

NEWS LETTER

CYCLING TREASURE
HUNT. CEO &
DIRECTOR SPEECH PIM
EG GROUP 2016 CALENDAR

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LAUNCHING CEREMONY

MANAGEMENT REVIEW & PIM

BUBUR LAMBUK &
SUMBANGAN

HARI RAYA

SOCISO TALK & FREE HEALTH CHECKUP

APPRECIATION DINNER

BFM INTERVIEW

COOKING COMPETITION

CHRISTMAS & DEEPAVALI

CELEBRATION. EWC MONTHLY

BIRTHDAY CELEBRATION



SCAN HERE
FOR DIGITAL VERSION OF
EG NEWSLETTER



TH JUNE -
DECEMBER
2015
EDITION

With over 20 years of history, EG has become one of the world's leading Electronic Manufacturing Services (EMS) and Vertical Integration provider. It's the people that make this Company great. We are pleased to have you as part of the working team at EG. In order to build a stronger team, we have organized several activities throughout the year of 2015. These activities are ways to provide high-impact learning, increase team skills, communications, improve morale and productivity.

We welcome suggestions from employees for improvement, wherever that may be. We are committed to Lean Manufacturing at all levels of EG, both in the factories as well as in the office. The principles of "lean" are woven all through our strategy, vision, mission and values.

Thank you for joining us on this journey, and I would like to express my heartfelt appreciation to all of you for your support of our bold and ground-breaking initiatives this year. Everyone's contribution has enabled us to take significant steps towards the Group's financial turnaround.

As stewards of a listed company, we are humbled by your trust in us. Your belief in this company and its management team will surely pay off in the very near future. "The best is yet to come!"



TERENCE TEA (GROUP CHAIRMAN) MESSAGE

Despite the current challenging global economic and business landscapes which had adversely affected consumer sentiments and demands, it was fortunate that EG has secured an increasing number of box-build contracts, which allows us to continuously expand and become a stronger vertically-integrated EMS player in the global EMS market. In this year, with the increase in business costs, our greatest challenge is to sustain our growth momentum by improving our product mix and achieving greater operational efficiency to boost our financial performance. We will have an on-going organization restructuring and constantly hiring of new talents to strengthen our staff base

in order to keep up with the competition and to continue providing quality solutions to our customers. EG, in the past has always provided employees with the opportunity to approach management and put forward their inputs or suggestions. For instance, Performance Incentive Management (PIM), Letter to Santa and last but not least, the recently announced Cost Reduction Scheme, the EG/SMTT Wheel of Fortune. The Company has constantly introduced new schemes to explore areas for improvement, develop innovative solutions to motivate employees and we do hope to get active responses and participations from the employees.

Again, we have a lot left to learn and to be done with. We have provided a platform for employees to perform, to grow and to succeed. We have faced many challenges in the past, but we had overcome them together. I would like to acknowledge those who stood with us during this tough and challenging time. I believe as long as we can continue to stay strong as a team, we will chart a new era of growth for EG this year. Let's do it and keep on Fighting!



ALEX KANG (GROUP CHIEF OFFICER/EXECUTIVE DIRECTOR) MESSAGE

It has been 2 years since the publication of the 1st to the 4th edition. The newsletter team has done a great job in providing informative and exciting news to all employees. Thanks to the effort and hardwork, all of us can look back with pride at the momentous journey of EG. Last year was an exciting year for EG as we have raised RM70 million via rights issued and private placement from the capital market for our business expansion. The RM70 million would be utilised for purchase of machineries and upgrade of manufacturing plants as we have secured an increasing number of box-build contracts. Also we managed to improve our gearing with better financial position

compared to previous year. However, we must remain cautiously alert that 2016 would be a difficult phase for manufacturing sector as a whole with the rise in borrowing costs, minimum wages and other business costs that will ultimately affect the country. To weather the storm, we will need the unstinted support, co-operation and commitments from all employees to focus on minimizing the impact of these odds by improving our inventory management and minimizing overheads in order to continue strengthening our financial position. As an initiative to minimize overhead, on top of the Performance Incentive Management (PIM), we have

recently launched the new Cost Reduction Scheme (CRS) - Wheel of fortune to reward those who are able to contribute cost saving ideas to the company. I believe it will be an exciting and optimistic journey for EG as we have more opportunities, more businesses and a pool of talented people to achieve the goal and vision of the company.



CHERYL NG (GROUP CHIEF FINANCIAL OFFICER) MESSAGE



It is with great pleasure I'm writing this message for the 4th edition of EG Newsletter. Time passes and the Year 2015 was filled with great challenges. As we look back, we would be wondering, how could we have survived through this? We did it with the effort of everyone standing united and together, Fighting for our company and our future. EG is well known globally, with this growth I believe our Group CEO/ED Mr. Alex Kang's vision will soon become a reality – "SMTT CITY". It is also a great achievement for our newsletter team to successfully publishing the 4th edition of EG newsletter with lots of news and updates of the past, present and plans for the future.

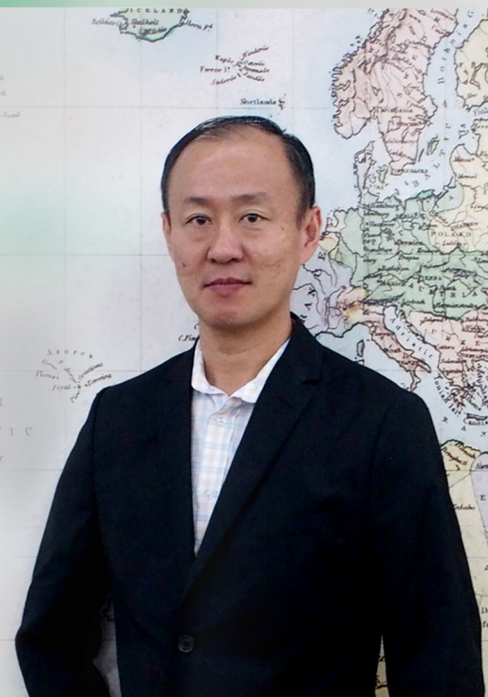
Good job and well done all. Keep the Fighting spirit going. "Man needs his difficulties because they are necessary to enjoy success". Let us join hand together and make the year 2016 a year of success for EG Group of companies.

SMTT Fighting ! Fighting ! Fighting!

LOW JOO HIANG (PRODUCTION DIRECTOR) MESSAGE

The newsletter is a good mass communication publication to share and update employees on company's development and progress. I am impressed with all the topics and events shared in the past few editions. The variety of topics and events coverage from corporate social responsibility (CSR), sports event, rewards and recognitions showed good participation, commitment and interaction between the management and employees. The initiative from management to engage and listen to employees' voice to gather their feedback to formulate performance incentive management program for high performers is the right encouragement to keep employees motivated. This is good to steer the company forward.

As we enter a brand new year 2016, I am happy to see the growth and launching of the new box build business. This is definitely a positive sign where the company is diversifying and growing. The new portfolio for the company to provide one-stop solution, opens up more opportunities to bring in more customers and revenues. But, it requires all of us to take up the challenge in ensuring new processes are executed and followed through flawlessly to deliver high quality and highly reliable products to our customers. Let's continue to focus and make it happen!



ONG KAH HIN (ENGINEERING DIRECTOR) MESSAGE

It's my pleasure to pen down my message in the 4th edition of EG Newsletter. Another year has passed by, with just a blink of an eye. Looking back to year 2015, I can say that it was full of challenges and I'm very proud that all of us were able to overcome them. EG is well known today through the hardwork and commitments of everyone at EG. Congrats my brothers and sisters for a job well done.

"Success is not a destination, it's a journey". We are steps closer each day, to meet our Group CEO's vision of "SMTT City". Let's hope for a more prosperous year ahead and let's make 2016 a year full of interesting and exciting challenges.

Together we fight for EG !



JUSTON CHUAH (IT DIRECTOR) MESSAGE

COMPANY HISTORY

EG Industries Berhad ("EG "), headquartered in Sungai Petani, Kedah Malaysia, was listed on the Bursa Malaysia Securities Berhad in 1992 as an investment holding company. Through its two largest subsidiaries SMT Technology Sdn Bhd at Malaysia and SMT Industries Co., Ltd at Thailand, the company specializes in the provision of electronic manufacturing services ("EMS") for world-renowned brand names of electrical and electronic products for several industries including consumer electronics, ICT, medical, automotive and telecommunications.

With over 20 years of operating history, EG has become one of the world's leading Electronic Manufacturing Services (EMS) and Vertical Integration provider. Currently, we have three manufacturing facilities in Kedah, Malaysia and Prachinburi, Thailand with workforce of more than 2,000 employees to serve a wide customer base spanning Malaysia, Singapore, Europe, United States and Thailand.

SMTT 1993

- Incorporated in 1993
- SMT Technologies Sdn Bhd is one of the leading Electronic Manufacturing Services Provider for computer peripherals, medical devices, consumer electronic, electrical products and telecommunication products industries.
- EMPLOYEES > 1500
- LAND AREA: 178,122 SQ FT
- BUILT UP AREA: 153,327 SQ FT

SMTI 2006

- Besides SMTT's manufacturing facility in Kedah Malaysia, SMT Industries (SMTI) incorporated in 2006 Prachinburi Thailand was set up as part of the group's expansion to better serve customers worldwide. SMTI provides EMS services to customers in the computer peripherals, telecommunications, consumer electronics and automotive sectors.
- EMPLOYEES > 300
- LAND AREA: 65,580 SQ FT
- BUILT UP AREA: 153,327 SQ FT

EG R&D 2013

- EG R&D is set up to undertake the Research and Development in electronic, electrical, telecommunication and technological products and other related business which can be carried on in connection with the EG Group's business activities.
- EG R&D Sdn Bhd was established in the year 2013
- EMPLOYEES: 20
- BUILT UP AREA: 4,790 SQ FT

EG OPERATIONS 2013

- EG Operations Sdn Bhd is set up to manufacture the plastic moulded parts components, and assembly of plastic moulded parts, components and related box built products.
- EMPLOYEES: 50
- LAND AREA: 152,465 SQ FT
- BUILT UP AREA: 61,980 SQ FT

2015 TOP 50 RANKED ELECTRONICS
MANUFACTURING SERVICES (EMS)

46

RANK FOURTY-SIX
SMT TECHNOLOGIES
16TH OCT 2015



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TEL : 04 - 422 9881 (EXT: 224 & 504) FAX : 04 - 422 9885
EMAIL: job@esmtt.com

EG R&D SDN BHD
1-10-7, SUNTECH@PENANG CYBERCITY,
LINTANG MAYANG PASIR 3,
11950 BAYAN BARU, PENANG, MALAYSIA.
TEL: 04-645 9882 FAX: 04-646 9882

BFM MEDIA INTERVIEW WITH GROUP CEO/ED, MR. ALEX KANG

ON AIR

Our group CEO/ED, Mr Alex Kang was honored to be invited by Malaysia's premier radio broadcaster for an interview on their morning flagship show, the Breakfast Grille. The Breakfast Grille is a highly popular, hard-hitting and no-holds-barred interview program which is the longest running show on BFM 89.9. The interview was held on 26th November 2015 and it covered business-driven story, financial highlights of EG Industries and our strategies and plans to expand to new geographical markets.

BFM **89.9**
The
Business
Station





MANAGEMENT REVIEW 2015

Management Review on 11th July 2015 was very successful and enlightening. Our Group CEO/ED, Mr. Alex Kang shared SMTT milestone's video presentation which was very insightful to all of SMTT employees. The video showed the advancement of SMT Technologies Sdn Bhd more than ever upon our new honorable Chairman, Mr Terence Tea and admirable CEO, Mr. Alex Kang's leaderships. The video detailed important landmarks, to name a few such as the opening of EG R&D, MSC status and MPIC awarded to EG R&D and SMTT respectively, SMTT being ranked top 50 EMS globally and most importantly the vision of our Group CEO/ED, Mr. Alex Kang for the company which is to build SMTT City "Center of Excellence" by the year 2025.



PIM 2015

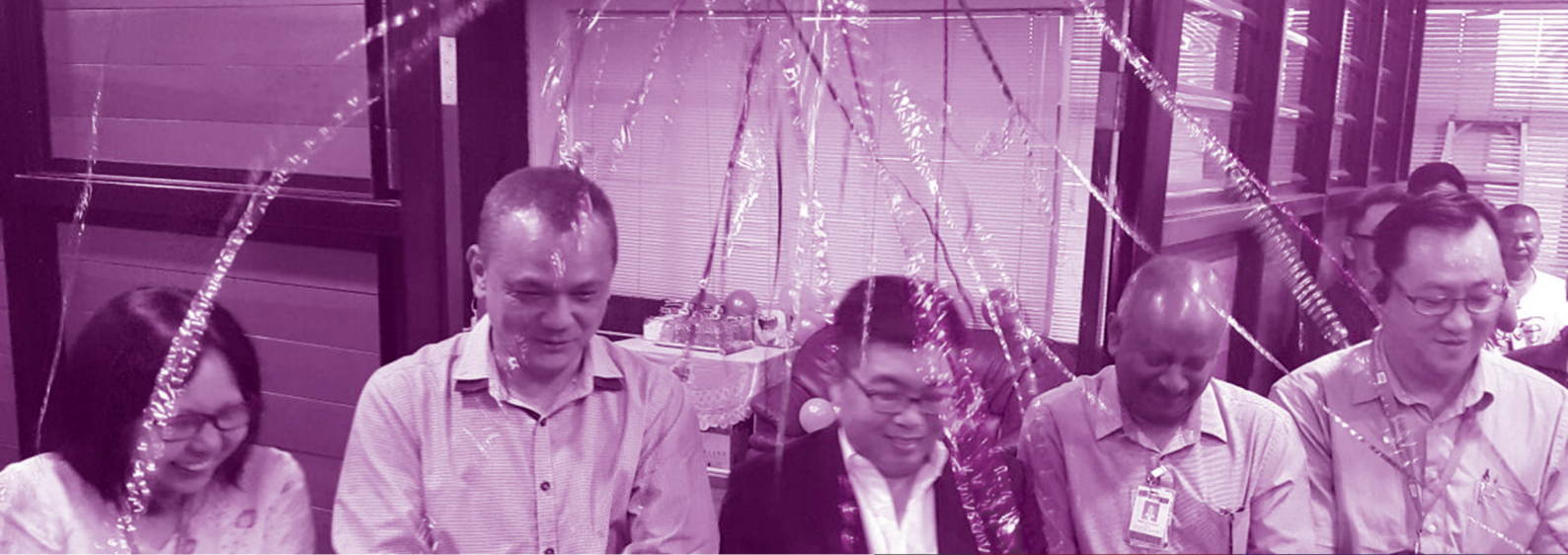
Our Group Chief Financial Officer, Ms. Cheryl Ng presented total cost saved during the year 2015 via Performance Incentive Management (PIM). Glad to see more and more employees starting to contribute their skills and knowledge towards this cost saving projects via PIM.

2nd Generation Best Knight 2015 Meeting



Our Group CEO/ED, Mr. Alex Kang contributed his brilliant ideas and proposed benefits to Best Knights during the 2nd December 2015 meeting. He encouraged all the Best Knights to contribute creative ideas towards SMTT growth. Cash rewards was given by Mr. Alex Kang to all Best Knights and individuals who have been involved in volunteer projects.





BEST KNIGHT'S LOUNGE OPENING CEREMONY

SMTT Best Knight Lounge opening ceremony on the 2nd December 2015 has elevated our employee's morale and motivation as it's really enticing and rewarding to have our very own Best Knight Lounge in SMTT. The idea of having Best Knight Lounge came from our admirable Group CEO/ED, Mr. Alex Kang, CAO, Ms. Lim, CMO, Mr. Cheah, Group CTO, Mr. Mogan and Production Director, Mr. Low. Best Knights can enjoy the lounge facilities during or after working hours. The lounge is equipped with a coffee station and home theatre system. We will continuously add more facilities in the lounge for the benefits of the Best Knights.



Deepavali

Deepavali is widely regarded as the most important festival in Hinduism. Deepavali is known as the festival of lights as people will light up their residence during the period of the festival. Lighting up your place of residence is believed to bring good fortune, a brighter future and a happier life. During the festival, families will pray to Lakshmi, the goddess of fertility and prosperity for wealth, wisdom and health. It is celebrated by letting off fireworks as the fireworks signify the celebration of Deepavali as well as a way to chase away evil spirits.

During Deepavali, SMTT decorated the main lobby with colorful Rangoli Kolam which is believed to bring good luck. Mr. Alex Kang, respecting the Deepavali festival, celebrated this joyful day with SMTT's Hindu staffs by participating in candle lighting ceremony which brought joy and happiness to everyone present.



DEEPAVALI FESTIVAL DINNER

A dinner was organized among all SMTT Indians and their family members to celebrate this joyful festival. Top level management staffs took part in celebrating the dinner together.

The dinner took off with firecrackers followed by the candle lighting ceremony carried out by Mr. Moghan and Mr. JH Low.



CHRISTMAS

SMTT CHRISTMAS TREE 2015

The Christmas tree lighting ceremony was officiated by our Group Chief Executive Officer/Executive Director, Mr. Alex Kang & Group Chief Technical Officer, Mr. K Mogan.



IT'S CHRISTMAS LET'S LIGHT IT UP!

It's that time of year again. December has come and with all joy of Christmas. What began as a small event back in 2014 has grown into a yearly event. Christmas is a season of Giving and great joy that makes our hearts glow in brotherly love and friendship and prompt us to kind deeds of service. It is a time GOD shows His great love for us. It can be a time of healing and renewed strength that brings us closer to each other.





EG & SMTT Cycling Treasure Hunt

Date: 08/08/2015, Saturday





An enjoyable and exciting event was held on 08/08/2015 which was the Cycling Treasure Hunt!

A total of 122 participants that joined consisting of EG, SMTT's top management & staffs, customers and suppliers. Both customers and suppliers had given us a big support by taking part in this fun-filled event.

12 groups were formed with 10 to 11 participants and each group was guided by a Game Master who provided the groups with game clues during the treasure hunt. The event came to an end with a prize giving ceremony followed by cash lucky draws and dinner. It was all smiles at the end of the day and everyone went home with cherished memories.

(Special thanks to: Cheryl Ng Sze Mun, Lim Chiew Hwa, Jennifer Bee Lee Bun, Tham Kok Sian, Chua Kian Song, Ahmad Shahabuddin Bin Ismail, Rachel Lim Lye May, Siti Zubaidah Binti Ghazali, Ennie Yusnieta Binti Baharom, Hee Chin Chan, Lai Joo Thian, Elumalai Letchumana, Jimmy Lim Kim Leng, Soh Fung Yuen, Chan Boon Choon, Chairat A/L Bun Tiang, Tay Min Cheah, Kong Chu Wei.)



In celebrating the month of Ramadan for Muslims, EG group's management team with the help of its staffs had organized a porridge cooking event on the 3rd of July 2015 as part of the CSR projects. The event was to cook the famous bubur lambuk that has been a Malaysian delicacy for over 60 years now. Bubur Lambuk is usually cooked in mosques as part of its tradition.

A total of 1800 packets had been distributed to workers, public and the orphanage school at Kampung Che Bima, Sungai Jagung, Sungai Petani.



BUBUR LAMBUK

HARI RAYA

CONTRIBUTION

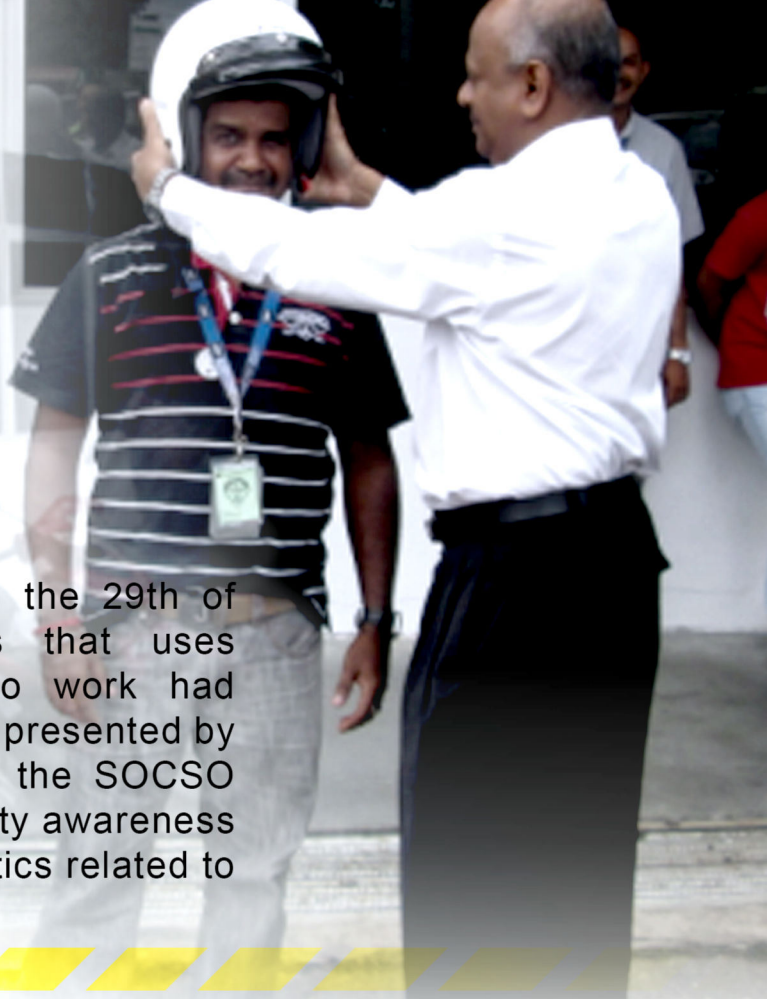


On the 14th of July, 2015 – The management team is delighted to present Hari Raya contribution to eligible employees especially to single mothers and workers who are unable to celebrate Hari Raya due to financial constraints. A contribution of 30 hampers and bags of rice was given away by Mr. Alex, the company's group CEO/ED. We care about you and we care about your family too.

SOC SO

ROAD & SAFETY CAMPAIGN

A road and safety campaign was held on the 29th of September 2015 and 31 SMTT staffs that uses motorcycles as a means of transport to work had participated in the event. The campaign was presented by Puan Siti Mariam Bt Ahmad, an officer of the SOC SO department. The campaign is about the safety awareness of riding a motorcycle to work and the statistics related to accidents on the road to a workplace.



HEALTH SCREENING PROGRAM

August 13th, 2015- With the co-operation of the Metro Specialist Hospital Dietetic Unit, we have succeeded in organizing a health screening diet program for employees. The attendees of the program which totaled to 20 staffs, have benefitted in health advices and dieting tips from dietetic officer Puan Lim Guat Pheng. Employees that follow a good and well balanced diet will be a healthy and productive member of the company as well as society.



APPRECIATION DINNER 2015

The EG Group had organized an Appreciation Dinner on the 28th Dec 2015 for SMTT & EG group's employees. Approximately 1600 employees were present during the event. It is one of the biggest event ever held in SMTT during the year of 2015. Mini events were held during the Appreciation dinner such as SMTT cooking competition, SMTT idol, Introduction of SMTT ambassador, best dressed and a lucky draw consisting of attractive prizes such as TV, refrigerator and a cooler fan.

The opening ceremony of the appreciation dinner began with a great speech from the Group CEO Mr. Alex Kang that had everyone standing and cheering for the EG slogan. Satay, laksa, rice and chicken were served during the dinner. Winners of each mini events were called on stage to receive their prizes. Everyone could be seen enjoying themselves and having a great time. The event was a huge success and is partly due to the committee members playing a major role in making it a success.



SMTT IDOL 2015

After the audition stage, only the top 10 participants were selected for performance on stages. From there, 3 will be selected as finalist.

cooking

COMPETITION

During the appreciation dinner, one of the events that had been organized was a cooking competition opened to all employees. The theme of the cooking competition was Thai dishes and the main dish of the competition was tom yam with 2 other Thai dishes of the contestants choice. Majority of the cooking utensils and ingredients were brought by the contestants themselves. Halfway through the competition, the event had grown to be a family activity instead of a competition as every group was working together in synergy to cook and prepare their dishes. When the competition was on-going, our Group CEO/ED, Mr. Alex could be seen walking around and observing each group to see how well they were doing. Nearing the end of the competition, beautifully decorated and mouthwatering dishes could be seen on the tables of the contestants awaiting the judges to taste and evaluate their end products.

COOK LIKE A BOSS : THE WINNERS



AROUND THE COOKING COMPETITION



BOWLING TOURNAMENT

Bowling tournament by Bank Islam was held on 14th November 2015 (Saturday) in Sejati Superbowl, Sungai Petani, Kedah. Various industries had joined hand in hand to participate in this tournament to enhance the sport's spirit. SMTT had participated in this tournament which was represented by 2 teams - 1 male's team and 1 female's team. On that day, the team members co-operated well with each other and displayed positive values such as determination and perseverance. It was all smiles and laughters till the end of the day and everyone went home with great satisfaction on their faces.





EWC Monthly Birthday

As one of the activities for SMTT Employee Welfare Committee (EWC), all EWC members was given a small token of appreciation on their birthday month for their participation in EWC. In December, a surprise was given to birthday members where they were given the token of appreciation during SMTT Appreciation Dinner.



EG GROUP NEWSLETTER TEAM

Advisor: JH Low, CH Lim & Cheryl Ng

Chief Editor: KS Tham

Secretary: Rosmawati

Photographer: Shahabuddin

Treasurer: MC Tay

Editor: KK Cho, George Jacob, Ashikin, Jeganathan & Jenny Soon

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•2016•

CALENDER

2016



JANUARY 2016

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FEBRUARY 2016

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APRIL 2016

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JULY 2016

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JUNE 2016

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JULY 2016

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AUGUST 2016

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SEPTEMBER 2016

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NOVEMBER 2016

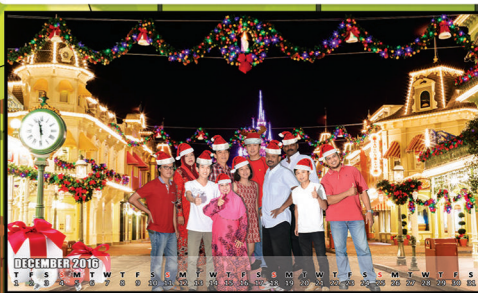
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OCTOBER 2016

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DECEMBER 2016

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CALENDAR

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