

TEXCHEM GROUP MANAGERS' CONFERENCE 2022

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With the rise in Omicron spread and as part of the organisation's risk management, Texchem's Managers Conference 2022 was carried out via a hybrid meeting on 17 January 2022 at Jen Hotel Penang. 33 participants attended the meeting physically while the rest of the management staff joined via Zoom.

The meeting started with the Presidential Address by Group CEO, Mr Yap Kee Keong whereby corporate updates and financial performance for 2021 was shared. This was followed by the direction moving forward in 2022. Here, Mr Yap informed participants that we operate in a new normal where the business world is subjected to constant and unpredictable changes and challenges; i.e a VUCA world. As such, our management staff should avoid traditional and outdated approaches to managing and leading their employees. Mr Yap also explained that the leaders of the respective companies in Texchem must communicate a shared vision to their subordinates so that each and every one is aligned and move in the same direction. Mr Yap added that our Group Vision, Mission and Core Values must be reflected in our daily work life. Moving into 2022, Mr Yap urged everyone to continue being competitive as we move our organisation to become a strong organisation.

In 2022, ESG (Environment, Social and Governance) shall form the pillars for sustainability in Texchem Group as we aim to further enhance our value creation to our stakeholders in a more structured and focused manner. Mr Yap ended his speech announcing that the tagline for 2022 is "Make It Better".



Our Group Executive Chairman, Tan Sri F. Konishi took the stage next and adding on to Mr Yap's address, Tan Sri Konishi informed participants that to operate a successful organisation and to move into being a great organisation, the following mindset need to be adopted; Business oriented, People oriented, Organisation oriented and Profit oriented. In order to be business oriented, Tan Sri Konishi explained that we need to constantly innovate so that we can introduce new products to customers that will in turn benefit the customers and bring about their success. As for being people oriented, Tan Sri Konishi said that it is not easy to hire good employees, as such we should train our people to improve productivity and leaders of each company should build up their subordinates as part of succession planning. This ties to being organisation oriented as an organisation can only be successful if it has able human resources. The last one which is profit oriented refers to being an organisation with just the right amount of workforce and high profits which will translate into better rewards and bonus payment for the employees.



After the lunch break, our Division Heads from Industrial, Polymer Engineering, Restaurant and Food shared their division financial performance and new developments for their respective divisions.

Despite the challenges in 2021 and two Movement Control Order in Malaysia and in other countries of operations, we managed to ride out the storm and while we are still on our way to being a great organisation, it is without doubt that Texchemers have proved that we will stand together and once again deliver the desired results for Texchem. Texchemers, together "Let's Make it Better" in 2022!