October 30th, 2018

Vietnam Report JSC (VNR)

"Vietnam Report (VNR) announces first-ever partnership with people analytics company Institution for a Global Society Corporation (IGS) to bring AI-enabled predictive recruitment and organisation development solution in VNR500 in response to the intergration of Organization 4.0."

Hanoi, October 29th, 2018 – Vietnam Report (VNR) announced its first-ever partnership with people analytics company Institution for a Global Society Corporation (IGS) to launch **GROW360** in Vietnam after collecting positive feedback from VNR500 via Vietnam CEO Summit event dated in July 2018.

GROW360 brings recruitment solution, which provides HR executives and managers with psychometric and 360-degree peer feedback talent analytics to improve the accuracy, cost-effectiveness, and quality of the talent acquisition process. GROW360 Recruitment's predictive analytics software solution removes human bias from the traditional talent acquisition process using well-established psychometric models and 25 global competencies rather than a resume to screen human capital, allowing organizations to reduce cost and time to hire, increase hire yield and improve diversity.

In addition, GROW360 also provides solutions for **enterprise-level assessment** which helps organizations analyze their top-performers, visualize competencies distribution, and project individual growth potential based on GROW360's AI machine learning algorithm. HR teams can use this data to make strategic recommendations for training, promotion and organization development. With a client roster list that includes All-Nippon Airways (ANA), Asian Development Bank and Mitsubishi Corporation, etc. VNR sees IGS as an ideal partner in order to support Vietnamese enterprises navigate Industrial Revolution 4.0

"In Vietnam, many companies are focused on addressing three main challenges: decreasing high employee turnover, boosting employee productivity and increasing overall organizational capability." said Vu Dang Vinh, CEO of Vietnam Report. "We believe that GROW360 Recruitment can bring CEOs and CHROs an extremely cost-effective and data-driven tool to tackle the above challenges and strategically develop human capital. We are very excited to partner with IGS to bring to market this AI-enabled recruitment solution to help HR leaders unlock their people capabilities within a large and growing labor market that is technologically savvy, ambitious and hungry for career opportunities."

This strategic partnership between VNR and IGS combines the respective strengths of each company. While VNR maintains and develops a robust network of the top 500 enterprises in Vietnam with strong local market expertise, IGS is a disruptive people analytics company funded exclusively by

four venture capital funds of some of the top universities in Japan, making their patented technology and assessment methodologies backed by leading psychology and behavioral science researchers in Asia-Pacific. The service will be marketed by VNR and is commercially available in Vietnam.

About VNR

Vietnam Report (VNR) was established in August 2007 being a pioneer in report and ranking for enterprises, products and services in Vietnam. VNR aims to build the model as a consulting, marketing database, investment, research, independent market research, combining between local and international expertise to provide the best possible outputs for clients in the network.

About Institution for a Global Society Corporation (IGS)

Institution for a Global Society Corporation (IGS) is a SaaS, AI-enabled people analytics software startup which provides bias-free and data-driven solutions to measure personalities, competencies and growth potential among diverse demographic groups based on 25 competencies applicable across countries, cultures and job types. GROW360's assessment solution is composed of two tests: 1) psychometric assessment based on the Big 5 Five Factor Model via gamified Implicit Association Test (iAT) 2) 360-degree behavioral feedback assessment. Artificial intelligence and machine learning algorithms analyze this "people data" to provide recruitment, talent management and organization development recommendations to HR leaders. Companies who adopt GROW360 solutions report 25% reduction in time to hire, 40% reduction in talent acquisition cost and 30% increase in diversity of sourced candidates.

Pricing - GROW360 Recruitment/ organizational assessment can be purchased for 230,000 VND per assessment per candidate.[1]

Institution for a Global Society Corporation (IGS)
- o Tokyo Office: Hiroo Office Building 7F, 1-3-18 Hiroo, Shibuya-ku, Tokyo 150-0012
- o HCMC Office: Miss Ao Dai Building, 9th Floor, 21 Nguyen Trung Ngan St., Dist.1, HCMC, Vietnam
- o Establishment: May 2010
- o Main Investors: University of Tokyo Edge Capital (UTEC), Tokyo University of Science Investment Management Fund (TUSIM), Keio Innovation Initiative (KII), Miyako Capital
- o Business Segments: HR, Education

For press inquiries, please contact:
Vietnam Report - 024 35160 138 - Ext: 209 or 0904 766 410 (Ms. Ha)
Email: hatruong@vietnamreport.net

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[1] Pricing applies to organizations which assess 1,000 persons per year or more. For more information, please consult Vietnam Report or via website at http://www.grow-360.com/vn.