

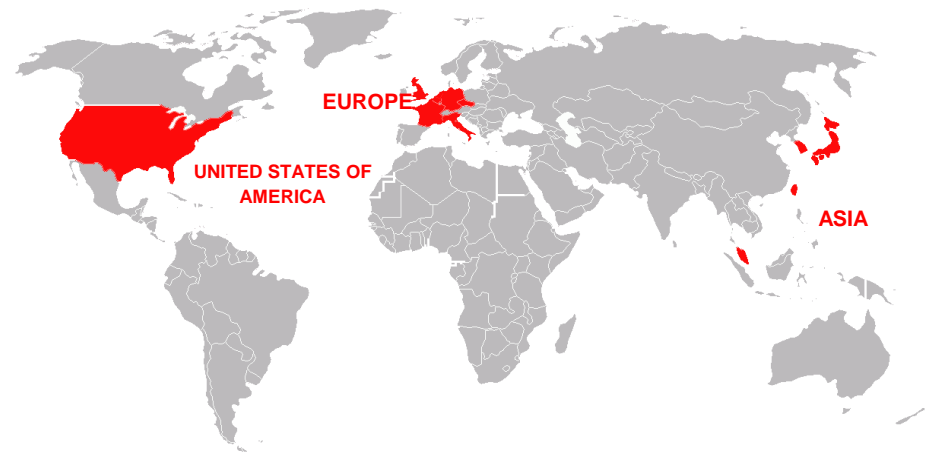


**Social • Economic • Environmental
Responsibility**



Who is HQ PACK?

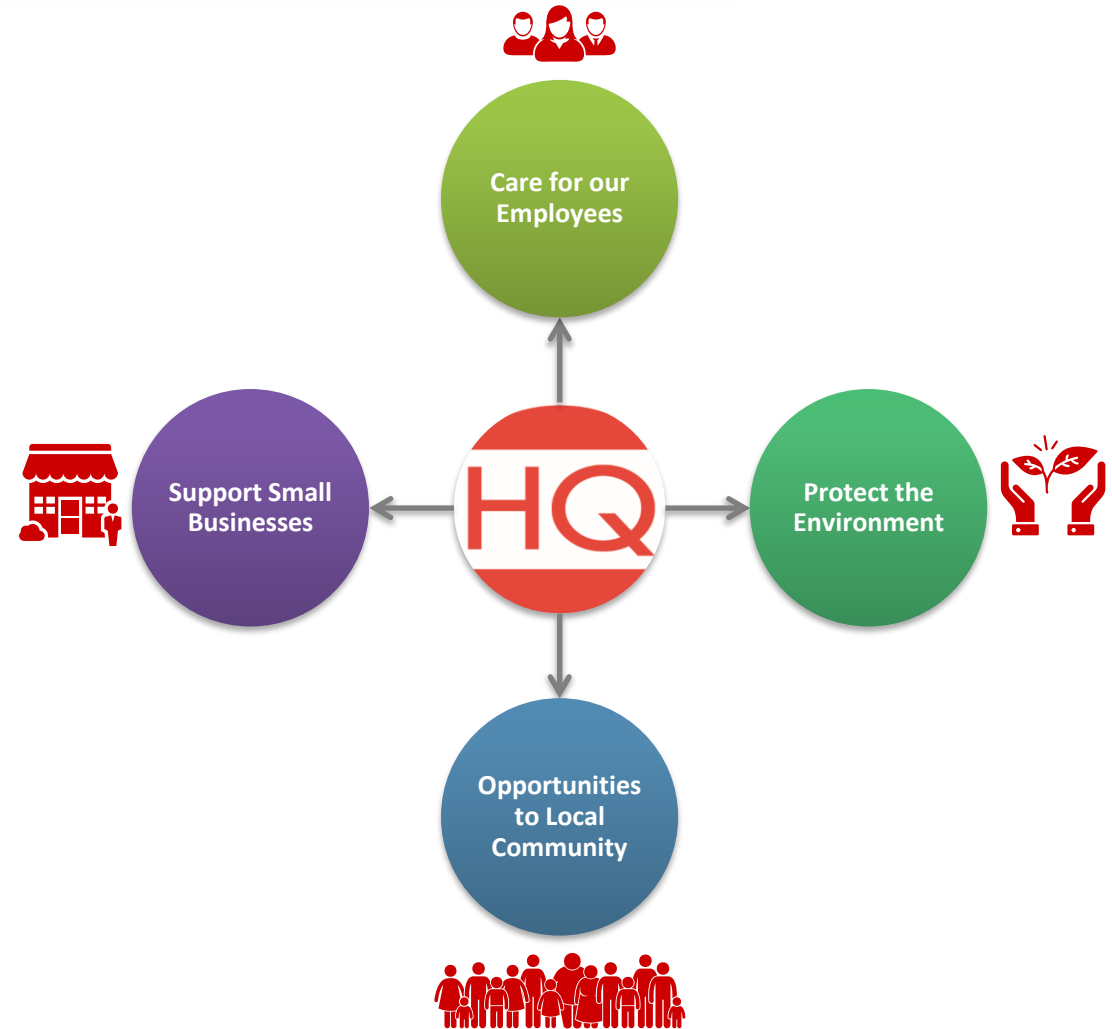
- Dutch company with over 30 years of expertise in customized industrial packaging solutions
- High-mix low-volume production model
- One-stop shopping from packaging design until production & servicing
- Global presence and local support
- We know how to act in high-tech business environments like Semiconductor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



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

While some international companies operating in Malaysia recruit mostly foreign labour, hire mainly expatriate managers, use largely overseas suppliers, at HQ Pack we do exactly the opposite and set 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



Substantial 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

Irresponsible Housing



Photo: ST

HQ Pack's Responsible Housing

HIGH TECH PACKAGING



HQ Pack's Responsible Housing



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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

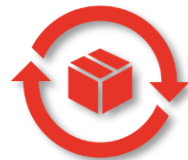



Protect The Environment:

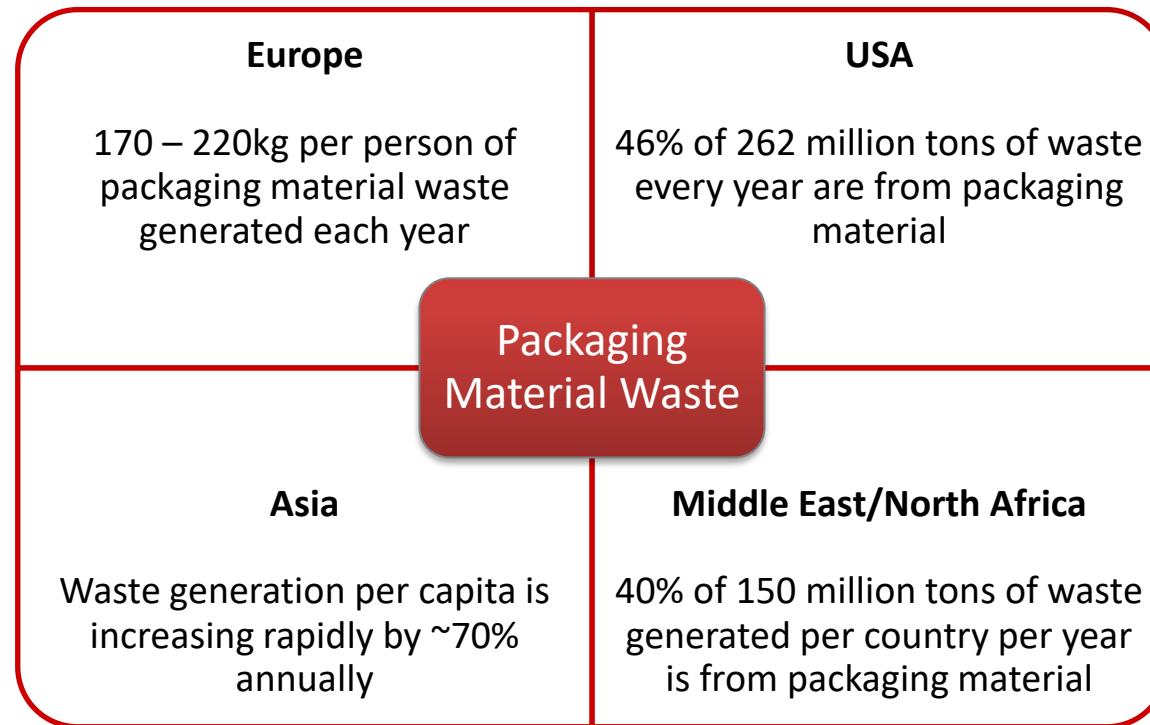
- We design sustainable packaging solutions so that our customers become part of the solution
- 100% waste recycling & repurposing
- Zero-noise footprint
- Zero-chemical footprint



Sustainable Packaging Solutions

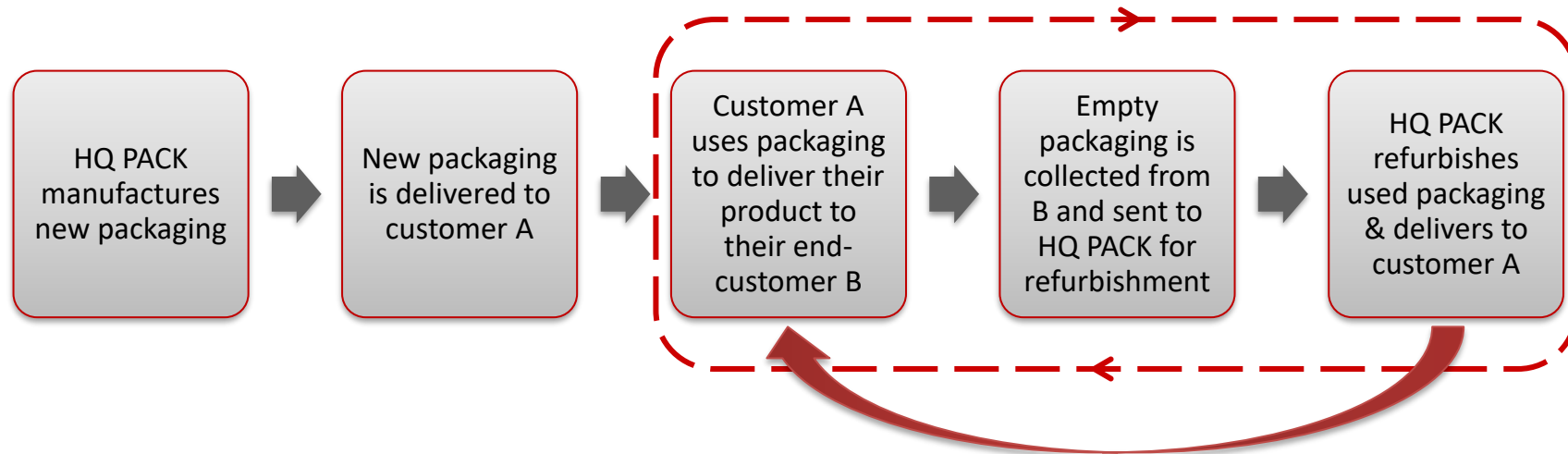


 Hundreds of millions of tons of packaging material is wasted and dumped in landfills across the world each year.



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

- Instead of low cost single-use disposable packaging for 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 & send 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 a high ROI and lower TCO than disposable low quality packages over a 10 year period.

- Real-world Business Case example:

950

Crates Reused

\$1,715,000

Cost Savings

213 tons

Waste Eliminated



Total of **950** crates successfully retrieved, refurbished, and reused for 1 customer



Prevented **213 tons** of wood from being wasted vs. disposable (non-engineered) crates



Saved over **\$1,715,000** of costs (\$2,090,000 approx. cost of 950 new build crates minus \$375,000 actual refurbishment cost in 2022 = \$1,715,000 savings)

This is what 1 ton of hardwood looks like



- **Vetting & Onboarding New Suppliers**
 - Conduct background check prior to doing business
 - Verify proper business registration, legal, and financial status
 - » Company registration, SSM, fiscal reports
 - Check history for human rights violations/legal issues/red flags

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

- **Engage Suppliers in Discussions**
 - Review status quo
 - Recommend improvements
 - Share information on government incentives for sustainability projects

For more information:

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Thank You

END OF PRESENTATION