



EG GROUP NEWSLETTER

2nd
EDITION

October - November - December 2014

In this Edition :

BALI TRIP 2014 & BEST KNIGHT AWARDS



- SMTT Hostel Competition
- EICC Training
- SMTI Corporate Social Responsibility (CSR)
- Health Awareness Program for Employees
- Celebration of Festive Seasons
- and many more ...



EXECUTIVE CHAIRMAN'S MESSAGE

Dear colleagues, Happy New Year to you all and your families..

It was a hectic year for all of us in 2014 as we saw various major corporate and business changes at EG.. I thank you all for welcoming Jubilee Industries Holdings Ltd as your major shareholder and me as your Executive Chairman. Over the past few months, we have put in continuous efforts to create a better workplace for you all and improve your benefits. We have also organised activities and events to promote teamwork across the company and provide opportunities for your career growth and development. As members of the EG family, you all are our greatest asset and the company cannot be what we are today without your contributions.

In 2015, we will strengthen our financial and human resources and seek out complementary businesses to build a stronger EG. EG now has a clear corporate and business strategy so we

just need to have good and capable people to complete the picture. I trust that you all will remain with us and contribute to the best of your ability to enable us to overcome these challenges collectively. With this, I see 2015 as a challenging yet potentially successful year for EG. Wishing you all good health, prosperity and great happiness.

Terence Tea

EG Group Executive Chairman

CEO'S MESSAGE

It is the **2nd edition** of EG Newsletter. Naturally, I am very happy because at a personal level, I have always held the belief that 'communication' is the most important key behind the success of any multi-dimensional organization. The 1st edition, I know, has been a big hit. And I am sure this one will be too. I would like to once again congratulate to those qualifiers for the 1st Generation of Best Knights. It must be a very proud moment for you.

Despite in year 2015, we will be facing bigger challenge with business slower pace, GST implementation by 1st April, 2nd wave of minimum wages announcement and so forth, I am confident that 2015 is going to be another year that will make us proud again if we are able to go through these hurdles. Enjoy going through this edition of EG Newsletter.

Alex Kang Pang Kiang

EG Group CEO / ED



NEWSLETTER ADVISOR'S MESSAGE

Bravo, We've done it !! 2nd Edition...

It was indeed a pleasure to have a highly innovated and inspired newsletter team which have proven themselves, see it to believe it – 2nd edition was delivered on time. With countless effort and brainstorming among the team, born the much awaited newsletter. The newsletter aimed to make SMTT's developments and achievement's known to the entire EG Group – be it from top management or to the operator level. I believe the 1st newsletter have created positive buffs from employees as we can see the improvement's done, whereby in this year's MR there were many participants who have gained rewards from the PIM and also the introduction of new batch of Best knight's.

I am very proud and honored to be amongst the best organization and happy to work together with all of you, as EG & SMTT are growing to a tremendous organization team with full of energy and diversity.

TOGETHER FIGHTING!!

Stay and grow with us as we have many more surprises to share in future!

JH Low

Newsletter Advisor

Finally, It's 2 !

It was the collective efforts of the newsletter team in the producing of the 2nd edition on time with improved quality & design. After countless nights burning the midnight oil, the team is proud to present you with enhanced edition. The team has only one mission in mind, that is to keep you updated with the latest news and developments of the Company.

Good job team! We want this newsletter to create positive buffs to the Company and employees, boost stronger relationships, as well as the sharing of thoughts and ideas among all peers. In recent months, the Company has undergone massive transformation with the implementation of several new programs such as PIM & best knight. Such efforts initiated by the company is aimed to keep all employees motivated.

I myself, am honored and delight to be part of the organization working together with all of you, my best comrades. EG & SMTT are not just a company to us, but a one big family of heterogeneous diversity.

Brothers & sisters, let's work together towards the company's mission & vision.

Together Fighting! Stay tune for the coming editions for more news and events.

We hope to continue surprise you!

Cheryl Ng

Newsletter Advisor

BEST KNIGHT AWARD

17th October 2014



17th October 2014 represents a historical moment for EG. The Company witness two important events, which is the presenting of its very 1st Best Knight award (1st Generation) and secondly, the launching of EG's First newsletter. Total 42 SMTT staffs have been awarded as Best Knight of the Company as a result of their past commitment and valuable contributions to SMTT.

Mr. Alex said, "Best Knight is to train-up new leaders that will bring EG Group to move forward ensuring continue success in future". Amongst the benefits of Best Knight are cash incentives and voting rights in key decision making. Training is provided with the aim to cultivate tomorrow leaders for SMTT. Before he ends his speech, Mr Alex encourages all employees to seek continue improvements and to contribute to the Company. Other than that, Best Improvement Award will be launch soon to award staffs that shows improvement in the coming periods.

Together with Best Knight award ceremony, EG and SMTT First edition of newsletter was launched on the same day by Group CEO, Mr. Alex Kang. Mr. Alex said, "the Newsletter is aimed to improve the harmonies within the group and its subsidiaries, to share thoughts and ideas among brothers and sisters whilst seeking better plans for the benefits of employees and company. Mr Alex also stress on continue contribution towards 'Green' improvement".

NEWSLETTER LAUNCHING

17th October 2014



CLEAN UP CAMPAIGN

8th November 2014

8th November 2014, a day to remember by factories situated at Bakar Arang Industrial Estate, especially SMTT.

It is the 1st BAKAR ARANG CLEAN UP CAMPAIGN 2014, jointly organised by MIDA Kedah/Perlis, FMM Kedah/Perlis, other government agencies and Industries, participated by many companies, and SMTT being chosen as the HOST for this campaign.

This clean-up campaign was a great opportunity to improve the community and develop better working relationship between government agencies and the industries.

These initiatives give government and industries a chance to advance issues of local importance and promote developmental initiatives.

YB. Dato' Dr. Ku Abdul Rahman Ku Ismail, Kedah State Executive Council (EXCO), officiate the event.

Mr Alex Kang, express his gratitude to Dato' Ku and the rest of the participants for the success of this jointly campaign and hope to bring more glory to this industrial park with the help of government agencies during his interviewed by RTM.

Being the Host, SMTT was glad to receive appreciation from the organiser, for providing the Venue and all the arrangement & sponsorship of food for breakfast and lunch to more than 250 participants involved.



BAKAR ARANG



CAMILLIAN SOCIAL CENTER

25th September 2014

PRACHINBURI



Our employees in SMTI are a bunch of lovely and social caring human, not only contribution in monies but self involvement to bring joy (sing and dance) and happiness (serve food) to the needful.

With the motto in mind "We ourselves feel that what we are doing is just a drop in the ocean. But the ocean would be less because of that missing drop."

25th Sept 2014, they visited Camillian Social Center Prachinburi - Home of Charity, which was established in 1968 to take care old folks who have illness, poor and without family member to take care, being abandoned by family members.

Currently have 87 persons staying in this social center, all expenses and salary of social workers in this center come from donation of private institution, government contribution and lastly from the founder of this charity center – He is the father of this Christian charity center.



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Other Products and Manufacturers

|| Odd-shaped component inserter, semi-automatic component inserter, conformal coating equipment : Alpha Design Co., Ltd.

|| Dispenser : Suzuki Co., Ltd.

|| PCB loader and conveyor : Nagaoka Co., Ltd.; YS Co., Ltd.; Komatsu Electronics Co. Ltd.; Nutek Pte Ltd; Eunil Co., Ltd.

|| Reflow System : Tamura Corporation; Nippon Antom Co., Ltd.

|| Stencil, stencil cleaner : Process Lab. Micron Co., Ltd.; Sawa Corporation; Nakamura Choukou Co., Ltd.

|| Rework station : Den-on Instruments Co., Ltd.; M.S. Engineering Co., Ltd.

|| Nozzle cleaner : Nakamura Choukou Co., Ltd.

|| Soldering robot : Meiko Tech Co., Ltd.

|| Production support software : Mentor Graphics Japan Co., Ltd.; Cardos; CJC



Joe Martin Pauly (ジョー マーティン ポーリー)
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Once again, Safety and Health Committee jointly organized with Metro Hospital to have 2 programs on Health Awareness Programs.

Health Talk Backcare Management held on 26th October, 2014. The session was attended by 40 employees.

HEALTH AWARENESS PROGRAM FOR EMPLOYEES

BACKCARE MANAGEMENT

26th October 2014

HEALTH TALK



BY METRO MEDICAL CAMP

30th October 2014

Medical Camp by Metro Hospital held on 30th October, 2014, a total of 178 employees from various departments did medical check-up.



AWARENESS TRAINING

25th & 30th September 2014



The EICC awareness training was held on 25th Sept & 30th Sept, 2014 in SMT Technologies Sdn Bhd attended by 240 employees over 2 Sessions. The training was conducted by the HR Manager, Puan Noorlaila (more known as Kak Mila).

It is to let our employees aware & understand the company Business Code of Conduct in comply with EICC requirements. Our company Vision is to be a global electronics industry supply chain that consistently operates with responsibilities in respect to Labor, Health & safety, Environment, Ethical Management System.

To let the workers understand that the company respect the worker's rights and protect their well being during the employment.

To encourage, promote bottom-up communication, any means of feedback – no restriction.

Better understanding on the Health & Safety, Work Environment aspects.



Hostel competition for Fiscal Year 2014/15, was launched on 24th October 2014. All hostels participated for this competition, which consist of hosting foreign and local employees.

The objectives of this competition:

1. To promote awareness, encourage and sustain good 5S.
2. To promote better social network among all Hostelites, especially foreign workers.
3. To promote better living environment and better utilization of land space available.

To be Champion, need to undergo 3 audits for the highest scores:

- 1st qualifying - 26th December, 2014
- 2nd qualifying - 27th March, 2015
- Final - 26th June, 2015

HOSTEL COMPETITION

24th October 2014



FY 2014 / 15

FUTSAL CHALLENGE

15th November 2014

Futsal challenge by Bank Islam was held on 15th November 2014 in Sunway Sport Centre, Seberang Jaya, Penang. SMT Technologies participated in this tournament led by team Manager, Mr. JH Low. Total of 7 teams from various industries had joined hands in this tournament.

Alongside with 6 other teams, our members gathered at Sunway Sport Centre at 9.30am waiting for the referee to start the game. The game was organized with an objective to give the participants an opportunity to let loose and enjoy a game of futsal with their fellow colleagues and friends. On the day, team members co-operated well with each other and portrayed values such as determination and perseverance.

The event came to an end with the prize giving ceremony at 1.30pm. It was all smiles at the end of the day and all went home with a great memory of a good day.



PENANG BRIDGE INTERNATIONAL MARATHON

16th November 2014

Organized by the state, Penang Bridge International Marathon 2014 was held on 16th November 2014. The marathon starts and end at the newly built Penang 2nd Bridge. Total of 43 staffs from SMTT joined the run. The marathon is segmented to few categories: The 42km full marathon, 21km half marathon, 10km open, 10km junior and 7km fun run. SMTT staffs registered for the 10km open. The run starts at 7am.



FESTIVE SEASON CELEBRATIONS



FESTIVE OF LIGHTS

10th November 2014

DEEPAVALI

Spicing up SMTT which with the aim to foster an engaging relationship between employees and employer at the workplace, SMTT Tamil staffs had organized a Deepavali Light Up ceremony on 10th November 2014. Held at our main lobby, the fun-filled session were officially light up by our CEO and Production Director, Mr. Alex Kang and Mr. JH Low.

Have you heard about "Kolam"? It's a form of rangoli designs made with dots and loops, the materials used are mostly rice flour or a paste (rice flour mixed with water), is what is referred to as Kolam designs. Ah...using rice flour doesn't mean that Kolam designs are only white in color. In-fact you can add all beautiful colors as we do in the case of making a rangoli designs for our home.

This Kolam symbolized health, luck, riches, high-quality and brighter future for all employees and the employer as well. This Kolam was made by SMTT staffs.

Wonderful Indian traditional food with spices were served after the light up ceremony. All of us enjoyed the lunch and hope this event will be held annually to enhance our bonding.

SMTT

CHRISTMAS CELEBRATION

4th December 2014

It's Christmas...

"Jingle bells, jingle bells, jingle all the way....."

Christmas is just around the corner. On 4th of December, some 20 days before Christmas, SMT staffs celebrated the festive season by setting up a Christmas tree in SMTT office lobby. There was much joy and happiness during the session.

Mr. Alex (CEO) & SA Cheah (CMO) was invited to light up the Christmas tree. The little gifts that are all about Christmas - bonding and understanding of race, peace and forgiveness.

Merry Christmas!!



Jimbaran
Sunset View

Tanah Lot

Ulun Danu
Temple - Beratan Lake

Kuta Town

Taman Ayun Temple

Pura Luhur Uluwatu

BAL TRIP 2014

10th - 12th October 2014

Fame for its rich texture and relaxed nature, the legendary Bali, a perfect blend of ancient heritage and panoramic sea views had always been some of the top tourist spots in the world. The team of SMTT are nonetheless thrilled that the company tour is to visit this magnificent, mystical place on a three days trip.

Participants include our Executive Chairman and CEO, and with a party of 60 employees together we set foot on Bali on 10th October.

Some places which were really interesting during the tour are Uluwatu ancient Temple, ancient Mengwi Royal Family's Taman Ayun Temple, Beratan Lake Temple & Tanah Lot Hindu Temple. Tanah Lot is a rock formation off the Indonesian island of Bali. It is home to the pilgrimage temple Pura Tanah Lot, a popular tourist and cultural icon for photography and general exoticism. Pura Luhur Uluwatu is a Balinese sea temple in Bali. Built in the 11th century, it is one of nine directional temples meant to protect Bali from evil spirits.

On day 1 of the trip, we dined at Jimbaran Beach, enjoying the incessant sea breeze and the sunset, which is undeniably one of the most beautiful sunsets on earth. The seafood dinner was great too. It was a great night full of laughter with nice atmosphere and nice foods.

The trip was a mesmerizing one. At the end of the trip, although exhausted with much fun, everyone had something to gain. Be it be newly built friendship, stronger bonding or relax of mind and soul, it was a meaningful and satisfactory trip. And this.... can be seen in the faint, content smile on all tired members sleeping soundly in the journey back.



IF YOU LIKE EG GROUP NEWSLETTER

PLEASE SUPPORT US & CONTACT OUR CHIEF EDITOR

Mr KS Tham (012-4738007)

We would be very glad to receive compliments from your company.