,115,594
Repayment of borrowings		(247,698,722,103)	(339,503,503,965)
Payment of finance lease liabilities		-	(5,840,775,389)
Dividends paid		(7,285,000,000)	(26,085,000,000)
Net cash flows from financing activities		**100,844,505,878**	**4,084,836,240**
Net increase/(decrease) in cash		**2,844,111,555**	**(63,470,750,943)**
Cash at beginning of year	**4**	**74,657,189,719**	**138,122,895,155**
Impact of exchange rate fluctuation		(54,842,362)	5,045,507
Cash at end of year	**4**	**77,446,458,912**	**74,657,189,719**

Chanthadom Meksavanh
Acting Chief Finance Officer

Chanthone Sitthixay
Chief Executive Officer

28 April 2017

Business Plan 2017

Gas Station Expanding of 2017

No.	Type of Gas Station	Target
1	Platinum (PLT)	2
2	Gold (GLD)	4
3	Standard (STD)	9
4	Thongthin Pattana (THN)	10
	Total	25

Project's Customer Target of 2017

No.	Type of Customer	Target
1	Project-Construction (PRO+CON)	10
2	Industry-Transportation (IND+TRA)	2
	Total	12

Target Sales of 2017

	Chanel of Sale	Amount (Million) Litter
Gas Station	Platinum (PLT)	20.15
	Gold (GLD)	24.91
	Standard (STD)	20.72
	Thongthin Pattana (THN)	17.92
Project	Project – Construction (PRO-CON)	35.57
	Industrial-Trading (IND-TRA)	43.79
	Other (OTH)	138
	Total:	301.06

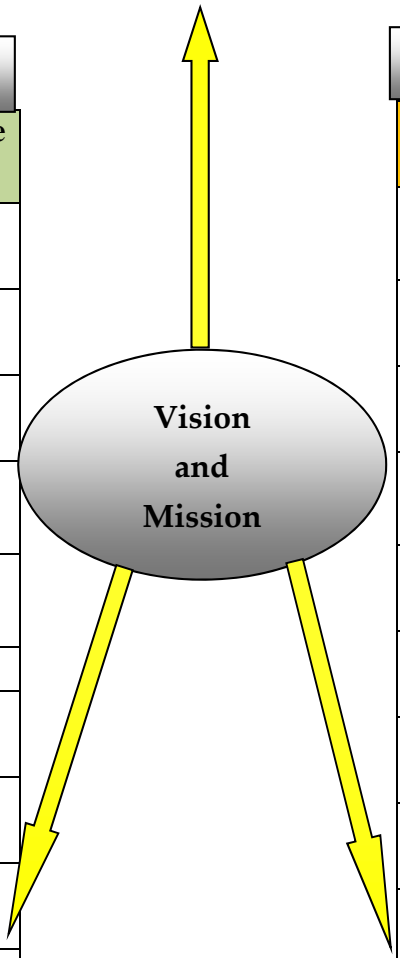
Financial Management Target

Description	%	Description	%
ROA	**27**	**Cost Structure**	**92.8**
ROS	**2.77**	**Wages**	**0.35**
ROE	**50**	**Depreciation**	**0.54**
Profit per unit	**7.2**	**Expenses**	**2.67**
Net Profit	**2.77**	**Interest**	**0.51**

Definition: ROA: Return on Assets / ROS: Return on Sales / ROE: Return on Equity

Sales Operation

Description	Value %
Customer Complaint	**100**
Sales partner development	**5**
Customer Care (Gas Station)	**100**
Customer Care (Project)	**100**
New Customer Connection	**90**
CRM	**100**
Marketing number of innovation	**5**
IT & Software applied rate	**90**
Management plan on each sectors	**90**
Number of training topics	**19**
Training time per headcount	**24**
Number of improved job after training	**70**
Number of resigning employee	**4**



Operation Performance

Description	Value %
Rate of Sales growth	**55**
Recognition of trademarks and company	**50**
Rate of controlling and OP Services	**100**
Time Management	**98**
Waste expenses rate control	**98**
To implement according to ISO 9001	**100**
To implement according to ISO 14000	**100**
To implement according to ISO 18000	**100**
To implement on the society activities	**100**