

[illegible]

| Date | SECURITY DEPARTMENT | | PRODUCTION CONVERTING | | HQ WAREHOUSE | | STORE | | PAPER MILL | | STORE (TG) | | QUALITY CONTROL | | OUTSOURCE | | TECHNICIAN | | ENGINEERING | | TOTAL | |
|------|---------------------|---------|-----------------------|---------|--------------|---------|-------|---------|------------|---------|------------|---------|-----------------|---------|-----------|---------|------------|---------|-------------|---------|-------|---------|
| | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning |
| 21 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 22 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 23 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 27 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 28 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Date | SECURITY DEPARTMENT | | PRODUCTION CONVERTING | | HQ WAREHOUSE | | STORE | | PAPER MILL | | STORE (TG) | | QUALITY CONTROL | | OUTSOURCE | | TECHNICIAN | | ENGINEERING | | TOTAL | |
| | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning | Night | Morning |

Kooka Penang Attendance for January 2020

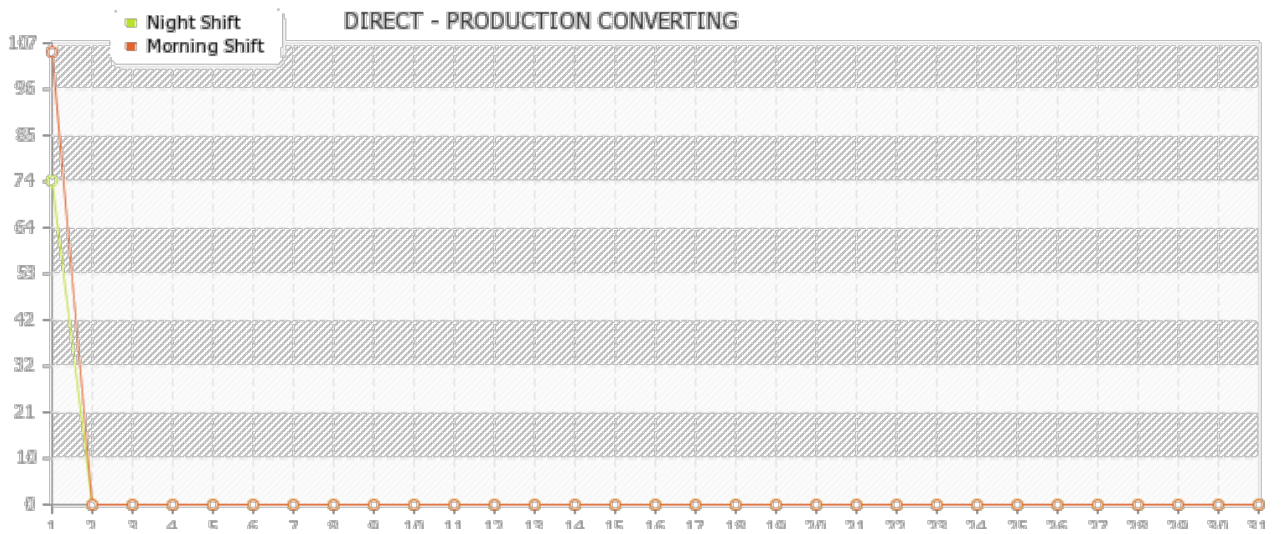
| Date | PRODUCTION CONVERTING | | SECURITY DEPARTMENT | | TOTAL | |
|------|-----------------------|---------|---------------------|---------|-------|---------|
| | Night | Morning | Night | Morning | Night | Morning |
| 1 | 21 | | 1 | | 22 | |
| | 20 | 1 | 0 | 1 | 20 | 2 |
| 2 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 4 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 6 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |

| Date | PRODUCTION CONVERTING | | SECURITY DEPARTMENT | | TOTAL | |
|------|-----------------------|---------|---------------------|---------|-------|---------|
| | Night | Morning | Night | Morning | Night | Morning |
| 7 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 8 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 9 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 11 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 12 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 13 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 14 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 15 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 16 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 22 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 23 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |

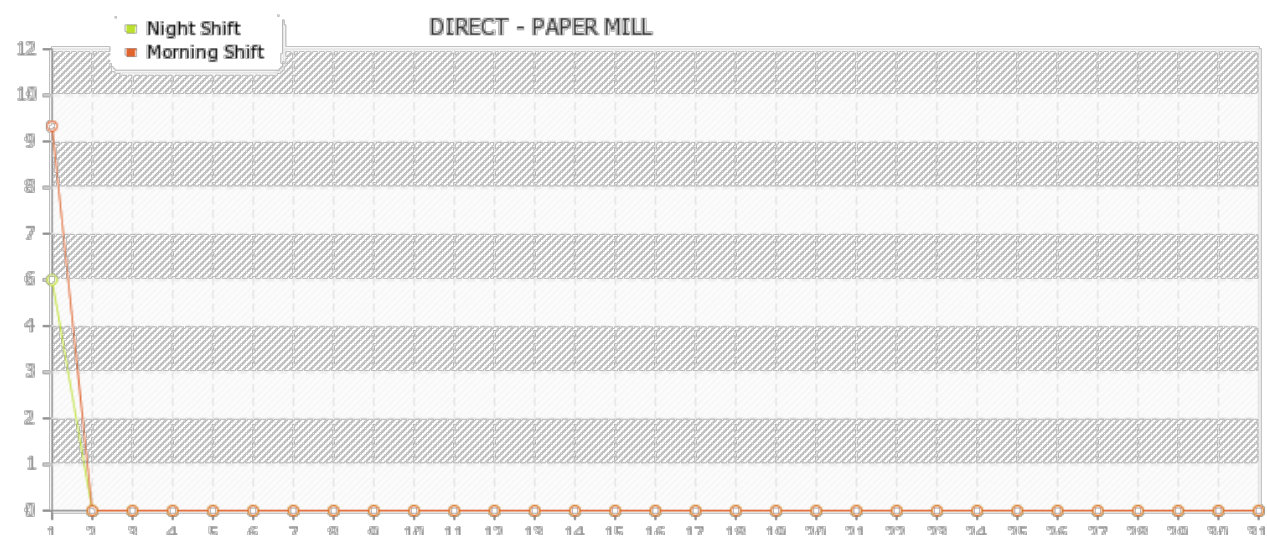
| Date | PRODUCTION CONVERTING | | SECURITY DEPARTMENT | | TOTAL | |
|------|-----------------------|---------|---------------------|---------|-------|---------|
| | Night | Morning | Night | Morning | Night | Morning |
| 25 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 27 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 28 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 29 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 30 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 31 | 0 | | 0 | | 0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| Date | PRODUCTION CONVERTING | | SECURITY DEPARTMENT | | TOTAL | |
| | Night | Morning | Night | Morning | Night | Morning |

DIRECT (Kookapaper Subang)

Monthly Attendance for Subang DIRECT - PRODUCTION CONVERTING

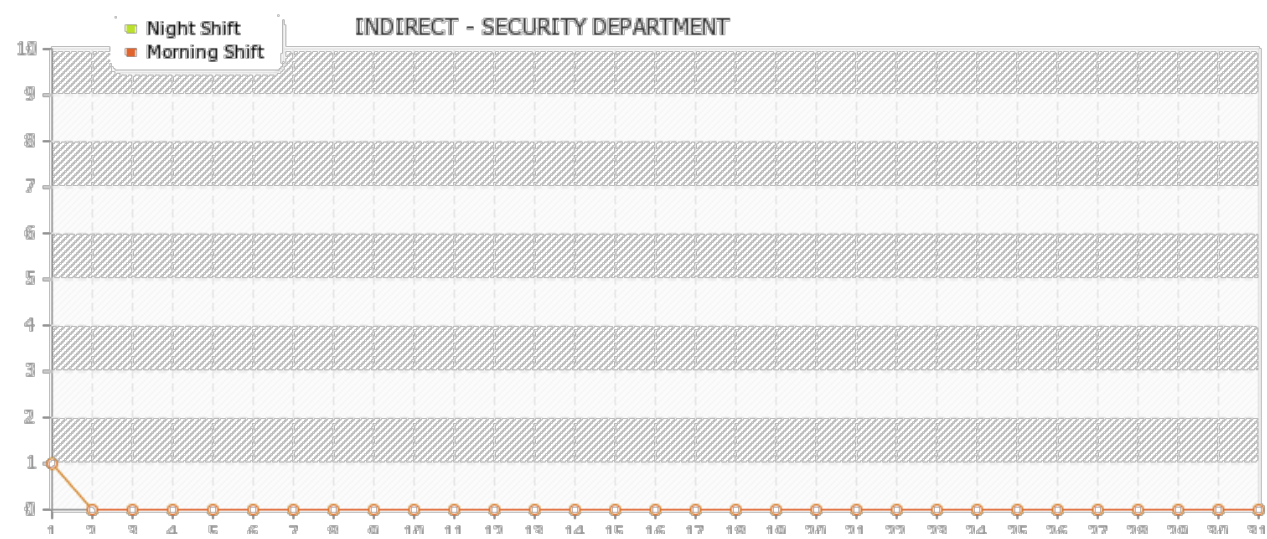


Monthly Attendance for Subang DIRECT - PAPER MILL

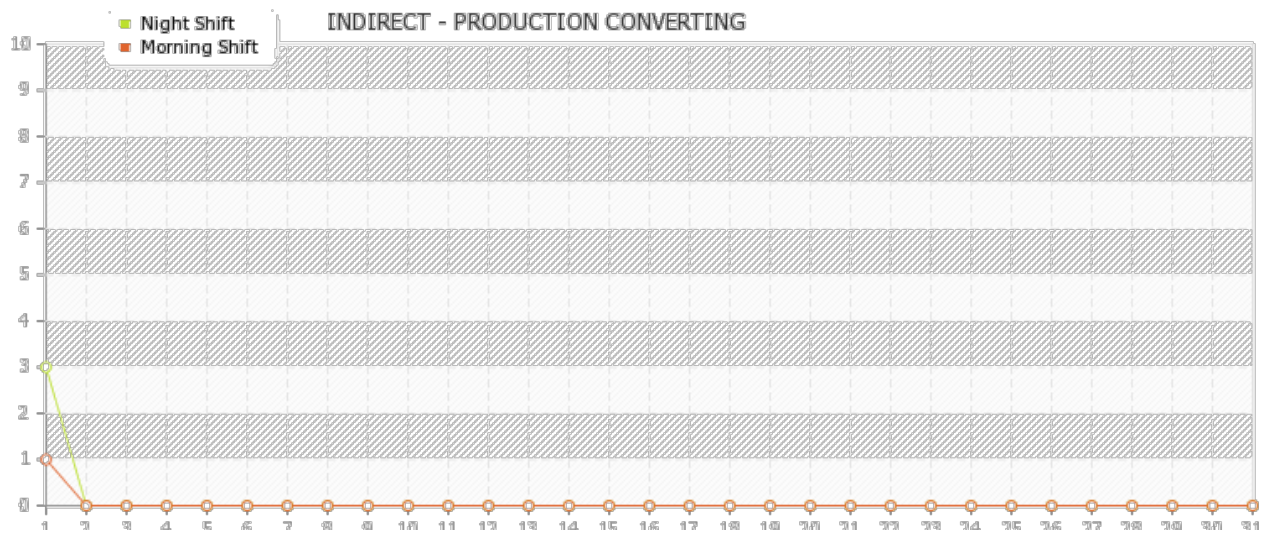


INDIRECT (Kookapaper Subang)

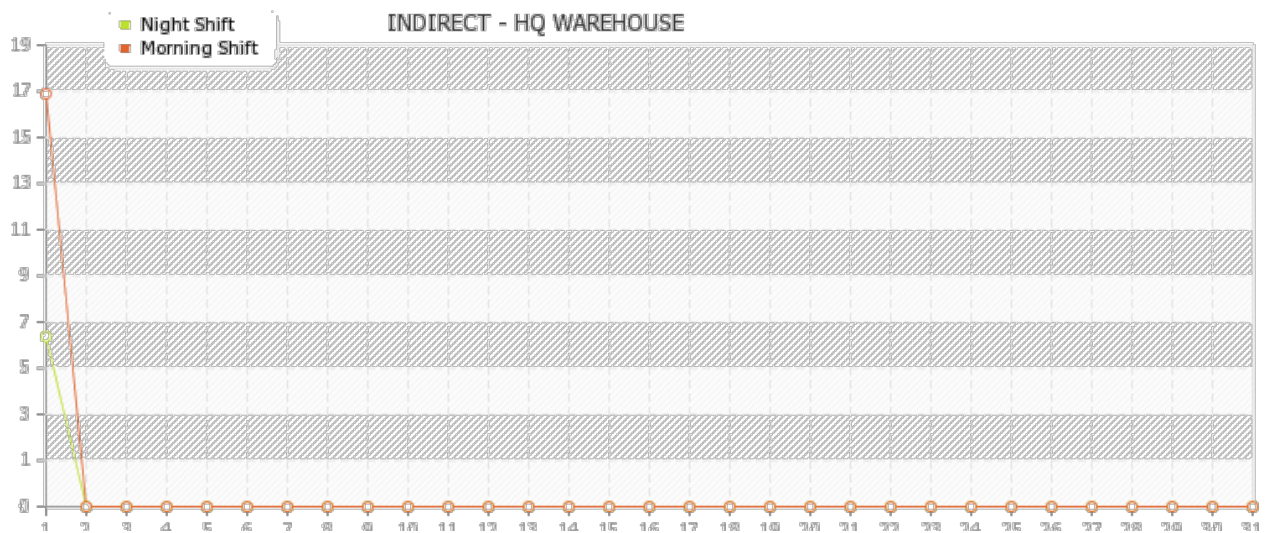
Monthly Attendance for Subang INDIRECT - SECURITY DEPARTMENT



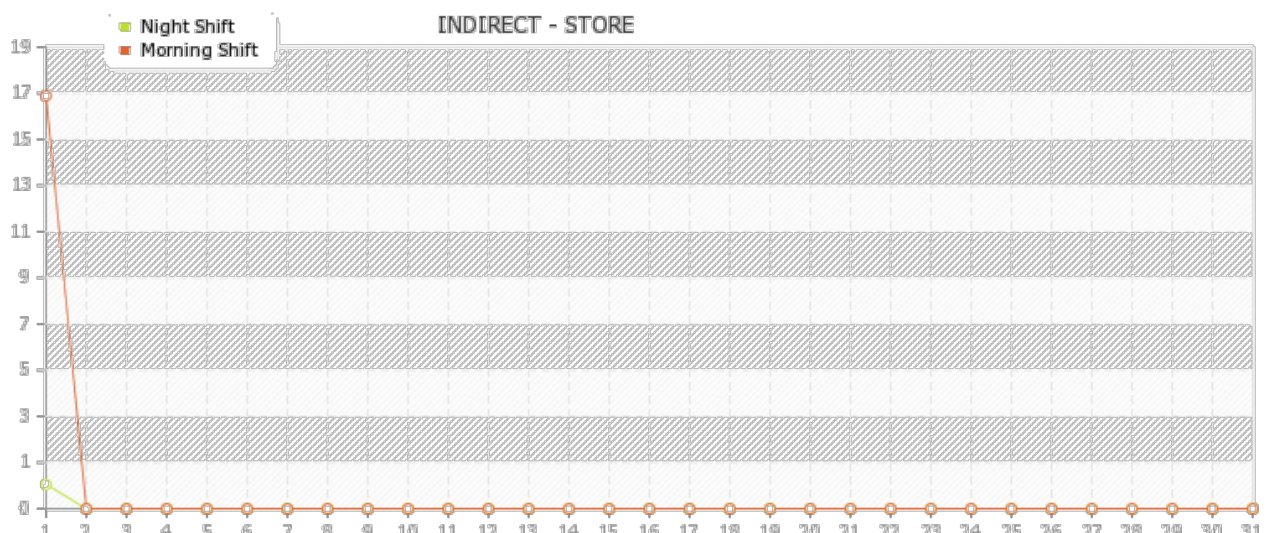
Monthly Attendance for Subang INDIRECT - PRODUCTION CONVERTING



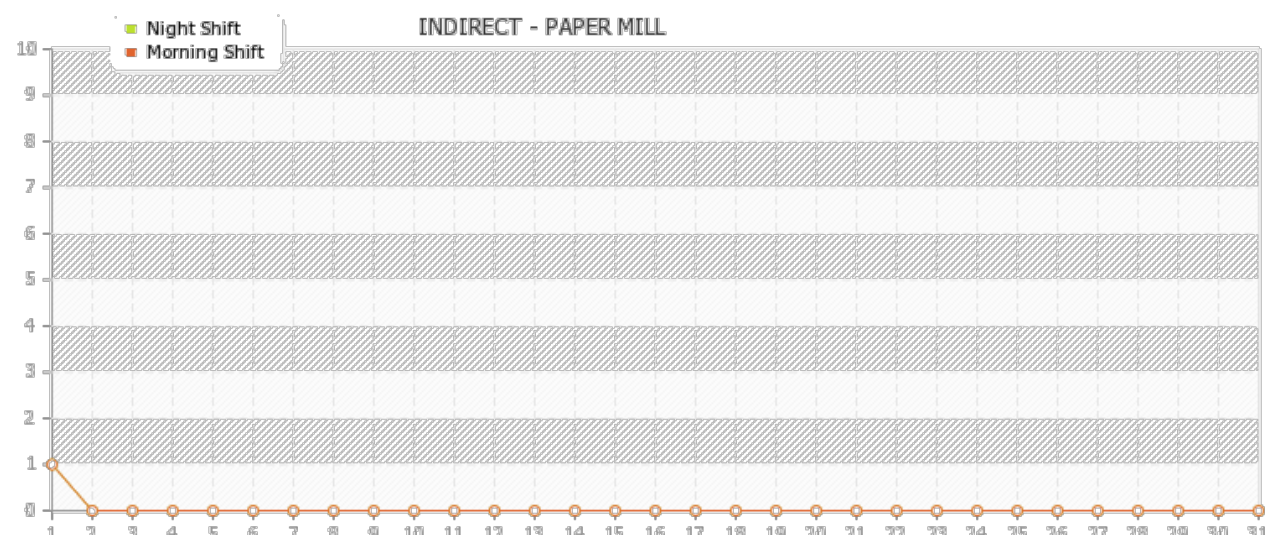
Monthly Attendance for Subang INDIRECT - HQ WAREHOUSE



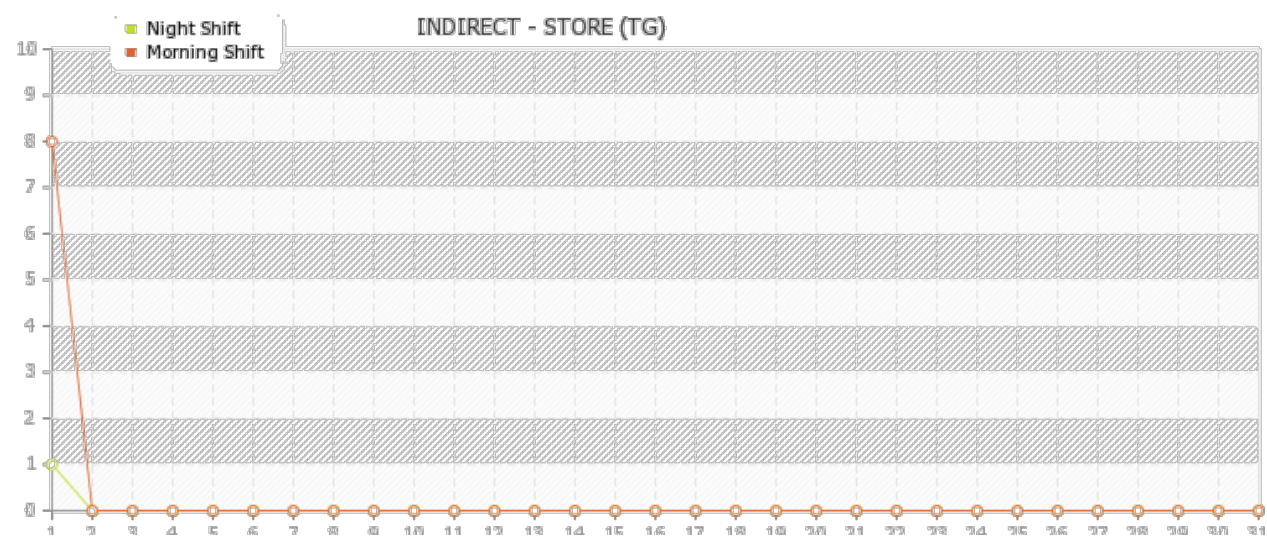
Monthly Attendance for Subang INDIRECT - STORE



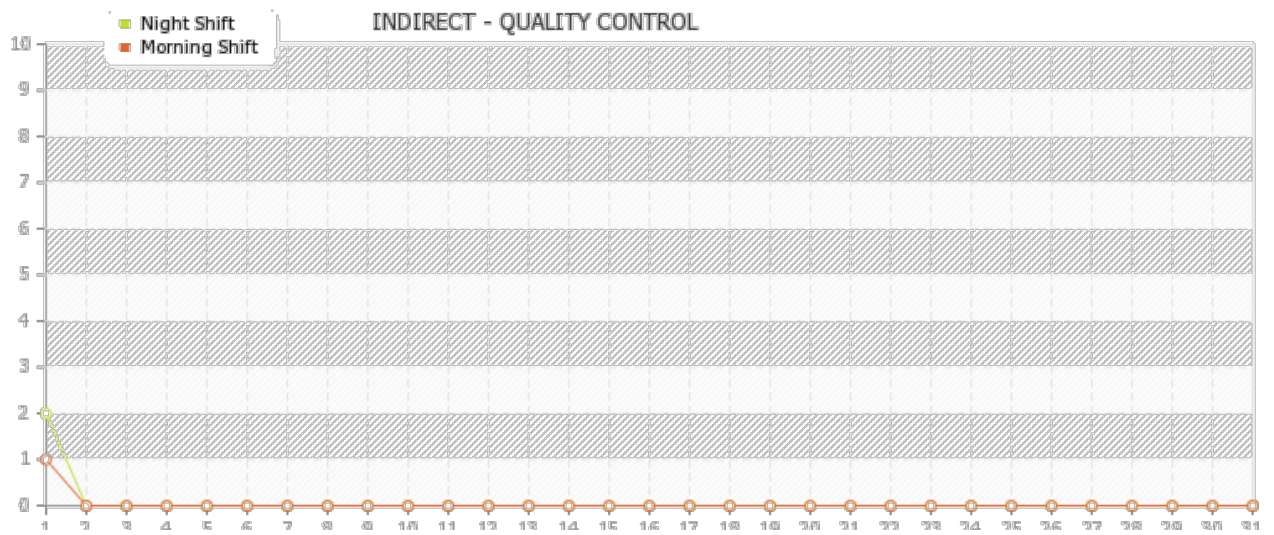
Monthly Attendance for Subang INDIRECT - PAPER MILL



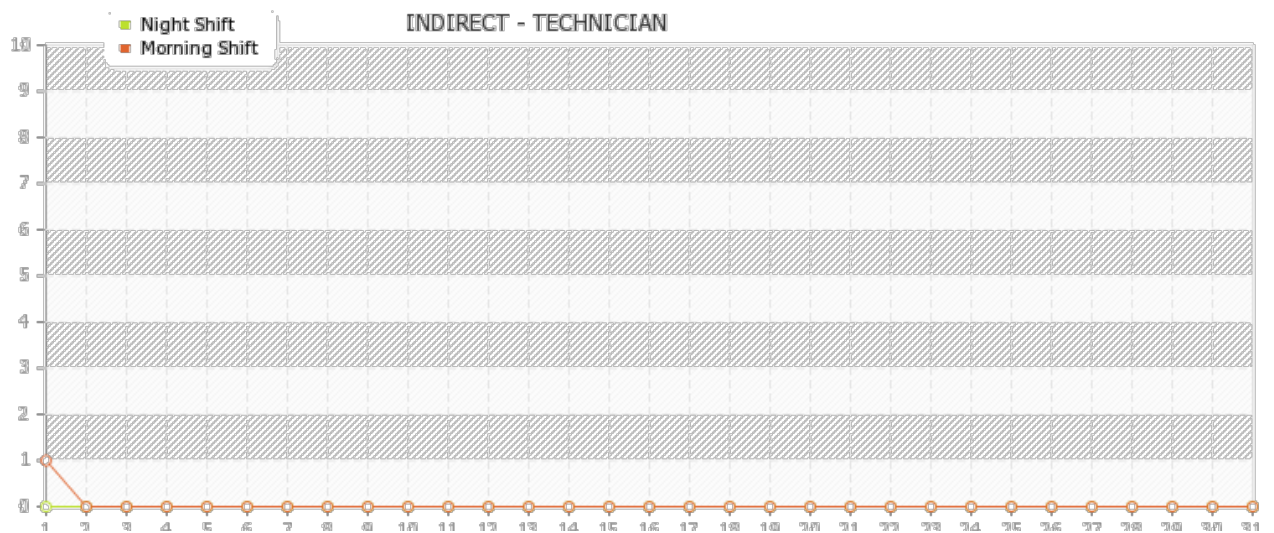
Monthly Attendance for Subang INDIRECT - STORE (TG)



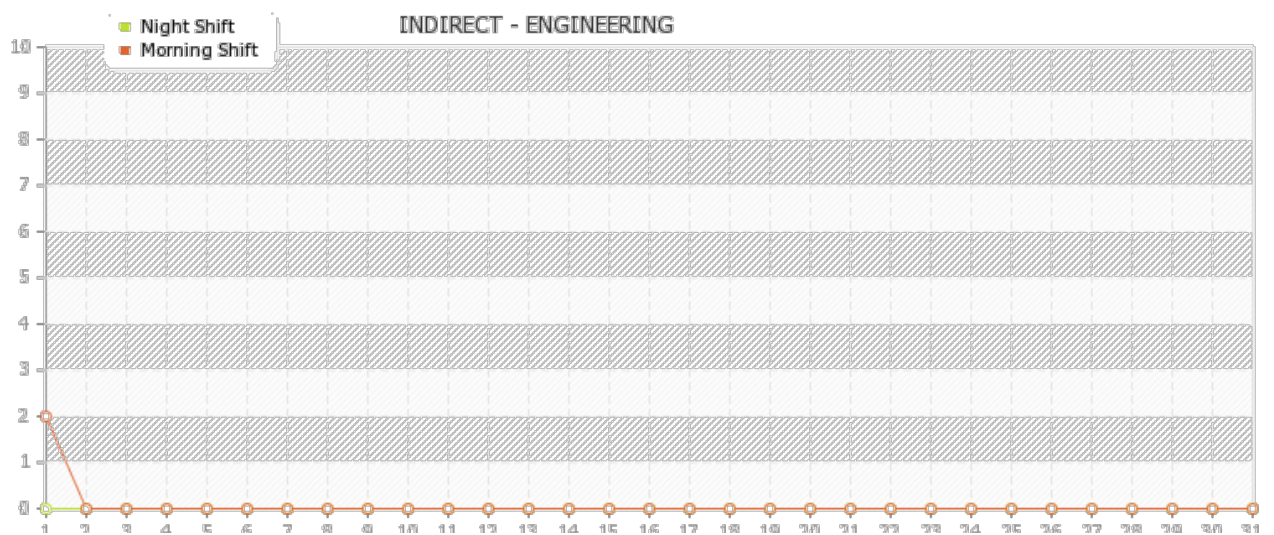
Monthly Attendance for Subang INDIRECT - QUALITY CONTROL



Monthly Attendance for Subang INDIRECT - TECHNICIAN



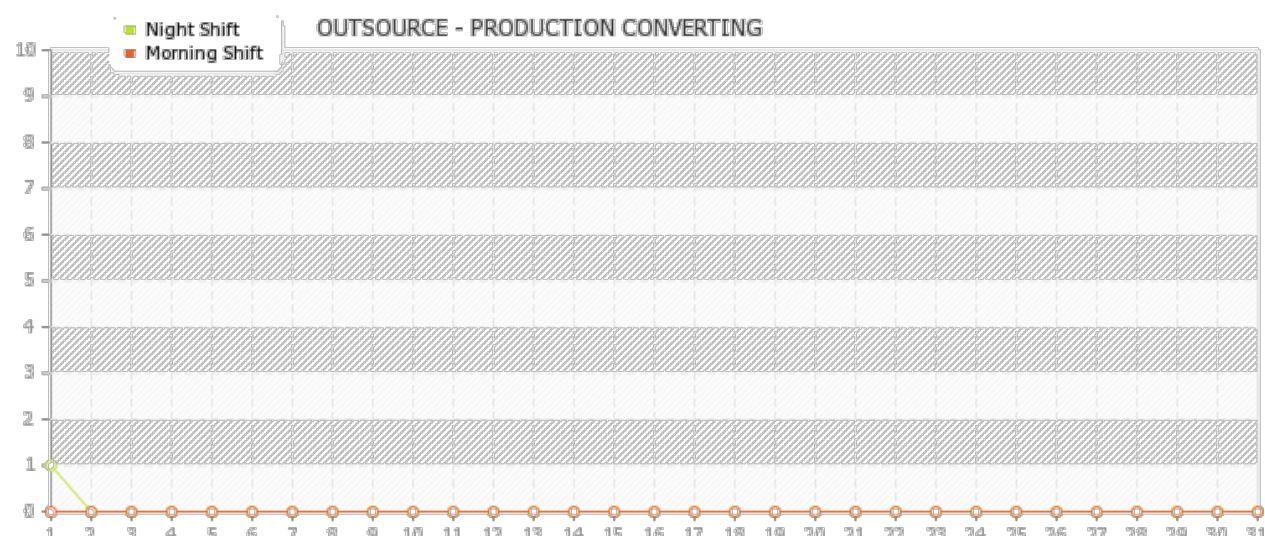
Monthly Attendance for Subang INDIRECT - ENGINEERING



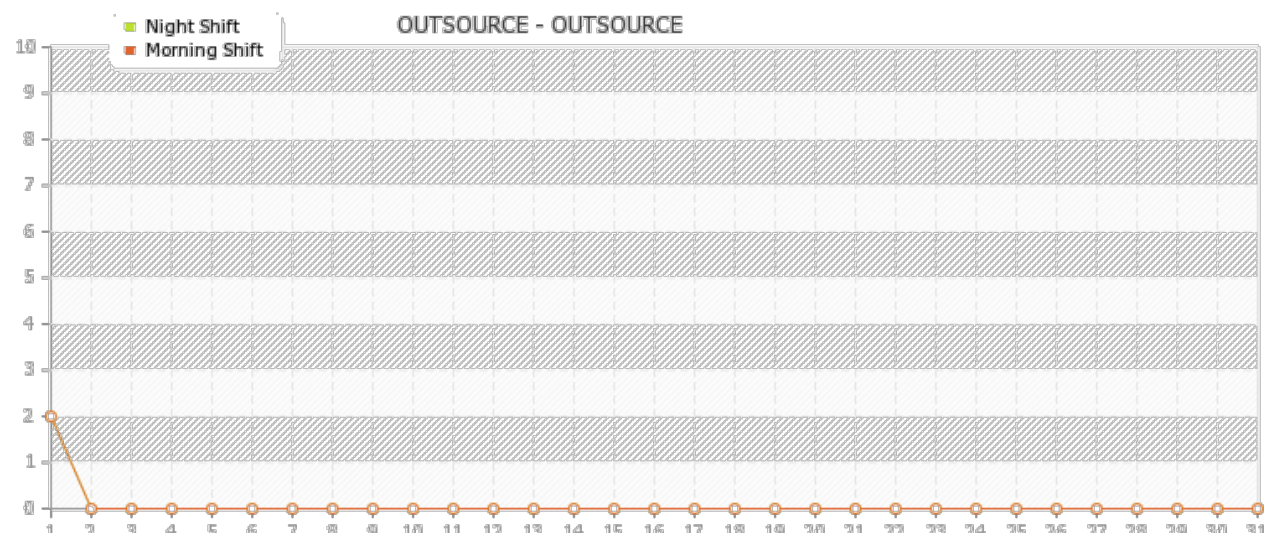
SALES & MARKETING (Kookapaper Subang)

OUTSOURCE (Kookapaper Subang)

Monthly Attendance for Subang OUTSOURCE - PRODUCTION CONVERTING



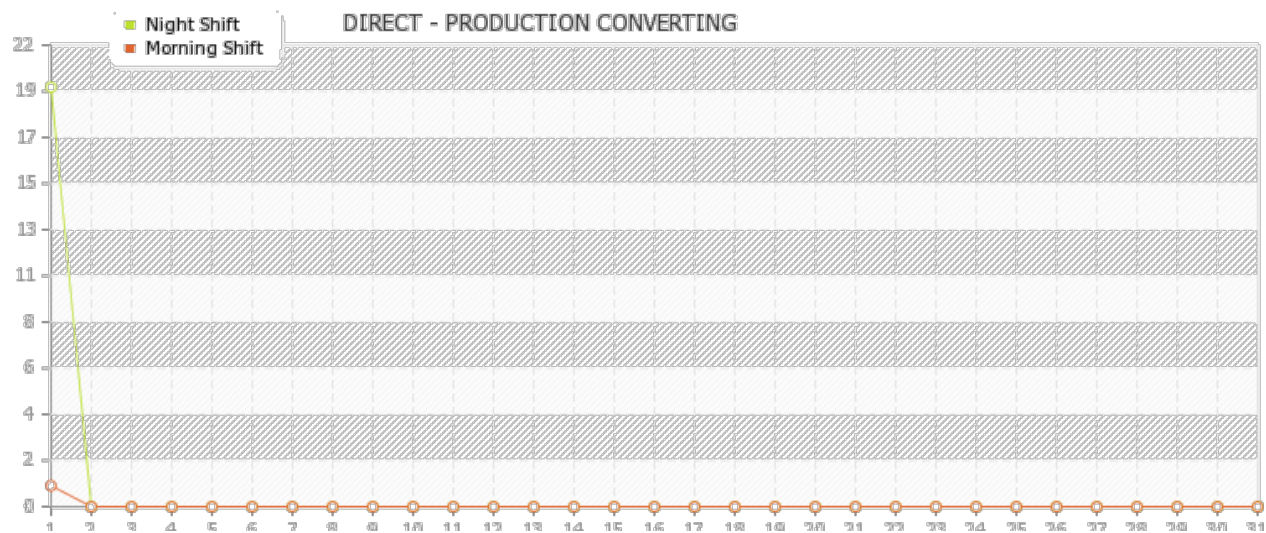
Monthly Attendance for Subang OUTSOURCE - OUTSOURCE



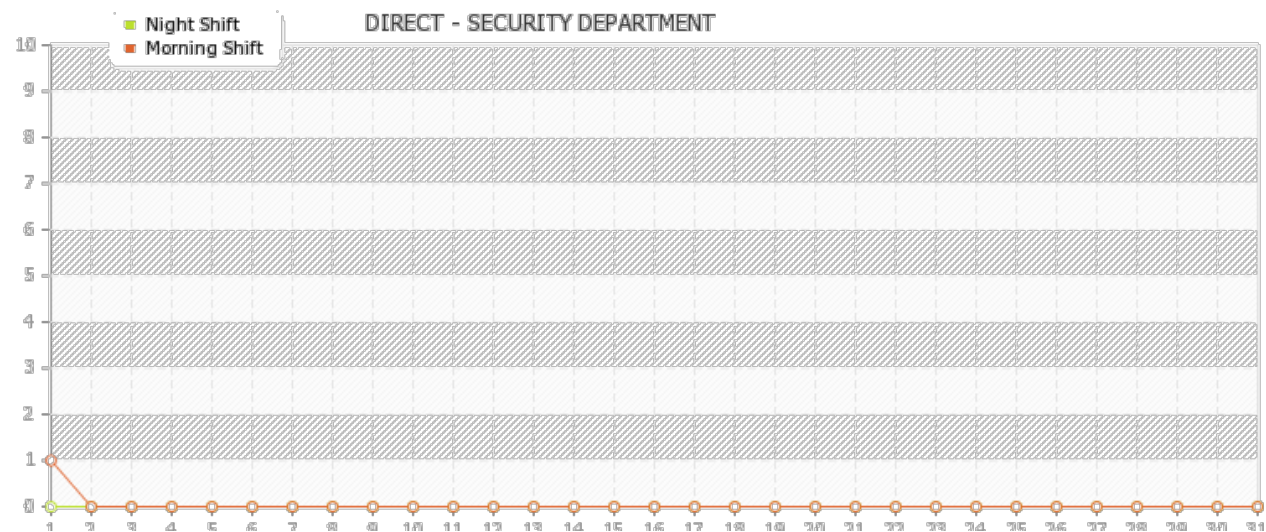
ADMIN (Kookapaper Subang)

DIRECT (Kookapaper Penang)

Monthly Attendance for Penang DIRECT - PRODUCTION CONVERTING



Monthly Attendance for Penang DIRECT - SECURITY DEPARTMENT



INDIRECT (Kookapaper Penang)

SALES & MARKETING (Kookapaper Penang)

OUTSOURCE (Kookapaper Penang)

ADMIN (Kookapaper Penang)