

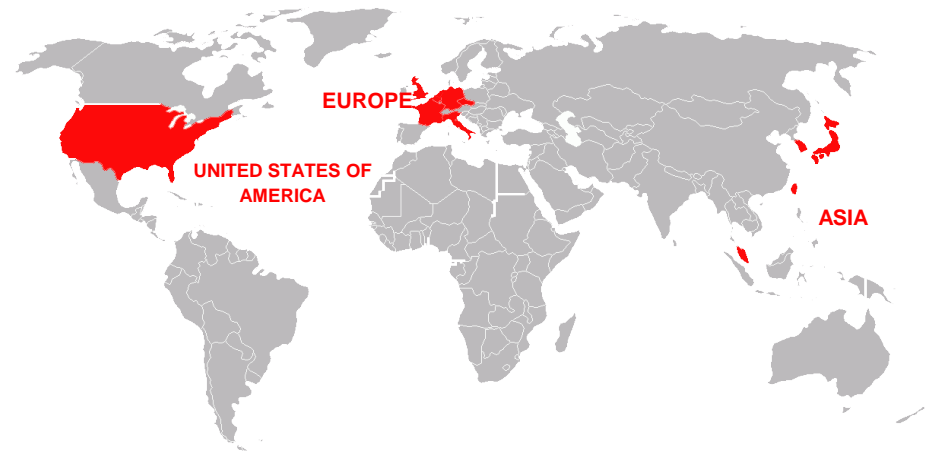


**Social – Economic – Environmental
Responsibility**



Who is HQ Pack?

- Over 30 years of expertise in customized industrial packaging solutions
- High-mix low-volume production
- One-stop shopping from packaging design until production & servicing
- Global presence and local support
- We know how to act in a high-tech business environment like Semiconductor & Optics industries
- Servicing the OEM industry and their global supply chain

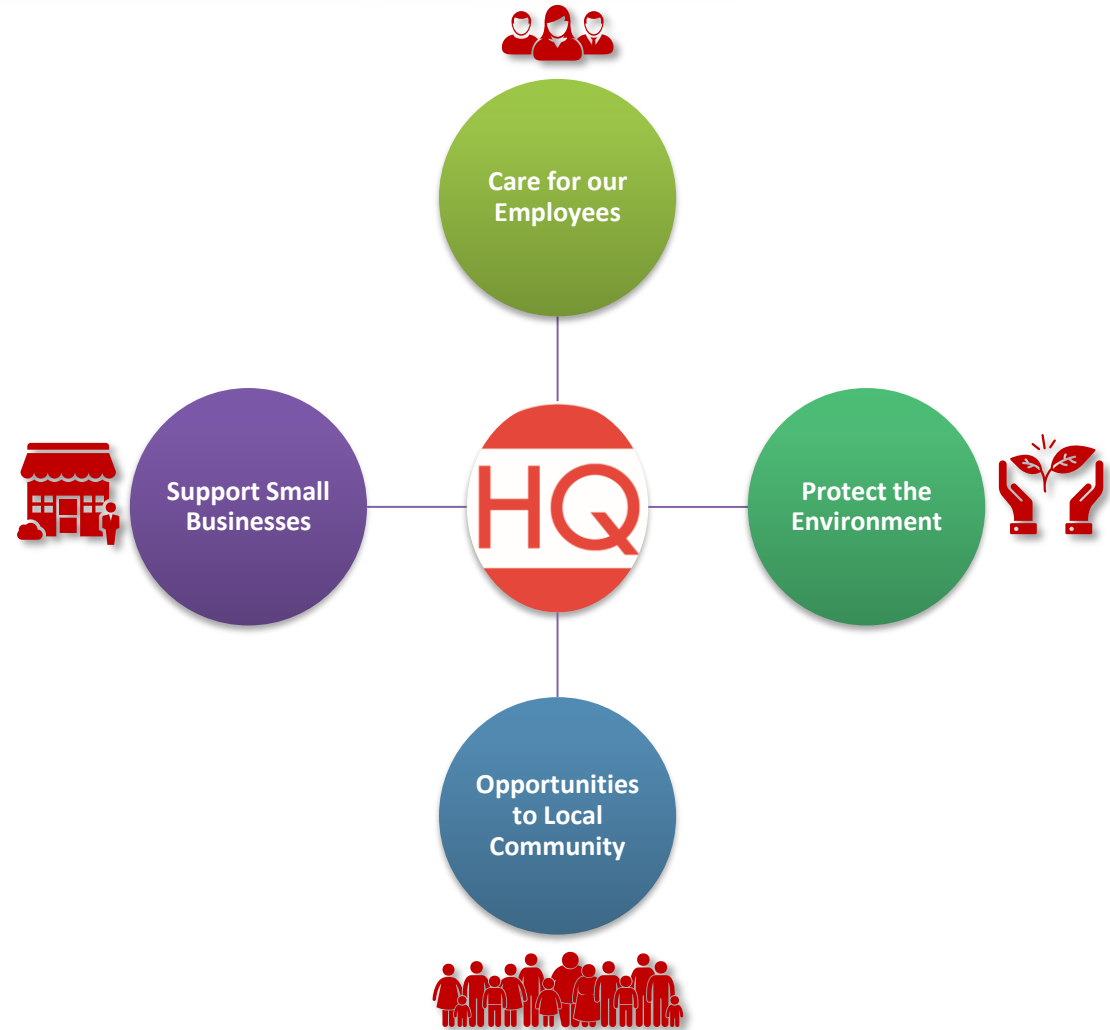


Giving Back To The Community

Our mission is to give back to the local community and contribute to Malaysia's continued success.

While many international companies operating in Malaysia recruit mostly foreign labour, hire mainly expatriate managers, use only overseas suppliers, HQ Pack does exactly the opposite and sets an example to hopefully inspire other businesses.

We recruit **local talent**, we use **local suppliers**, and we help **support Malaysia's economy and society**.



HQ PACK offers some of the most attractive remuneration packages in Johor:



Highly **attractive salaries** for all positions



Annual salary **increments & bonuses**



Best-in-class **private medical insurance**: 100% paid by company and 0% employee out-of-pocket expenses



Flexible work hours for single mothers



Transportation assistance & transportation allowances



90-day paid **maternity** leave



14-day paid **paternity** leave



Provide Opportunities:

- 80% of our production workforce are Malaysians
- 100% of our office and management staff are Malaysians
- We hire fresh graduates
- We hire zero-experience operators
- We give recruitment priority to single mothers & mothers returning to the workforce



Support Local Family-Owned & Operated Businesses:

- Unitech: computer and software supplier – family owned and operated small business
- SOHO HR: labour recruitment supplier – single-person company
- DY Engineering: wood supplier – family owned and operated small business
- JoyCool: HVAC supplier – family owned and operated small business

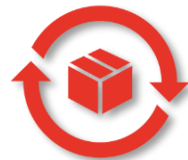



Protect The Environment:

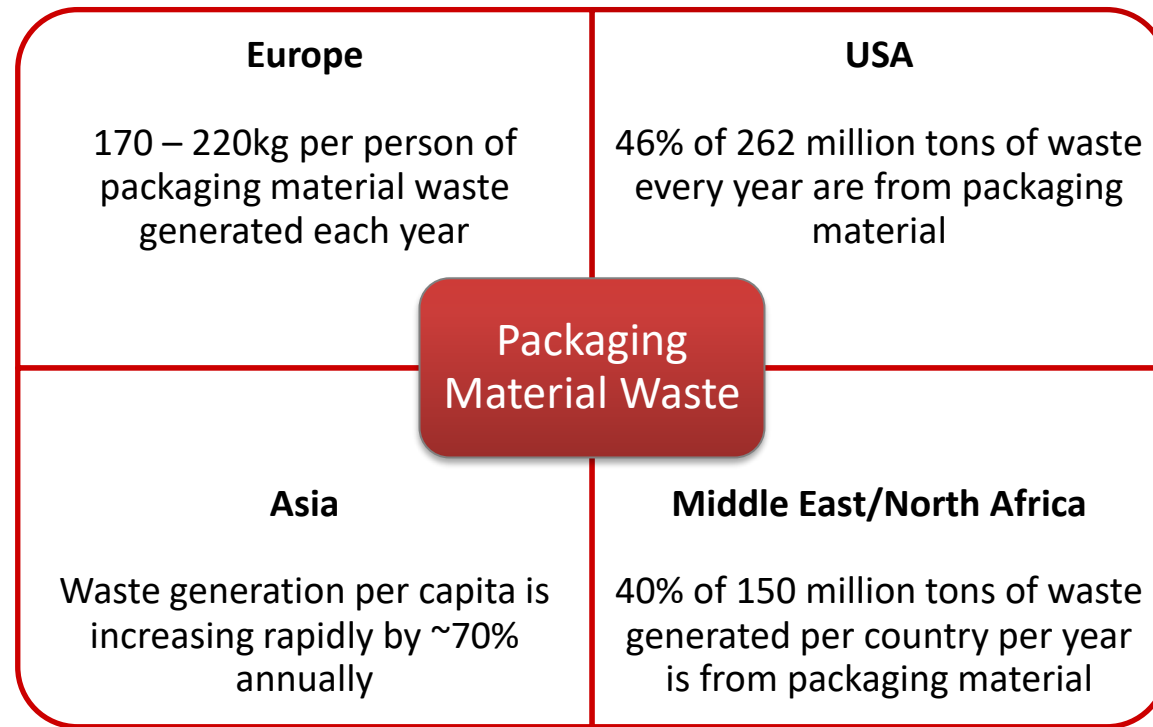
- We design re-usable packaging solutions so that our customers become part of the solution
- 100% waste recycling & repurposing
- Zero-noise footprint
- Zero-chemical footprint



Reusable Packaging Solutions

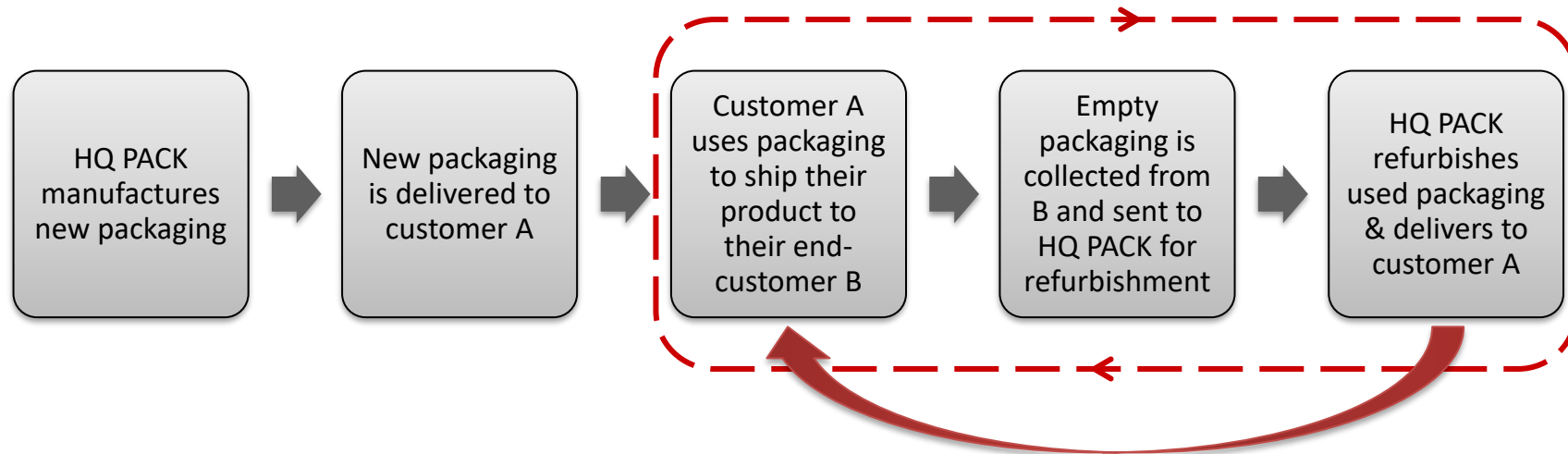


 Hundreds of millions of tons of packaging material is wasted and dumped in landfills across the world every year.



* sources: epa.gov, Eurostat, econmena.org

- Instead of our customers using low cost single-use disposable packaging when delivering industrial equipment & machinery, HQ PACK designs and builds heavy duty re-usable packaging systems that can be used for several years with a lower TCO.
- Every time the customer delivers their product using reusable packaging, HQ PACK will collect the empty packaging from anywhere in the world, ship it to the facility nearest to the customer's location and prepare it for reuse:
 - ✓ **Inspect** to ensure package strength and function are not compromised.
 - ✓ **Clean & Refurbish** and/or repair the packaging.
 - ✓ **Store** the packaging until it is needed.





Using HQ PACK's reusable and returnable heavy duty packaging systems to deliver equipment and machines eliminates packaging material waste completely and transforms recurring packaging material costs into a one-time small investment with high ROI and lower TCO than disposable low quality packages over a 10 year period.

- Business case example:



One semiconductor tool manufacturing customer used a single reusable crate 16 times in one year and **prevented 6.8 tons of waste** from packaging material that would have otherwise been dumped in landfills each year. Over a 10 year period that equals to **68 tons of waste avoided!**



Over a 10 year period, that customer **saves \$840,000 USD** by using **12 HQ PACK** reusable crates instead of disposable single-use crates to deliver their product.

- **Regular Supplier Audits**
 - Raw material supply chain review
 - Workplace
 - Dormitories
 - General business best practices

- **Engage Suppliers in Discussions**
 - Reviewing the status quo
 - Recommend improvements
 - Government incentives for sustainability projects

For more information:

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Thank You

END OF PRESENTATION