



Be Empowered





"As One" ...

We have "Made it Better" We shall "Make it Strong" in 2023



#### Be **Empowered**

Empowerment is the process of becoming more confident and prepared to make important decisions. It helps us to take initiative, make decisions and solve complex problems. Develop yourself constantly and adopt the right mindset, be proactive and earn the trust of your peers and superiors.

#### **Editor's Note**

Hello Texchemers.

In a blink of an eye, 2022 came to an end. It was a year that was full of rapid changes and in the past 12 months we have experienced economic, geopolitical as well as environmental turmoil. In the 2nd half of 2022 onwards, we also saw many countries finally returning to pre-pandemic entry requirements for tourist travels.

Year-end has always been associated with being festive, with decorating, gatherings and parties and also a time of giving. With teamwork and collaboration, Texchemers at Penang HQ put up lovely festive decorations for Christmas, organised departmental lunches and gift exchange as well as a HQ year-end party.

On the environmental front, climate change resulted in more frequent and intense drought, storms, heat waves and flooding. As such, we were most grateful that through our fundraising program in December, we were able to donate part of the proceeds to an environment fund to assist Malaysian families affected by the flood

And on the topic of empowerment, besides empowering ourselves to develop our full potential and taking charge, we have been empowering the needy students with our "Back to School" program. By sponsoring their daily meals at school, we are enabling these youths to continue schooling. An educated member in the family can go a long way in becoming a bread-winner and transforming the lives of their family for the better. Kudos for making a difference, Texchemers! Continue to empower and be empowered!

#### Adeline Yeoh

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We welcome you to the Texchem Family!

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# calendar of events January to April 2023

#### **JANUARY**

Monthly Hike – Mount Kinabalu Club Venue: Jalan Kenari-Emperor Villa-Jalan Kenari

#### **FEBRUARY**

National Health Screening Initiative Texchem Ladies' Club
Venue: Wisma Texchem

Monthly Hike - Mount Kinabalu Club Venue: Bat Cave-Penang Hill

Texchem Group Managers' Conference 2023 Venue: Grand Ballroom, E&O Hotel Penang

Monthly Hike – Mount Kinabalu Club Venue: Paya Terubong-Namsua

#### **MARCH**

03 | CEO Communication Session - Central Region Venue: Wisma Texchem

O8 Celebrating International Women's Day - Texchem Ladies' Club

Gua Tempurung & Bukit Batu Putih Hike
Venue: Gopeng, Perak

Monthly Hiking – Texchem Mt Kinabalu Club Venue: Tar Road-84-Penang Hill

24 CEO Communication Session - Northern Region Venue: Wawasan Open University

#### **APRIL**

Have fun baking! - Texchem Ladies' Club Venue: Bake in the Garden by Artisan,
Gurney Paragon

Monthly Hiking – Texchem Mt Kinabalu Club Venue: Heritage Trail-Penang Hill

#### Dear Texchem Family Members

We have come to the end of 2022. I am pleased to once again report that on the back of improved efficiency and cost controls, Texchem reported an improvement in profit before tax ("PBT") margin to 3.4% as compared to 2.8% in the previous year. As a result, FY22 PBT rose by 27.2% YoY to RM39.0 million from RM30.7 million earlier. Thank you Texchemers. In 2021, you "Made it Work" and in 2022 you "Made it Better".

While we had set higher expectations for 2022, consumer sentiment weakened due to fear of recession in H2 2022 and this was reflected in our Q4 results. On this note, I am pleased with the set of results posted for FY22 against the backdrop of a highly challenging and uncertain environment. In fact, the Group performed better operationally as demonstrated by the rise in our full year PBT and this was credited to the transformation strategies we implemented previously and how our Texchemers came together to prevail over the challenges the past 12 months. For this, I appreciate your effort and dedication.

#### Within our business units, here are some updates;

- Industrial division continues to pursue developments of key major accounts and for opportunities from the manufacturing base diversification to ASEAN from China due to the trade war.
- Medical Life Sciences industry continues to recover with some project in the validation pipeline for Polymer Engineering division.



# President & Group CEO's message

- Food division continues to develop the Seapack and S'lera brand which are now sold in over 1,000 retail outlets nationwide such as AEON, Jaya Grocer, Econsave, KK Mart, Mydin and Billion, to name a few.
- Sushi King currently has a total of 132 outlets and kiosk. Membership for Sushi King apps has achieved the 1 milllion mark on 28 February 2023.
- Texchem Polymers Sdn Bhd successfully partnered with Fumakilla Limited, a Japanese household insecticide company, to produce Fumakilla's cockroach bait casing using TEXa's biobased material which helps in reducing GHG (greenhouse gas) emission.

Texchemers, in my Q3 message in Texview, I urged all of you to empower yourselves to take charge and make the right decisions in your day-to-day operation. We are still on our journey towards being a strong organisation. To be able to achieve that, we need passionate Texchemers who are focused and committed to giving their best in everything that they do. We want you to deliver exceptional value to your customers, whether they are your own colleagues or external parties. As such be passionate about your job, empower yourself by being independent and self-driven and strive for improvement so that together we deliver exceptional results for the organisation.

Strengthening ESG as a core part of our business strategy shall become a priority moving forward. ESG goal settings shall be rolled out and we want all of you involved in this important journey with the organisation.

Looking ahead to the coming year, I am excited about the opportunities that lie ahead. We have ambitious goals for the future, and I know that with your talent and passion, we can achieve them.

Texchemers, together as one, in 2023 let us "Make it STRONG"!

YAP KEE KEONG
President & Group CEO

#### IR PROGRAM:

# ANALYST BRIEFING AT WISMA TEXCHEM

On November 2, 2022, Texchem Resources Bhd held an analyst briefing on its 2022 Q3 results at Sushi King's headquarters at Level 3 of Wisma Texchem where we invited analysts, fund managers and private investors. This was the first time we used our own office premise for the briefings and the team at Sushi King did the necessary arrangements such as decorating, food and beverage arrangement, packing of door gifts and registration of attendees for us.

There was an action station with Doutor staff preparing freshly brewed Doutor coffee which was served to the guests before the event started. At 2.30 pm, the event started with our President and Group CEO, Mr Yap presenting Texchem's 3Q FY22 and 9M FY22 financial performance, our business divisions' performance and the operational updates for Q3 2022. A lively Q&A followed right after that.

















At the end of the Q&A session, we served sandwiches from Doutor coffee and Seapack products to the attendees. For many of our attendees, it was the first time they tried our coffee and we received many positive comments on it. The coffee went well with the sandwiches and finger food from Seapack.

Sea Master Food also had a booth to explain to interested guests about our Food division and our Seapack products. Upon checking with some of the guests, they said that they were very impressed with the venue set-up and enjoyed the casual setting of the event as well as the food and coffee served.

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

### TAN SRI KONISHI'S VISIT TO MYANMAR

All of us were truly delighted to welcome Tan Sri Konishi once again to Myanmar from 30 October to 5 November 2022 after such a long and stringent lockdown, since his last visit to us in November 2019.



He was accompanied by Mr Masayuki Sugino, President and CEO of Food Division. With a lot to accomplish since his last visit 3 years ago, we made all the necessary appointments and arrangements to maximise Tan Sri's time.

Upon arriving in Yangon on the morning of 30 October, both Tan Sri and Mr Sugino proceeded to their very first appointment, which was a visit to one of our business partners to do a tour of their operations. The second day was also a hectic and full day for them with visits to bankers and meetings with business associates.

On day 3, they flew to Myeik and did a tour of a rubber factory, visited Crab Island and met up with suppliers of soft shell crab and fishmeal. That evening, they visited the Department of Fisheries in Myeik.



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The next day, Tan Sri Konishi and Mr Sugino flew back to Yangon where upon arrival, they met up with more bankers and proceeded to lunch at the Ambassador's residence.

Day 5 was a 6-hour plus journey on the road from Yangon to Labutta. After a tour of our facilities there, Tan Sri shared with us the expansion plans for Labutta operation, and expressed that he is pleased with how the team is managing the operation here. The next day, Tan Sri Konishi paid a visit to the suppliers of our soft shell crab in Labutta where he took time to listen to the challenges they are facing. It was then back to Yangon for dinner with the Yangon office management team before flying off to Penang the next morning.



The one week visit was a back to back schedule for both Tan Sri Konishi and Mr Sugino with visits to not only Yangon but also to our Myeik and Labutta operations. We sincerely hope it was a very productive trip for Tan Sri Konishi and we look forward to welcoming him in the near future.

Article by

Myo Min

(A.S.K Andaman Limited)



# Dr Yuma Konishi's visit to Texchem-Pack Vietnam (TXPV)



In November 2022, Dr Yuma Konishi, President and CEO of Texchem Polymer Engineering (TPE) visited our Texchem-Pack Vietnam (TXPV) plant in Bien Hoa City, Dong Nai Province which is just near to Saigon.

It has been two years since Dr Yuma last visited TXPV and we warmly welcomed Dr Yuma from Penang HQ in Malaysia. There has also been a lot of progress and technological improvements at TXPV since Dr Yuma's last visit in August 2019.

In his CEO communication session, Dr Yuma expressed his deep appreciation to our Vietnamese employees in TXPV

who worked very hard throughout the challenging period during the COVID-19 pandemic.

He also shared TPE's vision and mission; our taglines "Operate with Purpose" and "Model the Way", core values and expectations moving forward.

There was also a 2-way communication during the Gemba (現場) walk session and a surprise party to celebrate our company's 20th Anniversary and employees whose birthday falls in the month of November which we all truly enjoyed. We know that having celebrations and fun at work is an important element for employees' happiness and engagement.

It was a very fruitful and productive visit for our division President and Group CEO as well as for our employees and we truly enjoyed his visit.





Article by **Lan Tran/Elena** (Texchem-Pack (Vietnam) Co Ltd )

### Sushi King Sdn Bhd Awarded Best Employer Award 2022 By The Employees Provident Fund Malaysia (EPF)

Sushi King Sdn Bhd was recently awarded the Best Employer Award 2022 by the Employees Provident Fund of Malaysia (EPF). The Certificate of Appreciation and trophy was awarded by the EPF's Head of Klang Valley, Puchong Branch during the award dinner held at Pullman Hotel Bangsar, Kuala Lumpur on 7 December 2022.



This award is to recognise employers who have shown good example of compliance towards EPF contributions for the year 2022. There are a few criteria that need to be met, such as systematic and prompt remittance of contribution, zero late payment, cooperation with EPF programs, staff participation on additional EPF contribution. The use of electronic payment system via e-contribution at i-akaun (employer) for the monthly remittance of contribution to EPF and having a good working relationship with the EPF officers are also being taken into account when considering deserving recipients of the award.



Representing Sushi King to receive the award was Haliza, General Manager - HR, SK Academy & Halal Compliance and Norshahrizan, Assistant Manager - Group HR Texchem Corporation Sdn Bhd. It was indeed an honor to be recognised as one of the 48 best employers among 228,000 employers in the Klang Valley.

I would like to express my appreciation to Puan Rohaya for her leadership and guidance. Thank you also to the Group Human Resources Central Region team for your hard work and last but not least to EPF for this recognition. This award will further motivate us to do better.

Article by

Norshahrizan binti Ramli
(Texchem Corporation Sdn Bhd)

Embracing the strong corporate belief that innovation is the linchpin of success, a catalyst for advancements and that it breathes life to ideas and invites limitless possibilities; the top management of Texchem has customarily and incessantly been allocating befitting resources within the organisation to participate and to visit to most of the relevant and globally renown trade-fairs around the world, on a regular basis.

# Staying ahead of the curve: Technological and Business trip to Europe



K-Fair in Düsseldorf Germany, being the world's No. 1 trade fair of the plastics and rubber industry is certainly one of the leading fairs that Texchem will always keep ourselves abreast with. This fair is held once every 3 years during the fall, and there is a long historical journey under its belt as it has just celebrated its 70th Anniversary in 2022. The three guiding themes for the fair were Circular Economy, Climate Protection and Digitalisation, where not only that it has its finger on the pulse of the times, but also sets the course for a responsible future in which plastics are an important part of the solution. It has remarkably clocked an overwhelming 176,000 trade visitors from all continents around the world, and has attracted more than 3,000

exhibitors in 2022, a clear testament of its relevance in the industry even during this initial post-pandemic days.

Texchem's visiting contingent consisting of 8 persons, was headed by Mr Yap Kee Keong (Group CEO and President) and Dr Yuma Konishi (Polymer Engineering Division CEO/President), and comprises 2 teams representing the Polymer Engineering and the Industrial Division of our organisation.

Our visit to this fair has truly been greatly rewarding, and we were very much thrilled especially with the wealth of new technology developments exhibited by

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the state-of-the-art machines manufacturers, raw materials producers and plastics processors. A comprehensive list of follow-up actions had been drafted and presented after the visit, to make the visit even more meaningful and fruitful.

In taking full advantage of the trip, Mr Yap has astutely initiated separate visits to the Strategic and Key Machinery producers in Germany and Austria for the Polymer Engineering Division team prior to the visit to K-Fair. We were extremely delighted to be given guided plant tours to a few world class Thermoforming and Injection-Molding machine makers in Europe. It was truly an eye-opener to all of us, witnessing the latest and the state-of-the-art engineering and machinery





being designed, fabricated, assembled and finally put into action, not to mention, specially organised visits such as this presents a more conducive setting for discussions and negotiations, besides leaving behind a much better impression and recollection to all the stakeholders involved. Indeed, it was an unforgettable experience for all of us, and certainly it also boosts our aspiration to level-up our engineering capabilities with some of the newly found know-hows picked-up through the visits.

Last but not least, our heartfelt and sincere appreciation to the management for the priceless opportunity given to us in being able to regularly keep track of the latest technological development in the industry, by having the face-to-face interactions and site visits to the world class technology drivers and corporations, which in

turn will pave the path for us to achieving our ultimate Divisional Vision which is to be the most trusted global leader in polymer engineering solutions.

Article by **Chan Weng Kong**(Texchem Polymer Engineering Sdn Bhd)

### TXPM QUALITY, **ENVIRONMENT AND** SAFETY WEEK

YEAR 2022 12 to 16 December

In 2021, TXPM organised Quality and Environment week with programs covering quality and environmental topics. However, in 2022, we extended the scope to cover safety topics as well in order to align as much as possible to Responsible Business Alliance's (RBA) code of conduct.

RBA outlines practices that promote fair working conditions, labor protection and environmentally friendly manufacturing processes for the electronics industry. By complying with the code of conduct, companies will have a distinct advantage of staying competitive.

The organising committee for 2022's Quality, Environment and Safety week consist of Asila, Senior Manager of QA as the Lead with committee members Raja, Izzat, Mera and Sarihah.



The committee identified some activities which were related to our objectives such as:

- 1. Sharing issues related to quality, environmental and safety through posters/articles/samples
- 2. Organising waste recycling competition (transforming waste generated at TXPM into new products)
- 3. Inviting DOSH to give a talk on occupational safety and health
- 4. Online Quality, Environmental and Safety Quiz
- 5. Gemba walk (focus quality, environmental and safety in real time at TXPM)

We invited Mr Khow Hong Cheong, Executive Director and Ms Chan Lee Lian, Assistant GM, Division QMR to the opening ceremony where they delivered their speech containing messages that were clearly conveyed to the employees.

After that, we kicked off TXPM's Quality, Environment and Safety week with basic introduction on quality by Asila which focused on 5 key aspects for consistent product quality.

This was followed by a talk on environmental pollution by Mera. Environment refers to our surroundings, but contamination of our environment by pollutants is environmental pollution. While there are many ways for us to protect the environment, one simple and highly effective way is to reduce, reuse and recycle. Thus, in this TXPM Quality, Environment and Safety week, we introduced a recycling competition. The objective of this competition was to use the waste generated from TXPM's processes such as paper core, PP board, wooden pallet, plastic/glue waste, unused ctn/layer pad and transform them to usable items. We were very impressed by the end results and the items created by our employees from this competition.

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The last topic on safety was conducted by our Safety Officer, Izzat Farhan. A safe and healthy workplace not only protects employees from injuries and illnesses, it also lowers medical costs, reduces absenteeism and turnover, increases productivity and raises employees' morale. In other words, besides being good for employees, safety is also good for business. We are proud that TXPM has obtained zero accident cases since 2021. We invited Ir. TS. Shahrul Azhar, DOSH Section Head to conduct a talk on "Introduction to Occupational Health and Safety".





Besides the recycling competition and the talk by DOSH, we also launched an online Quality, Environmental and Safety Quiz. We selected 3 winners, based on 2 criteria, the highest score and best slogan. For recycling competition, we engaged the judge from our HOD and also TXPO to select the top 10 based on 4 criteria, percentage of recycling material used, creativity, application and finishing.





The committee performed a Gemba walk on 14 Dec 2022 to focus on quality, environmental and safety at TXPM. In general, we concluded that the awareness among all TXPM employees' toward quality, environment and safety is good.

Finally, we came to the last day of our program which was the closing and prize giving ceremony. We are grateful to have Mr Khow's presence to hand out the prizes to the winners.

Thank you for all the support given by our top management and our colleagues at TXPM. We look forward to our quality week next year.

Article by **Asilatul Hanah Md Yusoff**(Texchem-Pack (M) Sdn. Bhd.)



# Embrace Quality 2022 at Texchem Pack (PP) Sdn Bhd

On the second week of December 2022, from 5 to 8 December, Texchem-Pack (PP) Sdn Bhd (TXPPG) organised a quality week with the theme "Embrace Quality 2022" and the slogan for the event was "No Boundaries for Quality". The organising committee was from cross-functional teams such as Quality Assurance, Human Resource and Production department.

About 140 of us took part in this event which consisted of a few activities such as quiz, blind test, word puzzle and gotong-royong. The objective of this quality week was to promote awareness of quality, teamwork, cooperation, accountability, friendship and harmony among employees. It was also to create good understanding and participation in quality because quality is everyone's responsibility.

For the quiz, word puzzle and blind test activity, the top 3 winners were awarded with hampers and all participants were given certificates. Since this was the first quality week organised by the company, we hoped to create long lasting memories for the participants. Meanwhile, on quality awareness we did a refresher training on Good Documentation Practice (GDP), company products and Schedule Waste (SW). During gotong-royong, we were divided into six groups as part of 5S activity where we cleaned up the surroundings areas of the factory plant.





On the last day of event, both Mr Khow Hong Cheong, Executive Director and Ms Chan Lee Lian, Assistant GM – Division QMR were invited to give a speech followed by prize giving ceremony. We finally ended the event with a bunch of group photos in front of the lobby.

The day ended with loads of wonderful memories filled with laughter and joy.

Article by **Aidilrizam Azmi**(Texchem-Pack (PP) Sdn Bhd)

### Online ISO Training -+ Quality Management System

'Quality Management is everyone's responsibility'
'We should learn as if we were to live forever'.

We should not be complacent to what we have achieved, instead we should relentlessly pursue excellence and strive for continuous improvement as 'One Team' in order to achieve our company's quality objectives. In order to further sharpen our employees' knowledge in Quality Management System on ISO 9001:2015 and ISO 13485:2016 and to ensure the existing Quality Management System is compliant with the relevant requirements and is effectively implemented and well maintained, a 3-day online training was conducted in September & October 2022 for a total of 53 employees from Texchem-Pack (M) Sdn Bhd, Texchem-Pack (PP) Sdn Bhd, Texchem Life Sciences Sdn Bhd and Texchem-Pack (Johor) Sdn Bhd.

The training, conducted by Mr Kenny Chong from Quintas Consulting Sdn Bhd exposed the participants to scope of Quality Management System, context of Organization, general requirements of Quality Management System and its processes, requirements in internal audit, internal audit methodology and processes.



Although this was on online training, there was ongoing active interaction and group discussion. We hope that participants apply what they have learned to their daily work and ensure our Quality Management System is compliant with requirements at all times. Let's work together "As One" team!

Article by

Ernest Tang

(Texchem-Pack (PP) Sdn Bhd)

# Quality Week 2022 at Texchem-Pack (Johor)

Quality Week was organised at Texchem-Pack (Johor) Sdn Bhd from 17 to 21 October 2022 with the goal of promoting positive mindset and the culture of continuous improvement and quality at our Polymer Engineering Division. The idea of having quality week at our various operations under Polymer Engineering was started by Ms Chan Lee Lian who is our Assistant GM – Quality Management Rep of the Division.

The organizing committee of this quality week was TXPJ's QA Department headed by Zulazmi Haron - Senior QA Manager. To encourage as much participation from our colleagues as possible, the committee came up with creative and fun activities using digitization to enable easy access.

#### Introduction

Quality is everyone's responsibility, not only that of those working in the QA department. Each employee must understand the importance of quality initiatives that will produce high quality products which in turn will sustain our organisation's business. Unfortunately, many do not have a clear understanding of this concept and thus, it is our objective to increase the awareness and knowledge on quality system and product quality requirements through the quality week program.

#### Quality Week 2022's objectives are:

- To increase Quality Knowledge & Awareness and to build quality mindset among all our employees.
- To create team spirit to enhance good practices toward Customer Satisfaction.
- To align with the positive culture and adopt Good Manufacturing Practices and Good Documentation Practices.
- Spread the culture of "Do it right the first time".
- To commit to TEXCHEM's Quality Policy & Quality Objective.



#### **Activities**

A series of exciting activities were prepared and executed during the TXPJ Quality Week which lasted for 5 days starting from 17 Oct 2022 until the last day 21 Oct 2022.



#### **GMP/GDP** Awareness Training



#### **TXPJ Blind Test**



#### **Ghost & Talc Contamination Awareness Training**

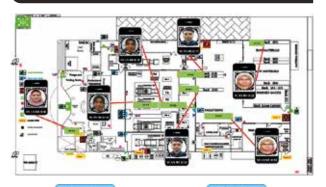


Ghost & Talc Contamination Awareness Training



ISO 9001,13485 & 14001 Awareness Training

#### **GMP/GDP Awareness Training**















On the last day there was a prize giving ceremony to the winners. Congratulations to all the winders and a big thank you to the QA Team for making this Quality Week a success.

Article by **Zulazmi Bin Haron**(Texchem-Pack (Johor) Sdn Bhd)

# GEMBA WALK

#### 'Don't wait for perfection. It's time for progress'

A Gemba Walk is a workplace walkthrough which aims to observe employees, ask about their tasks, and identify productivity gains. The meaning of 'Gemba' originated from Japan which means 'the real thing' or 'the real place' so it is often literally defined as the act of seeing where the actual work happens. Gemba Walk is an important tool for employers to improve communication with employee and promote continuous improvement to achieve the company's business objective.

Remember, we are unable to make sound judgement from just sitting at our comfort zone, instead we need to walk the floor to know our employees better, to learn and understand about the work process by asking questions and learning from those who are doing the work, identify any potential problems and explore opportunities for continuous improvement. Again, we shouldn't be complacent instead we should ensure we ourselves uphold the mindset of 'lifelong learning'.

In October 2022, the weekly Gemba Walk program was launched by Quality and Assurance Department. Employees were assigned into different groups and took turns to participate in the Gemba Walk activity within the company premise. It is heartening to see our employees' active participation in this meaningful activity such as understanding the work process and respective with the person-in-charge about suggestions for areas of improvement. Well done everyone! Let us keep the momentum going and together we can work our way towards being a strong organisation!

Article by **Ernest Tang**(Texchem-Pack (PP) Sdn Bhd)





It has been a while since the TXPPG's last team building due to the Covid-19 pandemic. Finally, we were able to resume such activities and this year was extra special to us as it was the first time in 10 years since we had our team building event outside of Penang.

Pulau Pangkor was selected as the destination and all of us at TXPPG had a wonderful time. There were a total of 99 staff who joined including Mr Mason Goh and Mr Khow Hong Cheong. Pulau Pangkor was accessible via a 10-minute ferry ride from Marina Island jetty. We checked in at AVI Pangkor Beach Resort and proceeded for lunch at the hotel's restaurant. Everyone was famished after the long ride from Penang and we tucked in the delicious local food served at the buffet line while enjoying the pool view and taking in the mountain view. After lunch, we headed to Bogak beach which was located just opposite of the hotel for our team building.

The team building was handled by 3 professional facilitators. We started with an ice breaking session and bonding activities where each of us had to work together as a team





to overcome challenges thrown at us. We saw very high team spirit from every team and the competitiveness. One of the activities was called "jungle call". We were scattered in different sections of the beach and were asked to cover our eyes with a piece of cloth. Each team had to come up with strategies to guide their team members back to their team by just using animal vocalization sounds. Before the game started, team members had to communicate and plan and demonstrate leadership skills, commitment, planning and trust to ensure we succeed in this task.

That evening we had a dinner with the theme "Shine & Bright". Everyone dressed up for this occasion and were greeted by the song "Shine Bright Like a Diamond" upon arrival. The emcees that evening were our own Isaac and Liyana. The dinner started with speeches from Mr Mason and Mr Khow. We had performances such as dancing and singing by our own local colleagues as well as the ones from Indonesia, Nepal and Bangladesh. We also had the "Limbo Rock" and there was a lot of laughter and memorable moments especially when the pole got lower and lower. The night ended with prize giving ceremony.













On the second day, we did a tour of the island. We visited a fish satay factory, duty free store, some historical sites such as Sacred Rock and Dutch Fort and Pekan Pangkor before heading back to the hotel for lunch and to depart for Penang.

Thank you to the organizing committee for putting together this memorable event. Together, let us make 2023 a great year!

Article by **Loh Xue Yuan**(Texchem-Pack (PP) Sdn Bhd)

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# Annual Mock Drill Exercise

Employees are a company's most valuable asset and their safety is always our priority. It is important to ensure that our employees know how to respond effectively in an emergency and this include evacuating the building safely and quickly when there is a fire. In order to be able to evacuate a premise that is on fire quickly, they need to be familiar with the locations of the emergency escape and where to gather after safely out of the building.

On 15 December 2022, Texchem-Pack (PP) Sdn Bhd's Emergency Response Team (ERT) conducted a Mock Drill. Three types of mock drill exercise were carried out; fire drill, evacuation drill and casualty rescue drill. At 9 am, the fire alarm went off and employees started to calmly evacuate the building and gathered at the emergency assembly point while waiting for further instructions given by the ERT lead. Respective department heads and department representative conducted a roll call to ensure none of their team members had been left behind.



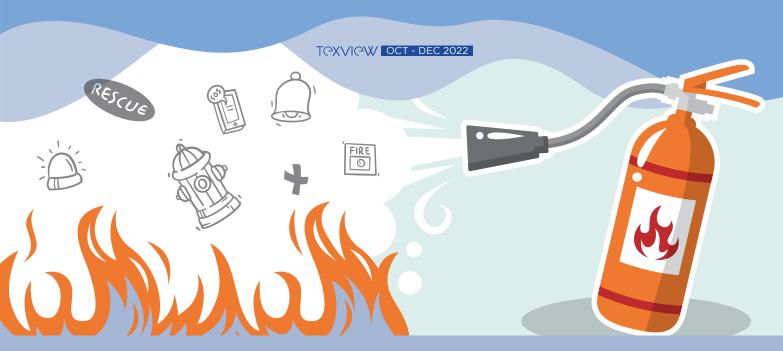
Upon arrival of fire brigade, the ERT members worked together with the firemen to put out the 'fire' and remove the 'hazard' detected in our plant. As a result of the full cooperation from every Texchemer, the mock drill completed smoothly within half an hour. Kudos to all ERT team member and our employees!

An evaluation was then carried out by the fire brigade together with our ERT team members and some meaningful











recommendations were given to us for our future improvement.

We would like to express our gratitude to the Fire and Rescue Department (BOMBA) Malaysia for their guidance and advice. And a big thank you to all ERT members and our employees for the teamwork and cooperation. Kudos everyone!

We look forward to a refresher mock drill next year and we hope that this exercise can be further enhanced and bring us greater awareness to emergency preparedness.



Article by **Asma Hani Hashim**(Texchem-Pack (PP) Sdn Bhd)

# Congratulations on earning this retirement, Janet Tham!

On 17 November 2022, we bid farewell to our dear colleague Janet who has served Texchem Materials Sdn Bhd for 39 years.

Every company has a "go-to" person. This person is someone trusted, dependable, who has been with the company for a long time and whose advice is extremely valuable. Janet has been our go-to person for most matters, not only work matters but even personal matters at times. She was like a big sister and advisor and with her retirement, she has left some big shoes to fill.





On 11 November, we organised a farewell dinner for Janet at E&O Hotel, joined by Mr Yap Kee Keong. All the Texchem Materials staff from the Penang branch attended. It was a night full of laughter, sharing of the good old times and taking a walk down memory lane.

We presented Janet with a photo frame containing a collection of her photos taken at various events at Texchem on her last day at work.

Article by **Rizuana Arshad**(Texchem Materials Sdn Bhd)

#### To Janet,

Your retirement has just begun. Say goodbye to all the pressure and welcome the endless leisure. Here comes a lifetime of weekends, you no longer have to deal with the chaos of traffic jam on the Penang bridge!

Congratulations on earning this retirement.

Thank you for being a mentor and also a friend. You shall be dearly missed.



# The journey of our 2 major CSR Programs: Adopt a Kidney Patient Campaign

#### **Back to School Fund Raising Program**

Cultivating the value of empathy among Texchemers through caring for the community and environment is one of Texchem Cultural Ambassador Committee's (CA) role and mission. Since the CA was officially formed in 2018, two CSR programs have been carried out consistently; "Adopt a Kidney Patient" campaign and "Back to School" fund raising program.

In December 2017, CA first launched the "Adopt a Kidney Patient" #1 and raised RM30,000 to sponsor the dialysis treatment cost for a kidney patient for a year. We had 280 Texchemers who donated to this campaign. We continued this campaign in 2018 and 2019 where we raised the same RM30,000 each year.

In 2020, the pandemic came and we realised that many families especially those in the B40 category were badly affected by the pandemic. The CA then launched the "Back to School" Fund Raising Program 1.0 to reach out to school going youths with the aim of ensuring these youths get proper meals and nutrition so that they are able to concentrate better in their studies and give them a chance of a better future than that of their parents. We raised RM33,000 and the amount was allocated to sponsor 52 students from 4 schools in Penang.

In December 2021, we resumed "Adopt a Kidney Patient" #4. 340 Texchemers took part in our donation drive and we raised a total of RM40,000. We allocated RM30,000 to the kidney fund and RM10,000 to the floor relief fund to help Malaysians affected by the flooding.

"Back to School" Fund Raising Program 2.0 was launched in April 2022. Our aim was to raise just RM6,000 to top up the funds collected from the first fund raising program to sponsor the same students for the academic year 2022. However, together with the

matching grant from Texchem Resources Bhd, our total collection was RM35,640. Some of our Texchemers rallied their like-minded friends to join in this noble cause.

In December 2022, "Adopt a Kidney Patient" #5 raised a record breaking RM50,000 and a huge increase to 541 donors. The funds were allocated as such; RM30,000 to sponsor the dialysis treatment of a patient, RM10,000 to the flood relief fund and RM10,000 to the environment protection fund.

Continuing to support the same cause and being involved is important as it shows our sincerity and commitment. When the CA started the "Back to School" program, we knew that this would be a continuous effort as we wanted to ensure that the school going children under our sponsorship program continues to enjoy the free meals until they complete their education at their school. Besides monetary support, the CA does follow-up visits to the schools to meet the sponsored students and to give them motivational talks. 2023 shall be the 3rd year we are organising the "Back to School" fund raising program.

Without the support of Texchemers, we would not have reached our goals each year. Thank you for continuing to support our mission and for working with us to change the lives of the community for the better.

Together, we make the world a better place. #TexchemAsOne

Article by

Adeline Yeo
(Texchem Resources Bhd)



# Back to School Program Follow up visit to SK Saint Xavier

When we first launched the "Back to School" fund raising program in December 2020, 11 students from SK Saint Xavier in Air Itam, Penang were selected to be in this program. Due to the lockdown in 2021, we only managed to disburse the funds to Saint Xavier in April 2022.

We sat with the students while they enjoyed their meal. We chatted with them about their hobbies and favourite subjects. This was the first primary school we sponsored so interacting with them was slightly different. Some of the younger ones were a bit shy and some were playful while those in the upper primary were well-behaved



and polite. As the session came to an end, we gave the students desserts and hand sanitisers sponsored by Wilpack Food and Texchem Malaysia. We took a group photo together before bidding them goodbye. Visiting the students during their break time was a good experience as we are assured that we are sponsoring them a balanced meal.

On 21 October 2022, the Cultural Ambassador Committee represented by Jane Hong, together with CA Advisor, Adeline Yeoh and Yeoh Hoon Suan, Managing Director of Texchem Malaysia Sdn Bhd visited the students during their recess time. We learned from the school principal, Ms Soon that in primary schools, the government has a meal sponsorship program for the needy students. However, the amount is not enough to sponsor the meals of all the students from poor families. As

such, with our meal sponsorship program, more students get to benefit from receiving warm meals for

their break time.

Article by
Hong Lee Chien
(Texchem Materials Sdn Bhd)



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EXCHEM



# Intelligence (EQ) In The Workplace

Typically, we always thought that having high EQ means being happy and positive all the time, no matter what are the ups and downs in life.

Thanks to the 2-day workshop on "Emotional Intelligence in Organisation" organised by Texchem Ladies' Club on 25 and 26 November 2022, we learned that EQ is much more than we imagined. In these 2 days we learned how to enhance our EQ skills and understand the impact of how it can affect the people around us negatively if we have low EQ. A well-developed EQ can help us achieve the goals of our organisation and increase job satisfaction, in part because of the positive relationships fostered in the workplace. When we are able to effectively manage our emotions, this influences those around us to do the same. Everyone wins!



Traditionally people think IQ is more important in contributing to our success compared to EQ. This old-fashioned stereotype is no longer justifiable as EQ could make you succeed in basically everything. When we learn to manage our emotions well, this will be extremely advantageous to us. We will enjoy the benefits of being a happier person, having good relationship with colleagues, friends and family. We will be better focused on our goals rather that spending time handling problems arising from poor emotions.





An individual with high EQ is positive, open, honest and have strong self-control. They exude confidence and the ability to transform negative emotions into positive learning opportunities. Isn't it great to be around someone who never sees a "problem" as being a "problem"?

Be the change agent today, practise EQ in your workplace and see positive changes in your life as well as the lives of the people around you.

Article by **Chaw Chiaw Xin**(Texchem-Pack (M) Sdn Bhd)



Do you know that Zumba is a high-energy group fitness class that, when performed correctly and regularly, can burn up to 1,000 calories in a one-hour session? To get the most from the one hour Zumba workout, we should keep our entire body moving at all times by enjoying the rhythm of the songs and engaging our arms and legs.

Zumba is **FUN** to perform and can lift our **SPIRIT** as much as it improves our **FITNESS**.

The Zumba classes were held every Thursdays in the months of November and December 2022, led by energetic Zumba instructors Hannie and Julie from Julieda Aero Dance Studio.

Stay tuned for more exciting, fun and beneficial activities in 2023 by TLC Central Region!

In the meantime, ladies' let's keep moving, let's keep dancing to the Zumba beat!



With the objective to improve the work life balance of the Texchem ladies and keeping them fit and healthy, a 6-session Zumba class was organised by Texchem Ladies' Club - Central Region at Wisma Texchem Subang Jaya. This class received overwhelming response from our ladies as the last time we organised Zumba class was back in 2019.



Article by **Noor Azlina Binti Madrus**(Sushi King Sdn Bhd)

# PENANG HQ-MEAR END PARTY 2022

The year is 2022 and what better way to commemorate a great end to the year than by having a blast of a year-end party. With this in mind, the Cultural Ambassador Committee (CA) organised a Hawaiian Luau themed party for all staff at Penang HQ on 24 November 2022.



We knew that it was going to be great food, fun and games all the way. The organisers requested everyone to attend the party dressed in their best Hawaiian casuals or their favorite summer attire to coincide with the theme of the party.

By 3:00pm, all staff had made their way to Level 18 where the party was being held. We presented each person with a Hawaiian lei to get them all into the "aloha" spirit of Hawaii. After the opening speech by Mr Yap Kee Keong, the party was well underway with the first game being introduced as an ice-breaker.

We called this the "Hawaiian Fashion Runway". Texchemers were divided into groups of 8 persons each and provided with materials to be recycled such as used paper, CDs, garbage bags and supporting materials for them to put together their creation within 15 minutes. The rules given were; design a Hawaiian themed top and bottom on a model with the limited materials provided. Team member chosen to be the model shall do the catwalk ala Milan Fashion Week down our own fashion runway. Points were given based on design attractiveness, creativity and the runway walk and 3 judges were appointed.

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Mr Yap Kee Keong and Mr Sugino together with the HODs formed a group and joined the competition. Right from the start, every group's creativity was off the charts. We saw hula skirts and tops materialising from the use of recyclables and some groups even designed head gears to complement their outfit.

After the designing and "stitching" ended, here was the exciting part. Each group sent their model who sashayed down the runway to parade their group's creation. For the rest of us who were watching, we were enjoying the moment and cheering the models on while capturing every bit of this memorable moments through our phone camera and video.







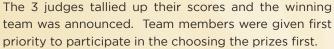






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We then proceeded to the next game which was the all-time nostalgic "Limbo Rock". With the Limbo Rock song in the background, we all did the limbo rock until there were only 5 remaining contestants who were declared the winners.

The winners of both games were given the opportunity to "roll" for their prizes first. All prizes for the games were sponsored by Mr Yap Kee Keong, Mr Sugino and all the Heads of Departments. To determine what prize they will win, we were required to roll a soft can drink down the middle aisle of the long boardroom table.





Each person was given 3 chances to roll the drink can and where the can stops, we can opt to pick one of the prizes in that section. We had to rely on our judgement, focus and some luck to get us the prize we were eyeing.

After the winners of the Hawaiian Fashion Runway and Limbo Rock had chosen their prizes, all the other staff were given the opportunity to try their luck to win the remaining prizes as there were enough for everyone.







We had fun, we had games but what is a party if there is no food. After all the excitement from the games, we were treated to some finger food, ranging from savories, fruits, mocktails to desserts, all tastefully arranged by the Cultural Ambassadors. And a big shoutout and thank you to Texchem Food for preparing and sponsoring Seapack products as part of the delicious savories.

Thank you to all Texchemers for being such a sport and making this a fun and lively event and thank you to all our bosses for the sponsored prizes. Let's end the year with a party and start the next one with a bang.

Happy New Year 2023.



Article by

Max Chin
(Texchem Corporation Sdn Bhd)



# Updates from Texchem Mount Kinabalu Club and Committee

Line-up 2022/2023



In 2022, Texchem Mount Kinabalu Club successfully organised 15 monthly hiking sessions for Texchemers from northern region. Thank you to all of you who joined us on those early Saturday mornings, regardless of rain or shine. The little joy becomes meaningful when we receive registrations from more colleagues of different companies, joining our outdoor fitness training, and enjoy spending time together in the nature.



Apart from the monthly hiking sessions, the committee also organised two events for the group – Maxwell Hill Hike and Mount Kinabalu Quest. Unfortunately, the third group event - Bukit Batu Putih Hike which was scheduled at the year end was rescheduled due to the 15th General Election in Malaysia. Nevertheless, the new schedule has been fixed and we look forward to the exploration at Gopeng soon!

All the effort would not have been a success without the support from our committee members. We are pleased to welcome additional committee members since September 2022, for the term ending 2023. Please stay tuned for our activities in 2023!





#### **Committee List**

Advisor

**Teem Chin Mean** (Merieux Nutrisciences Malaysia Sdn. Bhd.) Assistant General Manager, Technical Support

President

**Dr. Chai Yuan Lin** (Texchem Malaysia Sdn. Bhd.) *Manager, R&D* 

**Jesslyn Goh May Ling** (Texchem Corporation Sdn. Bhd.) *Executive, Group HR* 

Secretary

Low Shi Yun (Texchem Corporation Sdn. Bhd.)

Treasurer

Executive, Group Finance

Trekking Organiser

**Tan Ing Ting** (Texchem Risk Management Sdn. Bhd.)

Assistant Manager, Business Development

Committee

Nor Izzati bt Muhammad Hanapiah (Texchem-Pack (M) Sdn. Bhd.) Officer, Production

Committee

**Lock Siew Fen** (Texchem-Pack (PP) Sdn. Bhd.) *Officer, Purchasing* 

Committee

**Isaac Khoo Teng Khoon** (Texchem-Pack (PP) Sdn. Bhd.) *Officer Planner, Material Management* 

Central Region

Committee

**Mohd Kushairi bin Mohd Alifiah** (Texchem Life Sciences Sdn. Bhd.) *Staff Engineer I, Bangi Technology Centre* 

Committee

**Marini Binti Mad Sharif** (Sushi King Sdn. Bhd.) *Senior Executive, Account* 

Southern Region

Committee

Norita Binti Abdullah (Texchem-Pack (Johor) Sdn Bhd.)
Officer, Shipping and Planning, Business Administration









### Thank You to our Long Serving Employees!



MALARVILLY A/P SUBARAYAN

ASSISTANT SUPERVISOR

TEXCHEM LIFE SCIENCES SDN BHD

### 25 ANNIVERSARY YEAR

KUNASUNDARI A/P NADARAJA

ASSISTANT SUPERVISOR

TEXCHEM LIFE SCIENCES SDN BHD

RIZUANA BINTI MD ARSHAD

SENIOR EXECUTIVE - ADMIN

TEXCHEM MATERIALS SDN BHD



Rozlina binti mohd yusoff

ASSISTANT MANAGER - QUALITY MANAGEMENT
TEXCHEM LIFE SCIENCES SDN BHD

Pun meng yan

DEPUTY MANAGING DIRECTOR - OPERATIONS AND R&D TEXCHEM POLYMERS SDN BHD

### 15 ANNIVERSARY YEAR

ANINI ANAK KAPOR

RESTAURANT MANAGER
SUSHI KING (EAST MALAYSIA) SDN BHD

Nurul nadzhirah binti mansor

DISTRICT MANAGER
SUSHI KING SDN BHD

NG SIM YAM

MANAGER - PRODUCTION
TEXCHEM MALAYSIA SDN BERHAD

MOHD HELMI BIN SARIAN

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

ABDUL RAHIM BIN ABD MALEK

OPERATOR
TEXCHEM-PACK (JOHOR) SDN BHD

AN GEOK TIN
SENIOR EXECUTIVE - MATERIALS

SENIOR EXECUTIVE - MATERIALS
TEXCHEM-PACK (PP) SDN BHD

### Thank You to our Long Serving Employees!

# **ANNIVERSARY**

#### GOBI A/L KRISHNAN

ASSISTANT HEAD TRUCK DRIVER - DISTRIBUTION KOKUBU FOOD LOGISTICS MALAYSIA SDN BHD

#### NURUL SYAFINA BINTI MOHD. ASRI EXECUTIVE - SALES TEXCHEM-PACK (M) SDN BHD

#### MOHAMAD HANAFI BIN MUSTAFA

ASSISTANT RESTAURANT MANAGER SUSHI KING (EAST MALAYSIA) SDN BHD

#### MOHD. AFHAM FAIZ BIN LAMDIN

CREW LEADER SUSHI KING (EAST MALAYSIA) SDN BHD

#### ENG SHIANG MEI

SENIOR MANAGER II - IT SUSHI KING HOLDINGS SDN BHD

#### KAM JUN YONG

ASSISTANT GENERAL MANAGER - DESIGN & CONSTRUCTION SUSHI KING SDN BHD

#### MOHAMMAD FARREH FAHMI BIN SHAMSUDDIN

DISTRICT MANAGER SUSHI KING SDN BHD



### We welcome you to the Texchem Family!

#### **Texchem Food Sdn Bhd**



Liu Jia Xin Executive - Sales & Sales Support

#### Kokubu Food Logistics Malaysia Sdn Bhd

**Chu Soon Yew** Senior Manager I - Warehouse

#### Miraku Sdn Bhd

Tomikawa Yuji Chef De Cuisine

#### Sea Master Food Sdn Bhd



Jerry Lee Chia Sing

#### Tan Bee Hwa Assistant Manager - Business Admin Amani Bazlaa Binti Shakir Officer - Procurement

#### **Texchem Materials Sdn Bhd**

**Yap Soon Poi**Assistant Manager - Sales

#### **Texchem Life Sciences Sdn Bhd**

Rahayu Binti Razalli Assistant Manager - Finance Nur Azriza Binti Ramli Executive - Accounts

PT Texchem Indonesia



Chang Vui Leong, Francis General Manager

#### Sushi King Sdn Bhd

Sawai Mitsunori

Senior Manager I - Procurement

Che Mohd Afendie Bin Che Abdullah Restaurant Manager

Mohammad Yusuf Bin Rodilee Restaurant Manager

Muhammad Asnawi Bin Mohd Ludin Executive - Sk Academy

Muhammad Azlan Bin Ahmad

**Nur Ayssya Binti Esa** Executive - Marketing

Amri Syukri Bin Azmi Assistant Restaurant Manager

Hazwaniey Nasuha Binti Abd Basid Assistant Restaurant Manager

Meshildie John Assistant Restaurant Manager

**Muhammad Nazri Bin Azmi** Assistant Restaurant Manager

**Nur Alia Maisara Binti Norazam** *Assistant Restaurant Manager*  Nur Farahain Binti Hamidon

Assistant Restaurant Manager

**Nur Syakirah Binti Ahmad Fadlullah Suhaimi** *Assistant Restaurant Manager* 

**Nurul Diyanah Faqihah Binti Mohd Shamsuddin** *Assistant Restaurant Manager* 

Siti Nurida Binti Kamaruddin Assistant Restaurant Manager

**Sriyanti Binti Rames**Assistant Restaurant Manager

**Sylvester Yee Teck Kiong** Assistant Restaurant Manager

Liew Xien Tong Executive - Finance

#### Eye Graphic Sdn Bhd

**Ngui Chee Leong** Senior Executive - Sales

**Muhammad Muaz Syahmi Bin Zainal Ahmad**Officer - Production

#### Wilpack Food Services Sdn Bhd

Ng Soo Faong Manager - Finance

Nur Hafizah Binti Anuar Executive - QA

Muhammad Syafiq Bin Azman

Officer - Maintenance



Texchemers, together "Let's Make it Strong" in 2023!







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- Texchem Malaysia Sdn Berhad [197301002067 (15608-V)]
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- Lifeon Asia Sdn Bhd [201501006207 (1131539-X)]
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- Sushi King (East Malaysia) Sdn Bhd [200701025301 (783322-M)]
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- Texchem Risk Management Sdn Bhd [199001002612 (194178-K)]

#### **VENTURE BUSINESS DIVISION**

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- Otafuku Sauce Malaysia Sdn Bhd [201601011761 (1182692-D)]

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