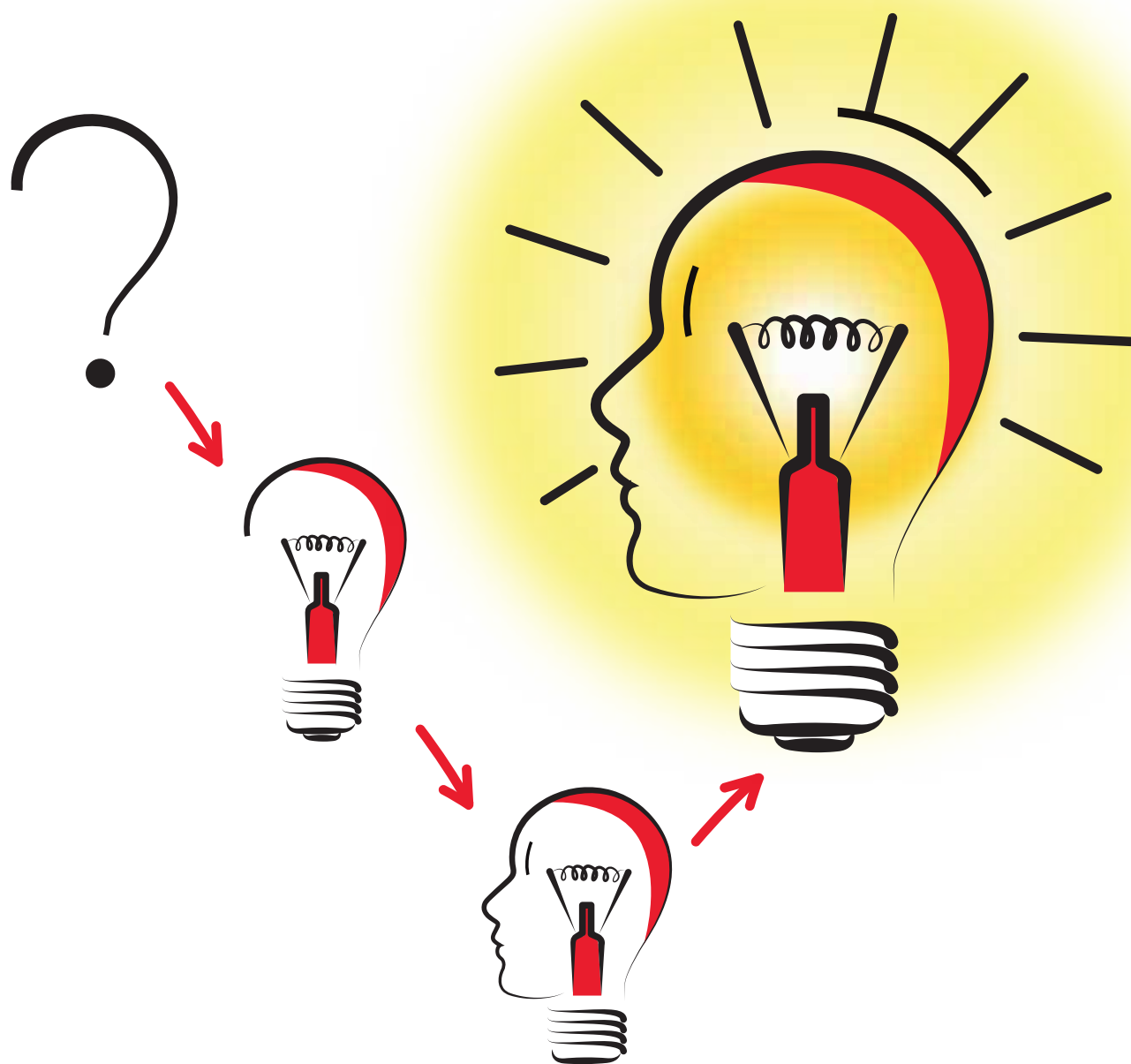


# TEXVIEW

JAN-MAR 2022



TEXCHEM



## Be Innovative

TEXCHEM  
As One...

# As One...

## **“As One” ...**

We have overcome the challenges in the last 2 years,

We have “Made it Work”

We shall “Make it Better” in 2022

Texchemers are more driven than ever!

Texchemers shall bring the organisation to greater heights!



## Be Innovative

Generate new ideas and use unconventional thinking and ingenuity for projects, processes and solutions to problems.

## Editor's Note

Hello once again Texchemers.

It gives me great pleasure to resume my role as the Editor of Texview after a two-year hiatus. I look forward to receiving articles from all of you once more, particularly write-ups on corporate social responsibility, employee engagement, company achievements/milestones, general knowledge sharing about your Divisions' industry, New Ways of Working, new product launch, sustainability efforts and any interesting happenings in your Division which you would like to highlight to Texchemers.

For 2022, the Texview cover series shall focus on our Core Values. For this quarter it is Be Innovative. Innovation involves coming up with new ideas or new systems for completing tasks. Some examples of innovation seen in our Group are Sushi King outlets using robotic trays to deliver orders on the kaiten belt to customers and starting different concepts such as Sushi King satellite and Sushi King kiosk. At the Penang HQ, we have embarked on New Ways of Working to become a more agile organisation. Employees will learn to collaborate, be more innovative and ultimately deliver exceptional results.

I look forward to hearing from hearing from all of you. Have a good 2022!

**Adeline Yeoh**

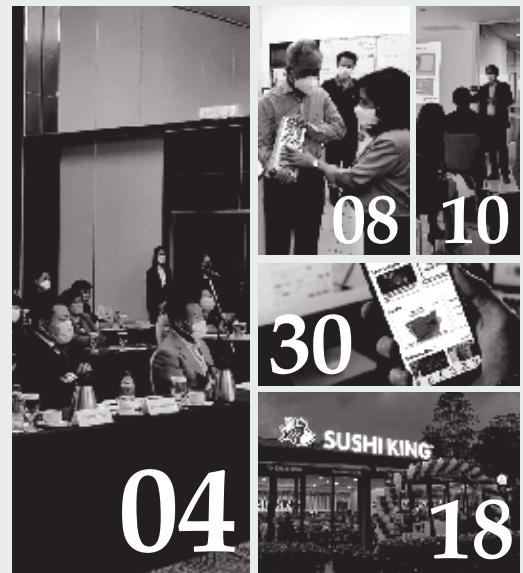
Editor, Texview

adeline.yeoh@trbgroup.com

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# calendar of events

## April to June 2022

### APRIL

- 16** Monthly Hike – Mt Kinabalu Club  
Venue : Tar Road- 84 – Penang Hill
- 
- 22** Texchem Resources Bhd's 48<sup>th</sup> Annual General Meeting – Virtual  
Texchem Resources Bhd's Extraordinary General Meeting – Virtual
- 
- 28** Let's Bowl – Texchem Cultural Ambassador Committee  
Venue : Penang Bowl

### MAY

- 07** Monthly Hike – Mt Kinabalu Club  
Venue : Bat Cave – Penang Hill
- 
- 09** Health Screening Program – Texchem Ladies' Club  
Venue : Pathlab Branches in Penang
- 
- 21** Monthly Hike – Mt Kinabalu Club  
Venue : Heritage Trail – Penang Hill

### JUNE

- 01** Fitness Class (Jumping) – Texchem Ladies' Club  
Venue : Athens Fitness Penang
- 
- 04** Monthly Hike – Mt Kinabalu Club  
Venue : Moon Gate – No. 5 – 84 – Penang Hill
- 
- 08** Fitness Class (Jumping) – Texchem Ladies' Club  
Venue : Athens Fitness Penang
- 
- 11**  
**12** Maxwell Hill Hike – Mt Kinabalu Club  
Venue : Maxwell Hill, Taiping
- 
- 15** Fitness Class (Konga) – Texchem Ladies' Club  
Venue : Athens Fitness Penang
- 
- 18** Monthly Hike – Mt Kinabalu Club  
Venue : Youth Park – No. 5 – Bukit Cendana – 84 – Penang Hill
- 
- 22** Fitness Class (Konga) – Texchem Ladies' Club  
Venue : Athens Fitness Penang

# President & Group CEO's message

Dear Texchem Family Members

Warm greetings for the first quarter of 2022! 2021 was a year all of you should be proud of. You delivered the desired results for Texchem amidst a challenging operating environment. How did that happen? You persevered and with your collective efforts "We made it Work"! As we continue to pursue our corporate objectives for 2022, let me provide you some quick updates on the Group results as at 31 December 2021 as well as other happenings in the Group in 2021 and Q1 of 2022.

I am delighted to announce that Texchem Resources Bhd achieved a pre-tax profit of RM30.7 million in year 2021. This is a huge increase compared to pre-tax profit of RM1.4 million in year 2020.



All Divisions achieved improved results against 2020 especially with the significant efforts put into driving the Q4 2021 results. The relaxation of dine-in restrictions and the resumption of social activities in Malaysia enabled the Group's restaurant operations to bounce back strongly in Q4 2021 and saw 2 new Sushi King restaurants opened at Pavilion Bukit Jalil and Eco Grandeur Puncak Alam in Q4 of 2021. The latest Sushi King outlet opened on 21 January 2022 at Mitsui Shopping Park Lalaport Bukit Bintang City Centre.

With the current Covid-19 pandemic, environmental, social, and governance (ESG) concerns has gained a greater importance for key stakeholders to safeguard business sustainability. At Texchem, ESG compliance is essential to the business. As part of the Group's ongoing ESG journey, we have implemented solar energy projects, a biopolymer that contributes to the Circular Economy, promoted gender diversity and talent development and put in place policies that govern greater transparency, amongst others. And as Texchemers, you have participated in reaching out to the community through raising funds for school children and kidney patient and providing help to those impacted by Covid-19 lockdowns and floods. Thank you for your part in Texchem's ESG journey. Kudos Texchemers!

While each year we thought that the world will finally recover from the Covid-19 pandemic, we now know that it is more realistic to accept that it is here to stay and we just need to navigate our way around it as how we have navigated other obstacles throughout our journey of 49 years. As we embrace the new normal, we can expect it to bring new challenges. I have shared the concept of how businesses are operating in a VUCA (volatility, uncertainty, complexity, and ambiguity) world. Despite these challenges, I have great confidence in our collective capabilities to turn these challenges into opportunities and that we will, as one, make 2022 an amazing year.

As we embark on our journey to achieve the status of being a strong organisation by the end of 2022, let us continue to stand together as one, continue the good work we are doing and together I know that we shall "Make It Better"!

**YAP KEE KEONG**  
President & Group CEO



# Texchem Group Managers' Conference 2022

*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 lockdowns 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!

Article by  
**Adeline Yeoh**  
(Texchem Resources Bhd)



## ADOPT A KIDNEY PATIENT CAMPAIGN #4



Article by  
**Adeline Yeoh**  
(Texchem Resources Bhd)

The Cultural Ambassadors (CA) would like to express their deep appreciation to Texchemers who participated in the “Adopt a Kidney Patient” Campaign. We had more participation this year and we achieved the highest collection. As such a big thank you to all our donors!

To commemorate this record setting collection, Restaurant Division sponsored Sushi King vouchers and Hoshino coffee vouchers to some lucky donors as a small token of appreciation. Details of how the draw was carried out was posted on the Ren mobile apps on 29 December.

The targeted amount for this campaign was RM30,000 as this is the amount needed to support the dialysis expenses of one CKD patient for a year. However, CA managed to raise RM40,000 after the matching grant from Texchem Resources Bhd and the top-up from our Executive Chairman and Group CEO.

How did we disburse the funds? RM30,000 was donated to the Kidney Patient Fund while RM10,000 was channelled to the Flood Relief Fund, managed by the same charitable organisation. Your contribution has enabled one kidney patient to receive treatment for one whole year to keep him/her alive as well as to provide aid to some families badly affected by the recent flooding.

Again, a big thank you Texchemers!

### Summary

Total Collection : **RM40,000**

No. of donors : **340**

*RM30,000 to sponsor the dialysis treatment of one CKD patient for a year.*

*RM10,000 to the flood relief fund to assist Malaysian families affected by the flooding in December.*



# Tan Sri Konishi's 78<sup>th</sup> Birthday



The newly-minted Ladies' Club Committee had the opportunity to organize a birthday cake-cutting ceremony for our Founder/Executive Chairman, Tan Sri Konishi.

**Date:** 31 March

**Venue:** Texchem HQ Level 18 Cafeteria

**Time:** mid-morning

Such an auspicious occasion has to be decorated nicely with balloons and glitter props to brighten up the place in a party-like atmosphere. Me and my committee had the honor to put our organizational skills to test and we did it meticulously.

Staff gathered to sing the birthday song to commemorate Tan Sri Konishi's 78th birthday, followed by cake-cutting.

All of us wish him bright sunshine in his golden years and may he continue to enjoy not only excellent quality of life but also good health and happiness.

Article by  
**Ch'ng Sing May**  
(Texchem Corporation Sdn Bhd)



## Visit to Penang by Texchem Resources Bhd's **New Independent Non-Executive Director**

Moving along its ESG journey, Texchem places emphasis on good corporate governance and we welcomed Puan Azian binti Mohd Yusof, TRB's new Independent Non-Executive Director, to our Board on 27 January 2022. Puan Azian was with the Malaysian Investment Development Authority ("MIDA") for more than 30 years in promoting the growth of investments in Malaysia. She was the Deputy Chief Executive Officer in charge of Strategic Planning and Coordination in MIDA before retiring in July 2018.

Independent directors are valuable to a company as they are unconstrained by potential conflicts of interest and bring increased scrutiny to give investors confidence.

In equipping Puan Azian to function efficiently and to act as an ambassador for the Group, we invited her to Penang on 15 February 2022.

Armed with a packed itinerary, Puan Azian's day began with an overview of the Texchem Group, its core management and its business divisions by Mr Yap Kee Keong, our Group CEO at TRB HQ.

This was followed by a site visit to TXPPG at Bayan Lepas, joined by Datuk Rajendran, TRB's Corporate Advisor. Equipped with insights of Polymer Engineering Division's business and strategic focus gained through the briefing by Dr Yuma Konishi, Division CEO, walking the production floor became a more engaging session.

Time for a breather - lunch at Hoshino Queensbay Mall. Puan Azian mentioned this was the first-time dining at Hoshino and she enjoyed her dining experience. Kudos to the Hoshino team.



A drive across the Penang Bridge brought us to the factory sites of both TXPM and TXPO. A quick tour of TXPM completed the picture for Puan Azian in respect of the PED operations. At TXPO, Dr Pun MY, Deputy Managing Director, took us on a journey which reflects Texchem's commitment towards a greener environment by promoting a circular economy through the dedicated research and development of our biopolymer, TEXa.



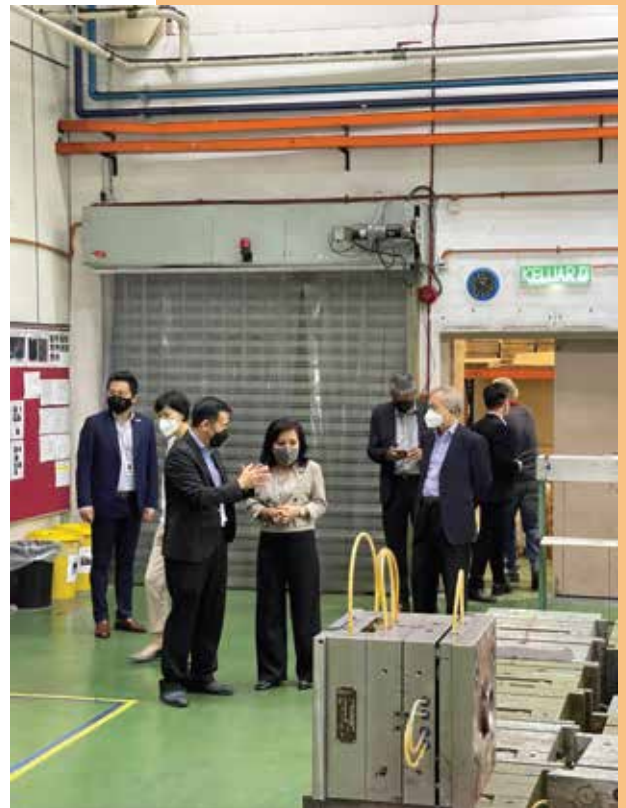
Day end – dinner at Miraku, G Hotel. A time to relax and unwind and be delighted by the omakase menu crafted by the team at Miraku.

Day 2 started with a visit to Texchem’s food processing services at Wilpack Food Services Sdn Bhd’s factory in Prai followed by a visit to the dessert factory at Juru. Then it was a quick drive back to Penang for lunch at Sushi King, Gurney Plaza to complete Texchem’s culinary journey for Puan Azian.

Time came to bid farewell to Puan Azian and it had been a fruitful two days with Texchem.

We at Texchem take this opportunity to express our gratitude to Puan Azian and look forward to the wealth of knowledge, ideas and experience she will bring to the Board.

Article by  
**Catherine Siew**  
 (Texchem Resources Bhd)





After the Group Managers' Conference which was attended by the key senior management staff of Texchem on 17 January 2022, Mr Yap Kee Keong addressed the executives and middle management staff to cascade his direction for the organisation moving forward in 2022.

Texchemers who attended from Wisma Texchem were from Industrial, Restaurant and Corporate Services Division. The talk was held on 27 January 2022 and in the 3-hour session, Mr Yap shared the corporate updates and major challenges faced in 2021 and the group's direction for 2022. This was particularly important as Texchemers are then made aware of where we are heading. From Mr Yap's sharing, we know that we are currently an organization that is above average and our goal is to become a strong organisation. How do we do this? Each of us need to carry the mindset of "Do not be Complacent, Be Competitive" and move in the same pace and direction as the organisation. This is what is meant by "Power of Shared Vision".

Last year in his CEO talk, Mr Yap gave us a simple and efficient advice on how to get things done - Faster, Cheaper and Better (a very easy concept to follow either in the workplace or life) as well as "Make it Work". This year, to bring it to a greater heights, we need to "MAKE IT BETTER"!



## Group CEO Engagement and Talk at Wisma Texchem



We would like to express our sincere thanks to Mr Yap for sharing the corporate direction with us despite his busy schedule. Last but not least, "Do not be complacent, be competitive and continue improving!"

*(Two other such CEO Talk were held at Texchem-Pack (M) Sdn Bhd and Penang HQ on 23 February and 3 March 2022 respectively).*

Article by  
**Tammy Tay & Angelia Kay**  
(Texchem Materials Sdn Bhd)



# Texchem Mount Kinabalu Club & Committee 2022/2023

Article by  
**Dr Chai Yuan Lin**  
(Texchem Malaysia Sdn. Bhd.)

Ensuring employees' health in the workplace is not only beneficial to them; it also creates an effective and efficient working environment for the organization. A healthy individual is more creative, motivated and have a positive outlook in life. That is why Tan Sri Konishi is so passionate about Texchem Mount Kinabalu Club which he incepted in 1994. Tan Sri Konishi is a firm believer that employees' health and productivity goes hand in hand and as such, Tan Sri Konishi keeps himself physically active on a daily basis too.



**New committee with Tan Sri Konishi**  
(Left to right) Teem Chin Mean, Tan Ing Ting, Dr Chai Yuan Lin, Tan Sri F Konishi, Low Shi Yun, Jesslyn Goh



For 2022, let us hit the re-start button and resume our monthly hiking activities. We hope all Texchemers will make exercise an enjoyable part of your life. Join us to explore the natural beauty of nature, the fresh air and scenic views and get to network with colleagues from different business operations and divisions.

Check out the calendar of events of Texview for the monthly hike dates. Let us encourage one another to stay active and healthy together, "As One"!

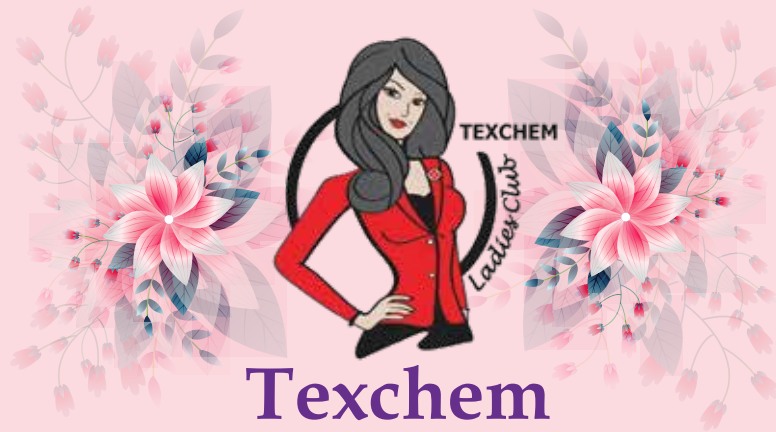
## New Committee line-up for 2022/2023

<b>President</b>	<b>: Dr Chai Yuan Lin</b> Texchem Malaysia Sdn Bhd
<b>Secretary</b>	<b>: Jesslyn Goh May Ling</b> Texchem Corporation Sdn. Bhd
<b>Treasurer</b>	<b>: Low Shi Yun</b> Texchem Corporation Sdn Bhd
<b>Trekking Organiser</b>	<b>: Tan Ing Ting</b> Texchem Risk Management Sdn Bhd
<b>Advisor</b>	<b>: Teem Chin Mean</b> Merieux Nutrisciences (M) Sdn Bhd



As a flashback, the last activity organised by the Club was the Hiking Trip to Broga Hill on 15 March 2020. At that time, the hiking trip only went on after much thought and discussion between the Committee and Tan Sri Konishi and taking into consideration the safety of our staff as Covid-19 just started. The event was very well received by Texchemers. Unfortunately, a few days later, MCO was announced and that resulted in a complete halt to the other activities the Club had in store for Texchemers.

Today, we are starting to embrace the new normal and with the transition towards the endemic phase of Covid-19 in Malaysia, the Club is back once again to bring Texchemers on more exciting hiking trails.



## Texchem Ladies' Club 2022/2023

Texchem Ladies' Club ("TLC") was inceptioned in 1989 by our Founder and Executive Chairman, Tan Sri Fumihiko Konishi with the aim to promote the growth and betterment of female employees in Texchem, and to foster close rapport and fraternity among fellow colleagues. Thus, its Vision - Striving to Advance. The Club's Honorary Patron is Puan Sri Atsuko Konishi who has continuously supported TLC Presidents and Committees over these 33 years.

Activities organized by the Committee are along the lines of TLC's mission which is to inspire women leadership, building sisterhood, cultivate team work, learn and promote growth while having fun together. The new committee look forward to serving you and we hope that our female colleagues will support us by joining our activities. We welcome any suggestions that you may have in your mind, so that we can plan suitable activities for all members, be it educational, or to increase our general knowledge outside our comfort zone.

Do check the Texview calendar for upcoming activities.



**TLC Northern Region Committee with Tan Sri Konishi**  
(L-R) : Adeline Yeoh (Advisor), Tan Shi Yin, Chaw Chiaw Xin, Ch'ng Sing May,  
Tan Sri F Konishi, Eng Shwu Ling, Tan Ean Ting, Esther Gui



## TLC Committee Line-Up 2022/2023

### TLC - Northern Region

**President**

**Ch'ng Sing May**

Texchem Corporation Sdn Bhd

**Vice President**

**Eng Shwu Ling**

Texchem Corporation Sdn Bhd

**Financial Controller**

**Tan Ean Ting**

Texchem Food Sdn Bhd

**Secretary**

**Chaw Chiaw Xin**

Texchem-Pack (M) Sdn Bhd

**Members**

**Tan Shi Yin**

Texchem Malaysia Sdn Bhd

**Members**

**Esther Gui Guan Hooi**

Sea Master Food Sdn Bhd

### TLC - Central & Southern Regions

#### MEMBERS



**Wong Siew Tien**

Eye Graphic Sdn Bhd



**Rowena Lau Wei Ping**

Sushi King Sdn Bhd



**Noor Azlina Binti Madrus**

Sushi King Sdn Bhd



**Fazlin Binti Rusdi**

Texchem-Pack (Johor) Sdn Bhd

*"No matter where you are in life,  
inspire and empower the women around you.  
Success is never reached alone.  
Wisdom and wealth are sweeter shared."*

Article by

**Ch'ng Sing May**

(Texchem Corporation Sdn Bhd)

# GET TO KNOW our first female EXCO member, Cynthia Ooi

Passionate, fearless  
and self-driven

Texview conducted an interview with Cynthia Ooi who was appointed as the first female member in the Executive Committee (EXCO) in January 2022. Cynthia joined Texchem as Chief Human Resource Officer in June 2018.

EXCO plays a pivotal role to assist Texchem's Board of Directors in decision-making by undertaking business deliberations and operational activities necessary for the day-to-day running of the organisation and to seek Board approvals where applicable.

## 1 Tell us something personal about yourself

I love gardening and spend a great deal of my free time in this hobby. It is fun to watch plants grow and propagate. Gardening is akin to people development. Too much water, the plant will rot. Too little water, the plant will shrivel and wither away. Similarly, as managers, constant attention is required to do our job well. We need to know when to push and pull to get the best out of people. It is satisfying to be able to assist others to prosper and grow. Over the years, it is rewarding to have ex-colleagues reach out in gratitude for their achievements.

## 2 Describe how has your experience been since you joined Texchem and how it differs from your previous employment

It has been an interesting 4 years for me here at Texchem. Being in the HQ of a local Public Listed Company (PLC) is new for me. My previous experiences have been mainly in foreign owned multi-nationals. These past experiences have enabled me to add value to Texchem by bringing in a different perspective on how to modernise the



Human Resource function and lead the team to become a business partner (HRBP). This transformation is imperative if we want to fulfil the vision of our Founder Chairman and President & Group CEO in the near future. After all, people are the foundation.

## 3 What is the most unique thing about working here

In Texchem, we are deeply rooted in tradition after being in existence for nearly 50 years. However, despite this long and strong tradition, Tan Sri Konishi, our Founder & Executive Chairman and Mr Yap, our Group CEO have the open mind to embrace new ideas and initiatives for the betterment of the group. Their entrepreneurial characteristics, innovative spirit, flexibility and adaptability is strong and unique.

## 4 Tell us about your team and how you motivate them

The human resource function in Texchem has a matrix structure. I have a direct team where I am trying to build a strong HR Competence Centre i.e. Talent Acquisition, Workforce Management, Rewards, Systems, Payroll and Talent Management. Respective companies



have their onsite HR teams as well. I hope to be able to lead and share my knowledge to bring the HR competency to a higher level. With the raising of the performance bar, those who are eager, have a continuous learning mindset and who are able to rise to the expectation would be rewarded with a fantastic HR career with us.

## 5 What is your biggest accomplishment since you joined us

There have been many HR initiatives over the years but I must say that the pivotal transformation for the Group was the resetting of the performance management system. Initially, there was resistance and it took some time for some divisions to adopt it. However, after the initial hiccups, I am glad to see that the performance language is now widely used and understood. This is the cornerstone to set up a strong people development culture. With this ruler in place, we can now embark on people development programs. In 2021, we launched Management Excellence Program (MEP) for Top & Senior management. In 2022, we will be launching the Manager Development Program (MDP). MDP is targeted at emerging leaders/managers.

## 6 Can you describe briefly your journey /career path to reach where you are today.

Prior to joining Texchem Group, I was with several global MNCs where I had accumulated a wide and diverse experience in aspects of HR function when I made a switch from Finance to HR. With experiences in talent acquisition and management, organisation development and capability, workforce management and transformation, learning and development, leadership development, compensation and benefits, employee relations, union liaison and rewards strategies, this provides me with a strong foundation where I will be able to add value and bring a different perspective to the Texchem HR function.

An Accountant by qualification, apart from HR, I had prior experiences in auditing,

general accounting, finance and cost controlling in MNCs, MRP systems migration and management. The past over 30 years in Human Resource, Finance and IT functions have provided me a good background knowledge to be able to value add as an EXCO member.

## 7 How does it feel like to be the first female EXCO member and one of the few female C-suite in the organisation?

I am humbled and greatly honoured to be bestowed this appointment.

## 8 What advise would you give to our young upcoming female employees and for those who wish to reach the C-suite status

Status and position are an outcome. Instead, focus on building and enhancing one's strengths and capabilities. Be hungry and extremely passionate for improving oneself in an accelerated pace. Continue to learn and persevere. With grit, the rest will naturally fall into place.

## 9 How do you achieve work-life balance with your busy schedule?

Work-Life. This means work and life are separated. For me, both is life and we do what we have to do. Once, we can mentally accept this, the pressure and stress go away, and instead replaced with the zest for living. After all, life is about balancing many aspects.

Ability to multi-task and enjoying the moment is the key. It was much tougher previously when my two daughters were growing up and my husband was located overseas, but now I get to enjoy "life" more with fine food and chilling with family and friends over a glass of wine savouring life. Be present in whatever you are doing at that moment.

## 10 How do you achieve work-life balance with your busy schedule?

Allow me to share a short verse which reflects:

I choose ...  
To live by choice, not by chance;  
To make changes, not excuses;  
To be motivated, not manipulated;  
To continuously learn, not stagnate;  
To excel, not to compete;  
To be useful, not used.

# Happenings in SUSHI KING in Q1 of 2022

*Sushi King kicked off the year with many fun and exciting activities to celebrate staff achievements, promote staff engagement as well as the opening of 2 new outlets.*

*What a great way to start a new year!*

## Sushi King Townhall – 6 January 2022

Sushi King Town Hall Meet is organised monthly for our “Home Office” employees (this refers to office staff) through dual platform Zoom and face-to-face to communicate on the company’s business performance and department best practices.



Our first town hall meeting for 2022 was held on 6 January and attended by about 100 participants from Sushi King Home Office, Group HR, Sushi King WM and EM Operations and Hoshino. Our Managing Director, Mr Hiroki Mori kicked off the meeting with an opening address and presented on the company’s performance followed by the Department Heads providing their departmental updates. One of the reasons for organising this meeting was to provide our employees the opportunity to ask questions and engage with one another.



Since it was the beginning of the year, we had a New Year gift exchange session and also a session to recognise and reward those newly promoted.





## SK West Malaysia Operations Kick Off Meeting – 24 & 25 February 2022

This meeting meant for the Operations team was held to communicate the goals and objectives for 2022 related to People, Customer, Sales and Profit. On Day 1, Ms Melissa Lai, Executive Director of Sushi King Sdn Bhd presented Sushi King's business plan for 2022. Day 2 was for learning and development. The training program was conducted jointly by Ms Haliza, General Manager - HR, SK Academy and Halal Compliance and Ms Melissa Lai.



## Let's have fun Sushi Kingers!

Every Friday, we wind down the week by organising a badminton session from 7 pm to 9 pm. Through this weekly activity, we have fun bonding while keeping ourselves healthy and fit.



Article by  
**Haliza Mohd. Basir**  
(Sushi King Sdn Bhd)





## Come visit Sushi King's 2 latest outlets!

Sushi King latest outlets are at Eco Grandeur Puncak Alam and Mitsui Shopping Park Lalaport Bukit Bintang City Centre which was opened on 31 December 2021 and 21 January 2022 respectively.

### SK Eco Grandeur

Size  
**1,852 square feet**

Seating capacity  
**93**

First stand-alone restaurant collaborating with ECO WORLD developer and located at their symbolic Puncak Alam Township. This restaurant has Food Delivery Robot and e-Menu technology to enhance customer modernising experience.



### SK Mitsui Shopping Park Lalaport BBCC

Size  
**1,420 square feet**

Seating capacity  
**58**



This restaurant is built in a shopping mall which was previously a historical site of Pudu Jail. Another interesting fact about this restaurant besides having Food Delivery Robot and e-menu is that this restaurant is supported by a modern but naturalistic theme throughout the mall. This enables our customers to take photos which can be uploaded on Instagram.

Article by  
**Haliza Mohd. Basir**  
(Sushi King Sdn Bhd)





# Miraku Japanese Restaurant

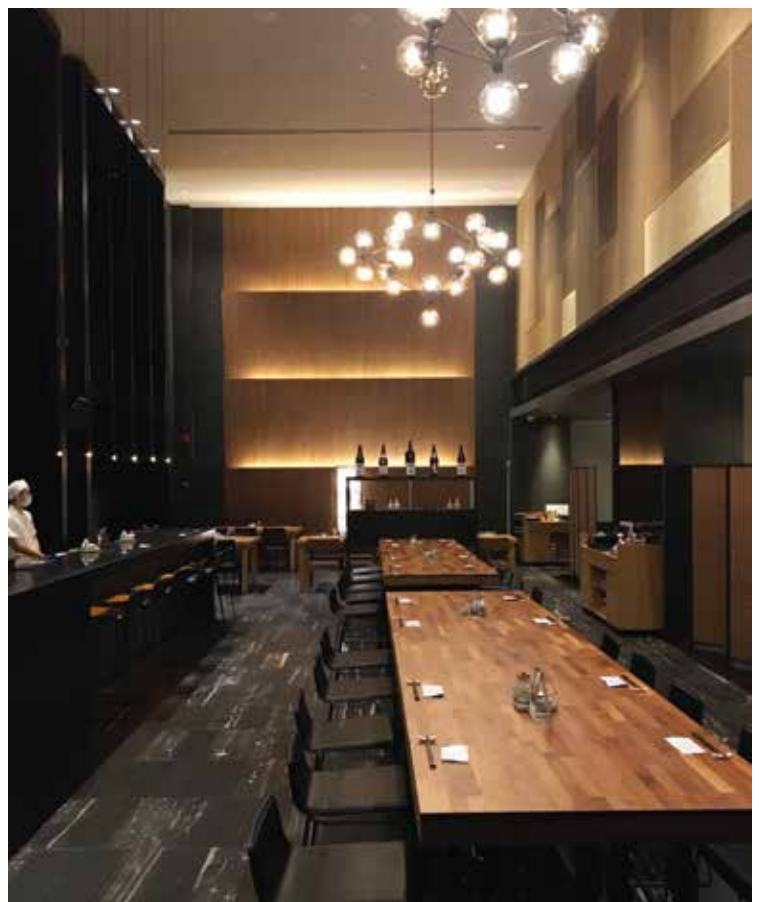
## *Temporary Relocation to G Kelawai*

Miraku, our fine dining Japanese restaurant which has been operating at G Hotel Penang since 2007 shall be undergoing renovation together with G Hotel Penang. The renovation work shall result in G Hotel being closed for a few months.



During this time, Miraku shall be temporarily re-located to Ground Floor of G Kelawai. Business hours shall be as usual; Lunch 12 noon to 2.30 pm, Dinner 6pm to 10 pm.

Do check us out at G Kelawai where you can enjoy not only premium Japanese cuisine but also imported Japanese draft beers and a wide selection of Sake at a bar setting or at the alfresco area. Quality and fresh produce is flown in from Toyosu Market, Japan, the largest wholesale fish market in the world three times a week.



# “It’s a Quality Day” at Texchem Life Sciences Sdn Bhd!



To promote awareness, build a positive mindset and culture amongst employees on the importance of producing quality products, Texchem Life Sciences Sdn Bhd (TLS) organised a day dedicated to this with the theme “It’s A Quality Day”. This idea to promote quality day in PE Division first stemmed from Ms Chan Lee Lian, Assistant GM of PE Division HQ and a similar program was held at TXPM in October 2021. At TLS, “It’s A Quality Day” was held on 17 December 2021 with the full support from our Plant Head and General Manager, Mr Poh Kok Wee and led by Mr Loon Yit Hong, Senior QMD Manager with the support of his department staff.

Besides promoting the culture of quality excellence, the objective of the event was to also promote teamwork and an environment of fun for our employees to bond. Thus, it was a Quality Day for all at TLS on 17 December 2021.

The event started with the registration process and ensuring compliance to strict Covid-19 SOPs such as social distancing, wearing of face mask and frequent sanitising. This was followed by an opening speech by Committee Chairman and event kick-off by Mr Poh Kok Wee. A series of fun activities were organised, such as best photo contest and Zumba as an ice-breaking session. And to get the participants warmed up with a fresh mind before they start the GMP, GDP and 5S trainings.





The committee had a hard time deciding on the best 3 photos and in the end, decided to increase the number of categories and prizes for the photo contest as follows :

i. Best Photo (1 <sup>st</sup> Prize Winner)	Facilities Department
ii. Best Photo (2 <sup>nd</sup> Prize Winner)	BOC Department
iii. Best Photo (3 <sup>rd</sup> Prize Winner)	QMD Department
iv. Best Gentlemen Photo	SCM Department
v. Best Creative Photo	Accounts & Finance Departments
vi. Best Team Effort Photo	BTC Department



### GMP, GDP & 5S QUIZ WINNERS

Prizes	Name	Department	ID NO
1 <sup>ST</sup> PRIZE	Gunavathi	BTC	10017084
2 <sup>ND</sup> PRIZE	Ahmad Shopan	BTC	10008601
3 <sup>RD</sup> PRIZE	Arfiqah Sudin	HR-ADMIN	10008553



The day ended with a closing speech by Mr Poh Kok Wee and a group photo. We hope to organise this event on a yearly basis and many more events along this line to enable our employees to learn and have fun together. Not to mention all our winners walked away happily with their prizes!

Article by  
**YH Loon**  
(Texchem Life Sciences Sdn Bhd)

Being a global leading polymer engineering solutions provider, producing quality products is a culture deeply embedded at Polymer Engineering Division. This was why a "Quality and Environment Week" was organized at Texchem-Pack (M) Sdn Bhd from 18 to 22 October 2021 to showcase our commitment towards sustainability through improving our products, people and planet.

# Quality and Environment Week at TXPM

18 – 22 Oct 2021



With the strong support from our senior Management team, Mr Khoo HC, Executive Director and Ms Chan LL, QA Division Head, the following activities were carried out to create awareness and build a cohesive mindset among our employees towards quality and care for our environment.

- Sharing of articles and videos which showcase quality and the environment.
- Staff were encouraged to wear green color shirt on 21 October 2021 to show their support to "green" initiatives.
- Photo contest with 3 best photos rewarded with prizes.
- 3 best employees with correct mindset, concern and awareness for quality and environment were identified and rewarded with prizes.
- Line audit and sharing of good practices.
- Souvenir for all employees.



*Souvenir for employee*



*The best photoshoot were given to MEE department (1st)*



*followed by Material department (2nd)*



*Finance department (3rd)*

The 3 best employees with good awareness in quality and environment from production team.



**Hairol Nizam  
Bin Sabli**



**Mohd Nizam  
Bin Jaffar**



**Siti Aisyah  
Binti Hamzah**

Although the "Quality and Environmental Week" was carried out with restricted interaction (combination of virtual and physical activities) and following standard SOP, we are glad we had the support from all employees and we completed our first "Quality and Environment Week" successfully with our objectives met. Moving forward, this will be a yearly event, not only at TXPM but in other operations under the Polymer Engineering Division. We look forward to organising the next one soon.

Article by  
**Asilatul Hannah**  
(Texchem-Pack (M) Sdn Bhd)





# Texchem Cultural Ambassador Committee Charter and Committee Line-up for 2022

Texchem Cultural Ambassador Committee (CA) was officially established in 2018 by our President & Group CEO, Mr Yap Kee Keong, to engage employees to build a stronger team, increase collaboration, boost morale and create a platform for employees to serve communities in need after witnessing the eagerness of Texchemers to participate in disaster relief work as well as to lend a helping hand to people in need.

During the first 1.5 years of our existence between 2018 to 2019, our committee worked hard to put together fun events for Texchemers, as well as programs to promote a culture of openness, gratitude, and empathy before the pandemic render face-to-face events unattainable and kept us home or apart for 2 years.

The CAs switched mode during the pandemic, advocating employee safety through various advisory booklets, made PPEs available at heavily discounted price with the support of our various business units, and carried out outreach programs to engage employees affected by the pandemic and various lockdowns or work from home orders. We continued to look out for the welfare of our frontliners, NGOs, caring for the disadvantaged and looking into the needs of our future generation through various charitable giving.

With the experience gained in the past 3.5 years, and the nation's move to endemic phase, we aim to bring back more fun and engaging activities for Texchemers, while we shall also channel our focus on community work and environmental sustainability. As the committee commissioned by Top Management to support Group Core Values cultivation and community building, the CA's Charter are to:

- ▶ **Build a Positive Working Environment**, by building a community at work
- ▶ **Create opportunities for Texchemers to Give Back** and receive the benefits of practicing gratitude
- ▶ **Cultivate Empathy** as value for leaders within the Group
- ▶ Care for our **Community and Environment**

With Mr Yap Kee Keong as the sponsor, we are glad to assemble the following team to drive our charter forward:

**Ms Adeline Yeoh (Advisor)**

**Ms Khaw Teoh Su Ping (Lead Cultural Ambassador)** – Corporate Services Division

## Northern Region Committee Members

**Mr Max Chin** - Corporate Services Division

**Ms Woon May Sin** - Corporate Services Division

**Ms Cass Hwang** - Food Division

**Ms Hong Lee Chien** - Industrial Division

**Ms Lim Pei Joo** - Industrial Division

**Mr Loh Xue Yuan** - Polymer Engineering Division

## Central & Southern Region Committee Members

**Ms Rohaya Salim (Lead)** - Corporate Services Division

**Ms Tammy Tay** - Industrial Division

**Ms Ivy Ch'ng** - Restaurant Division

**Ms Joanne Sim** - Restaurant Division

## East Malaysia

**Ms Wee Siaw Chin (Lead)** - Restaurant Division

Article by  
**Hong Lee Chien**  
(Texchem Materials Sdn Bhd)

Article by  
**Khaw Teoh Su Ping**  
(Texchem Corporation Sdn Bhd)

Do watch out for programs coming to you and join us to have fun and also for opportunities to get to know your fellow Texchemers on a more personal level.

# The Journey towards **New Ways for Working (NewWoW)** at Texchem's HQ in Penang

Imagine coming to work to a modern, simplified and clutter-free open office. An office with a free address where you are not confined to a specific desk daily. A variety of work areas of your choice to cater to your needs that day. A digitised office system which allows you to pre-select your work station. A mobile app that enables you to book collaboration space with your colleagues or to socialise with them.



The future of work is here, and Texchem at Penang HQ is starting our journey towards the new ways of working (NewWoW). As we move away from the industrial age, the new generation of employees prefer a digital workplace with advanced technology, greater flexibility and a certain degree of autonomy.

Additionally, the Covid-19 pandemic has made it even more critical for companies to adopt new working systems that help them navigate and grow in an ever-changing business environment.

## **Your office is where you are...**

In the past, work involved passing of physical documents to another person. That was why fixed workstations and fixed working hours were necessary. However, technology has allowed for greater flexibility at work. Whether we are in the office or off-site we can still connect and collaborate with colleagues. We can carry our computers and share files virtually with anyone, anywhere.

Our design of our new open office takes into account our vision for the NewWoW which is to simplify, provide greater flexibility, promote better team spirit and communication, have a neat and clutter free workspace and make our space management more effective.

### Our journey begins

*\*estimated timeline*

**15 March 2022**

#### Launching of the Clean Desk Campaign

► De-cluttering and Housekeeping

**25 March 2022**

#### Conquer Your Desk Day

► Document and items for recycling are sorted and prepared to be collected by recycling centre

**1 April 2022**

#### Tidy Desk, Tidy Mind

► All departments achieve clean desk  
► Walkabout by Group CEO and CHRO

**April to September 2022**

#### Housekeeping, archiving and external storage arrangements

**1 November 2022 \***

#### Office Compression to Level 19

**November 2022 to July 2023 \***

#### Renovation works to Level 18

**Quarter 3 of 2023 \***

#### A brand new HQ at Level 18 Menara Boustead Penang

## NewWoW and the Agile Organisation

How is NewWow and becoming more agile related?

An agile organisation refers to mobility, greater adaptability and responsiveness. It means giving employees greater control over where they work and making them self-independent and self-driven.

In the past, the norm was the “receive culture” mindset (entitled mindset) where employees have to be directed and managed, otherwise they would not know what to do. In this type of culture, employees look out for themselves and collaborating and team spirit are not part of the work culture.

To be an agile organisation, employees need to adopt the “retrieve culture” whereby employees learn to be self-independent and self-driven. In this environment, employees are given clear responsibility and authority which leads to them becoming highly engaged, they will look out for each other, be more innovative and deliver exceptional results. In an agile organisation, collaboration between cross functional teams that have the knowledge and skills to complete a given project is common and having team spirit is part of the work culture.



# NewWoW makes space for agility...

**YOUR CHOICE,  
YOUR CONTROL.**

You and your collaborative team members decide on your own space and how best to use it.

**FREE ADDRESS  
AND WORK AREAS.**

Agile teams need multiple points for individual and group tasks—and the freedom to shift instantly among them as work requires.

**FOCUS AREA.**

Agile work invariably involves periods of solo or paired work. Agile spaces include quiet/private zone for one to use when more focus is needed or private focus spaces for confidential discussions.

**WELLBEING  
SUPPORT.**

The intense pace of agile work means employees need space for respite and rejuvenation. This includes elements of nature and greenery and social areas where one can get a quick catch up with colleagues and relax over a cup of coffee.

**SPACE  
OPTIMISATION.**

Mindset shift - from square feet per person to square feet per team and from office design for density to design for agile movement.

We look forward to our new office opening in tandem with the Texchem turning 50 in Quarter 4 of 2023!

Article by  
**Adeline Yeoh**  
(Texchem Resources Bhd)



# “ Clean Your Desk Gotong Royong Friday at Penang HQ 25 March 2022 ”

In conjunction with the NewWoW's Clean Desk Campaign at Penang HQ, a “Clean Your Desk Gotong Royong Friday” was organised by the Cultural Ambassador Committee and Group HR. The Clean Desk Campaign kick-started since 15 March and 25 March was the finale before everyone met the deadline to achieve a clean desk by 1 April 2022. Simple rules of de-cluttering were shared during the campaign period as follows :

Step

1

de-clutter/housekeeping (identify the essential)

Step

2

throw &amp; clear (eliminate the unnecessary)

Step

3

archiving &amp; storage arrangements (a place for everything and everything in its place)

Step

4

digitalisation (towards paperless office)



On 25 March between 3pm to 5 pm, all employees were seen cleaning up their own workstations as well as the final cleaning to the common areas within their departments. Those who finished their own cleaning offered their assistance to other departments, demonstrating the spirit of collaboration and “As One”.

During these 2 hours, no stones were left unturned as stacks of documents and various items were sorted accordingly on whether they are to be kept, recycled or disposed (non-recyclable). Confidential documents were isolated from the rest for separate destruction. A big spare room at Presidential Office, which was allocated to temporarily store the recyclable items from all departments, was filled to the brim for this event!



Our President & Group CEO, Mr Yap Kee Keong, did a surprise walkabout to encourage the staff while they were spring cleaning the office. We were told to take photos of our workstations before and after the de-cluttering exercise to see the great difference.

The next day, Saturday 26 March, members of Tzu Chi organisation came to collect all the recyclable items with the help of some of the CA committee members. A whopping 2.6 tonnes of recyclable items was recorded (excluding the confidential documents), which resulted in two trips needed to transport the recyclable items from the Penang HQ to the recycling centre.





The end result? Pleasant sights of neat and tidy work stations in all departments. Finally, a place for everything and everything in its place. CA would like to record our appreciation to our caretakers, Madani and Salman for flexing their muscles and helping all departments to do the heavy lifting since the campaign started on 15 March.

Since we were in the process of this exercise, the CA in Central Region (CA CR) who is organising a collection drive for used rectangular shape food plastic containers for The Assembly Soup Kitchen (T.A.S.K.), requested us at Penang HQ to support this initiative by collecting and sending these containers to the CA CR. T.A.S.K. is an independent all-volunteer organisation that serves the homeless and hungry predominantly in the Klang Valley and provides over 3,000 free meals a week. The cleaned rectangular plastic containers collected will be used for food distribution by T.A.S.K. To learn more about this, please contact any of the CA nearest to you.



## NewWoW Clean Desk Campaign & Timeline

1

### DE-CLUTTERING/ HOUSEKEEPING 15TH MARCH ONWARDS

Take photos of your desk

Identify the essential

Identify non-confidential documents and items to be recycled

2

### CONQUER YOUR DESK DAY - 25TH MARCH 2022

Office clean up starts at 3:00pm

Items for recycling will be collected

Eliminate the rest (non-recyclable)

3

### TIDY DESK TIDY MIND - 1ST APRIL 2022

All Aboard! D-day

Post clean up photo will be taken

Walkabout by Group CEO & CHRO

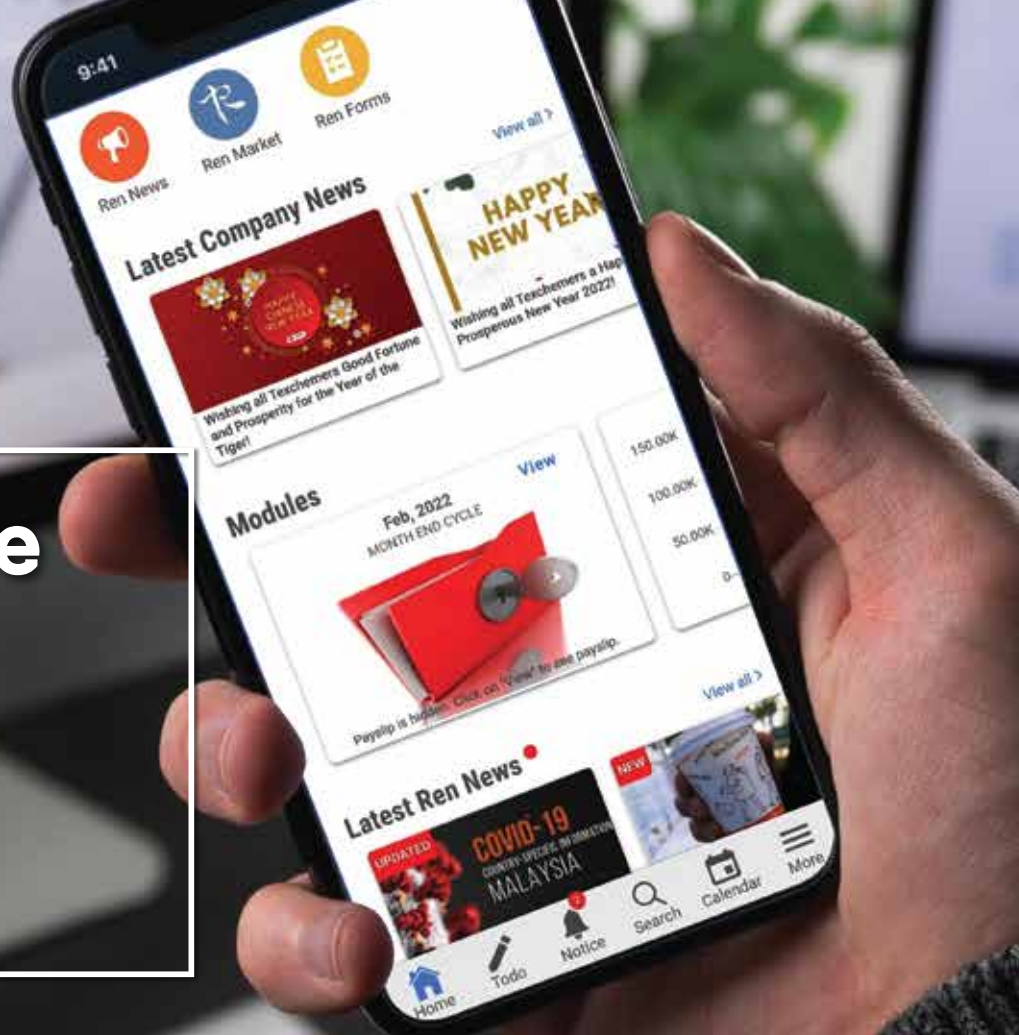
Best department shall be announced!



Article by  
**Woon May Sin**  
(Texchem Corporation Sdn Bhd)



# Employee mflexHR Mobile App



In today's business world, employees are more mobile than ever. Sending e-mails are no longer the only way to keep the workforce connected and informed especially for employees that are constantly on the move. These days we can receive news, carry out banking transactions and make purchases all from our mobile device.

Texchem's employee mobile app was launched in May 2021. Our employee app serves the following functions :

- ▶ Enable Texchemers to receive company news timely
- ▶ Enable more meaningful workplace collaboration and connections
- ▶ Easier access to digitised documents and materials
- ▶ Enable Texchemers to apply leave, view payslips, submit monthly claims

Besides the above, the app also brings you general news related to self-improvement, health and well-being. We hope to introduce more functions as we progress. We encourage all Texchemers who have not downloaded the mflexHR app to your mobile phone, to do so today by following the guided steps here. Your phone will need to have minimum version Android 5.1 and IOS 13 to support this app.

1

**Download and install from Google Play / Apple Store**



**flexHR®**



<https://play.google.com/store/apps/details?id=com.reninnovation.mflexhr>



<https://apps.apple.com/us/app/mflexhr/id1437524729>

2

Open the app, fill in as per below

**flexHR**

We need the information below to identify you and the organisation that you work in (or associate with). Please take some time to do this now.

Please provide the name of your organisation. The name is case insensitive.

Organisation Name

Select the country that your organisation resides in.

- Select -

The employee ID (or login ID) identifies you as an employee (or associate) within the organisation. If you do not have this information, please check with the administrator within your organisation.

Employee ID (or Login ID)

Organisation Name : Texchem  
Country : Malaysia  
Employee ID : Your employee ID

3

You will enter to the login screen once the setup is successful. Enter your details below.

**TEXCHEM**

Username

Password

☐ Keep me signed in

LOGIN

Organisation Setup Forgot Password?

Username : Your employee ID  
Password : Same password at ESS web portal

4

Below screen will appear once successfully login.

Run News Run Market Run Forms

**Latest Company News**

View all >

**HAPPY NEW YEAR**

Wishing all Texchemers Good Fortune and Prosperity for the Year of the Tiger!

Wishing all Texchemers a Happy Prosperous New Year 2022!

**Modules**

Feb, 2022 MONTH END CYCLE View 100.00K 100.00K

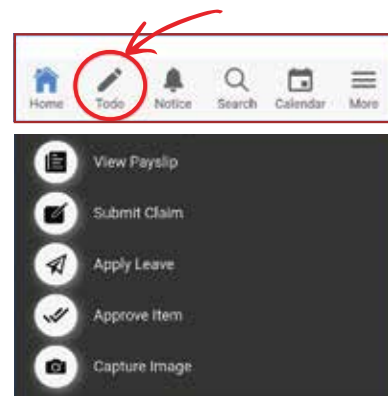
5

The main modules available in the app are: -



6

You can start utilizing the mobile app by tapping on the 'Todo' for further action.



Texchemers, being a part of a larger group, let us cultivate the mindset of "Texchem, As One" and make it your business to be updated with the corporate happenings in the Group. Join us on the mflex HR app!



# Hire Right The First Time

Employees are essential factors in any organisation's success. Satisfied, highly-motivated and loyal employees represent the basis of a competitive company. Hence, it is imperative that the right candidate is selected. Interviewing and hiring is never simple. From interviewing skills to selecting the right candidate to managing the cost of hiring. Hiring process includes advertising, in-house recruiters' efforts, third-party fees, screening and interviewing efforts, offer process, pre-employment checkup, on-boarding, trainings and etc.

It is costly to continually recruit new employees, as such, it is important to hire right the first time. Getting the right employees on board ensures that they grow with you, contributing to your overall success as a business and reduce the need to re-hire.

Below are some insights on how to hire right the first time and basic interview techniques.



## What are the roles of a Hiring Manager?

To help business achieve optimal profit and success through its people.

By employing the right employee, this would lead to better productivity. One of the main roles of a manager is to identify the knowledge, skills and attributes required for the vacancy, not only for current needs but for future growth too. Identifying the key shortlisting criteria, interview questions and



other selection methods would ensure success.

To ensure the right candidate is hired, the following are attributes to look out for. It is summarised as KSA (Knowledge, Skills and Abilities)

KSA are the attributes required to perform a job well.

- ▶ **KNOWLEDGE**  
*formal education, discipline specification.*
- ▶ **SKILLS**  
*proficiency, expertise, or competency in given areas.*
- ▶ **ABILITIES**  
*demonstrate ability to use knowledge and skills when needed.*
- ▶ **OTHER ATTRIBUTES**  
*values, work style, personalities, attitude.*

**KNOWLEDGE**  
What do you know?

**SKILL**  
What can you do now?

**ABILITIES**  
What are your capabilities to learn a task?

**OTHER**  
How would you do the task/job? (e.g. workplace behaviors)



## S.T.A.R. Interview Technique

In job interviews, most hiring managers follow a basic question and answer format. However, it is also common for the interviewer to ask a series of behavioral questions using the S.T.A.R. method. By using the S.T.A.R. interview method, the hiring manager can develop a framework to ask better structured questions and it enables the candidate to demonstrate his skills and good qualities based on his past experiences. The candidate's answers would provide better insights into how he was able to overcome previous challenges by addressing the following.



## S.T.A.R. (Behavioral) Interview Question

**S**

### Situation

What was the situation the candidate was in?

**T**

### Task

What was the specific task the candidate needed to accomplish?

**A**

### Action

What were the actions the candidate took to accomplish this task?

**R**

### Result

What were the results that came about from this action?

Here are a few examples of behavioural questions a hiring manager may ask.

- ▶ *Can you share an example of a time when you faced a difficult problem at work. How did you solve this problem?*
- ▶ *Describe a time when you were under a lot of pressure at work. How did you react?*
- ▶ *Tell me about a time you worked with other departments to complete a project.*
- ▶ *Share an example of a time when you failed. What did you learn from that experience?*
- ▶ *Describe a time when you had a conflict with a colleague. How did you handle it?*
- ▶ *Have you ever had to motivate others? How did you do it?*

Lastly, keep in mind that interviewers should also make interviewees feel relaxed to obtain the best responses from them.



Article by  
**Vivien U-Tisanonth**  
(Texchem Corporation Sdn Bhd)

# Thank You to our Long Serving Employees!

## 25 ANNIVERSARY YEAR

### **T**AN JOO SENG

MANAGER - SALES  
EYE GRAPHIC SDN BHD

### **R**OSLI BIN NGADNI

ENGINEER - DESIGN & TOOLING  
TEXCHEM-PACK (JOHOR) SDN BHD

### **N**AGAMAH A/P MUNUSAMY

OPERATOR  
TEXCHEM LIFE SCIENCES SDN BHD

### **M**AHALATCHUMI A/P RAMANATHAN

SENIOR EXECUTIVE - PURCHASING  
TEXCHEM-PACK (M) SDN BHD

### **G**OOI SOON HUAT

OPERATOR  
TEXCHEM-PACK (PP) SDN BHD

## 20 ANNIVERSARY YEAR

### **K**UMARASAMY A/L GOVINDARAJU

MANAGER - PRODUCTION  
TEXCHEM-PACK (M) SDN BHD

## 15 ANNIVERSARY YEAR

### **L**AU HUI RONG

RESTAURANT MANAGER  
SUSHI KING SDN BHD

### **M**OHd AZREE HAFIQ BIN RAMALI

SENIOR TECHNICIAN - QA  
TEXCHEM-PACK (PP) SDN BHD

# Thank You to our Long Serving Employees!

## 10 ANNIVERSARY YEAR

**ASILATUL HANAH BINTI MD YUSOFF**  
SENIOR MANAGER II - QA  
TEXCHEM-PACK (M) SDN BHD

**SITI SAERAH BINTI MOHAMMAD SHARIF**  
ASSISTANT MANAGER - QA  
TEXCHEM-PACK (M) SDN BHD

**NORHUDARUWAIDA BINTI ISMAIL**  
RESTAURANT MANAGER  
SUSHI KING SDN BHD

**TEOH BEE TING**  
ASSISTANT RESTAURANT MANAGER  
SUSHI KING SDN BHD

**DG. MUNAH BINTI MUHAIYAN**  
ASSISTANT RESTAURANT MANAGER  
SUSHI KING SDN BHD

**SITI ROHANI BINTI ROHININ**  
ASSISTANT RESTAURANT MANAGER  
SUSHI KING SDN BHD

**ANG JING SONG**  
ASSISTANT RESTAURANT MANAGER  
SUSHI KING SDN BHD

**SITI AZIELA BINTI ISMAIL**  
ASSISTANT RESTAURANT MANAGER  
SUSHI KING SDN BHD

**FATIMAH BINTI MOHAMMAD**  
CREW LEADER  
SUSHI KING SDN BHD

**ZULIANA BINTI ELLES**  
OPERATOR  
TEXCHEM-PACK (PP) SDN BHD

**SITI PATIMAH BINTI MAN**  
OPERATOR  
TEXCHEM-PACK (PP) SDN BHD

**MUHAMAD FADIL BIN ABDUL RAHMAN**  
OPERATOR  
TEXCHEM-PACK (M) SDN BHD

**MOHD SYAHRUL NIZAM BIN MOHD NAZRI**  
OPERATOR  
TEXCHEM-PACK (PP) SDN BHD





# We welcome you to the Texchem Family!

## Wilpack Food Services Sdn Bhd



**Atsushi Iwai**  
Deputy Managing Director

## Sushi King Sdn Bhd

**Lau Wei Ping**  
Manager - Marketing

**Mohamad Hanif Bin Martin**  
District Manager

**Man Kar Kei**  
Senior Executive - Quality Management

**Muhamad Syafiq Bin Safaruddin**  
Executive - Halal Compliance

**Muhammad Ariff Bin Ibrahim**  
Restaurant Manager

**Nadzaty Asima Binti Mat Senin**  
Restaurant Manager

**Noorhalim Hafiz Bin Nor Azmi**  
Executive - Operations Deployment

**Mohammad Shahmi Bin Salleh**  
Executive - Operations Support

**Azwan Bin Diangson**  
Assistant Restaurant Manager

**Nuraini Binti Mohamed Rasdi**  
Assistant Restaurant Manager

**Nurul Nazira Binti Mohd Ali**  
Assistant Restaurant Manager

**Nur Syasya Uzma Binti Ghazali**  
Assistant Restaurant Manager

**Syarifah Noramaliana Binti Mohd Rosli**  
Assistant Restaurant Manager

**Amirah Adilah Binti Rosman**  
Officer - Procurement

**Nur An Nisaa' Binti Mohd Azmi**  
Executive - Halal Compliance & Roastery

**Tan Su Hsien Goh**  
Assistant Manager - Account

**Muhammad Zahar Muzakir Bin Ramlan**  
Assistant Restaurant Manager

**Nor Ramizah Binti Jaafar**  
Assistant Restaurant Manager

**Nur Hanis Binti Zulkifli**  
Assistant Restaurant Manager

**Ismalia Binti Kamarudin**  
District Manager

**Nur Ain Binti Tajuddin**  
Assistant Restaurant Manager

**Voon Sik Seen**  
Assistant Manager - Business Admin

## Sushi King Holdings Sdn Bhd

**Tan Chun Wei**  
Assistant Manager - Finance

## Sea Master Food Sdn Bhd

**Goh Liang Shin**  
Senior Executive - Sales

**Nur Raihaneza Binti Maszelan**  
Executive - Procurement

**Sui Lee Lin**  
Senior Executive - Procurement

## Wilpack Food Services Sdn Bhd

**Ong Chai Fong**  
Executive - Sales Retail

**Khoo Lay Mei**  
Executive - Costing

## Texchem-Pack (M) Sdn Bhd

**Tang Cheung Boon**  
Manager - HR & Admin

## Texchem Corporation Sdn Bhd

**Yeap Chee Ying**  
Manager - Finance

## Texchem Life Sciences Sdn Bhd

**Mohd Khairulnizam Bin Naser**  
Senior Manager II - BOC

## Texchem Malaysia Sdn Berhad

**Ramyiah A/P Ganesan**  
Researcher - R&D

## Sushi King (East Malaysia) Sdn Bhd

**Mohd Anizan Bin Angkirim @ Mohd Yassine**  
Executive - Procurement

## D&N Coffee and Restaurant Malaysia Sdn Bhd

**Tanamurthy A/L Letchemenan**  
Roastery and Barista Expert

**Muhammad Fadzil Ikhtaq Bin Norisam**  
Assistant Restaurant Manager

## Texchem Materials Sdn Bhd

**Ong Sian Khuan**  
Manager - Business Admin

**Aina Syakirah Binti Mahmuddin**  
Executive - Sales Support

**Purithat Lee Khye Xen**  
Executive - Finance

**Cheong Khai Li**  
Executive - Finance

“

Texchemers, together  
“Let’s Make it Better” in 2022!

”



## INVESTMENT HOLDING

- Texchem Resources Bhd [197301002868 (16318-K)]

## INDUSTRIAL DIVISION

- Texchem Materials Sdn Bhd [199901012055 (486955-M)]
- Texchem Malaysia Sdn Berhad [197301002067 (15608-V)]
- New Material (Malaysia) Sdn Bhd [198901012436 (189744-V)]
- Lifeon Asia Sdn Bhd [201501006207 (1131539-X)]
- Texchem Singapore Private Limited
- Texchem Materials (Thailand) Ltd
- PT. Texchem Indonesia
- Texchem Materials (Vietnam) Co Ltd

## POLYMER ENGINEERING DIVISION

- Texchem Polymer Engineering Sdn Bhd [201401000097 (1076167-T)]
- Texchem-Pack (M) Sdn Bhd [197901000413 (44673-D)]
- Texchem-Pack (Johor) Sdn Bhd [199301017194 (271932-P)]
- Texchem-Pack (PP) Sdn Bhd [197901009434 (53719-T)]
- Eye Graphic Sdn Bhd [199001015004 (206673-D)]
- Texchem Life Sciences Sdn Bhd [199001010362 (201932-M)]
- Texchem Advanced Products Incorporated Sdn Bhd [200901029123 (872228-T)]
- Texchem-Pack (Thailand) Co Ltd
- Texchem-Pack (Vietnam) Co Ltd

## FOOD DIVISION

- Texchem Food Sdn Bhd [200101029232 (564990-P)]
- A.S.K Andaman Limited
- Texchem Food (Myanmar) Limited
- Texchem Marine Labutta Limited
- Texchem Aquaculture (Myanmar) Limited

## RESTAURANT DIVISION

- Sushi King Holdings Sdn Bhd [201401047182 (1123371-P)]
- Sushi King Sdn Bhd [199501001007 (330201-V)]
- Miraku Sdn Bhd [200601022908 (742662-X)]
- Sushi King (East Malaysia) Sdn Bhd [200701025301 (783322-M)]
- Kokubu Food Logistics Malaysia Sdn Bhd [201601021215 (1192154-D)]
- D&N Coffee and Restaurant Malaysia Sdn Bhd [201501022554 (1147883-H)]
- Wilpack Food Services Sdn Bhd [197901007808 (52094-A)]
- Sea Master Food Sdn Bhd [199001012771 (204341-V)]

## CORPORATE SERVICES DIVISION

- Texchem Corporation Sdn Bhd [198001005857 (59641-U)]
- Texchem Risk Management Sdn Bhd [199001002612 (194178-K)]

## VENTURE BUSINESS DIVISION

- Texchem Polymers Sdn Bhd [200501000940 (677985-M)]

## ASSOCIATED COMPANIES

- Merieux NutriSciences Malaysia Sdn Bhd [200001012320 (514926-V)]
- Otafuku Sauce Malaysia Sdn Bhd [201601011761 (1182692-D)]

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