

## Kooka Subang Attendance for January 2021

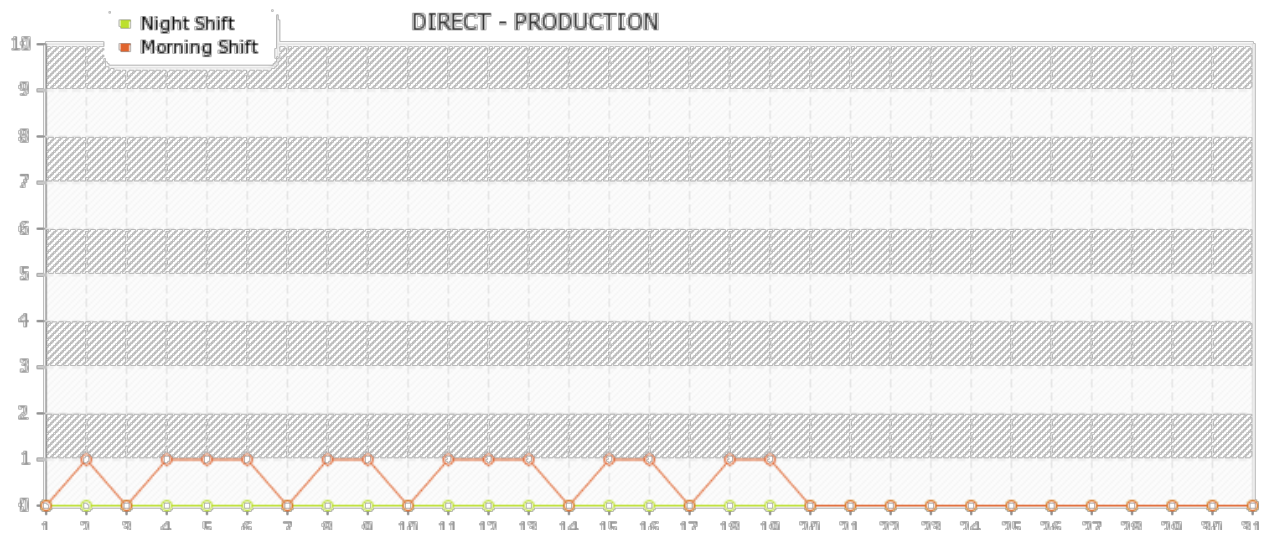
| Date | SECURITY DEPARTMENT |         | PRODUCTION |         | HQ WAREHOUSE (EXPORT) |         | ENGINEERING |         | HQ WAREHOUSE (LOCAL) |         | STORE-PACKING MATERIAL |         | PAPER MILL |         | TECHNICIAN |         | STORE-JUMBO ROLL/PULP |         | QUALITY CONTROL |         | LOGISTIC |         | HUMAN RESOURCES |         | ACCOUNTS & FINANCE |         | PLANNER |         | HQ SALES |         | SHIPPING |         | IT DEPARTMENT |         | PURCHASING |         | ADMINISTRATION |         | TOTAL |         |
|------|---------------------|---------|------------|---------|-----------------------|---------|-------------|---------|----------------------|---------|------------------------|---------|------------|---------|------------|---------|-----------------------|---------|-----------------|---------|----------|---------|-----------------|---------|--------------------|---------|---------|---------|----------|---------|----------|---------|---------------|---------|------------|---------|----------------|---------|-------|---------|
|      | Night               | Morning | Night      | Morning | Night                 | Morning | Night       | Morning | Night                | Morning | Night                  | Morning | Night      | Morning | Night      | Morning | Night                 | Morning | Night           | Morning | Night    | Morning | Night           | Morning | Night              | Morning | Night   | Morning | Night    | Morning | Night    | Morning | Night         | Morning | Night      | Morning | Night          | Morning | Night | Morning |
| 1    | 10                  | 0       | 5          | 0       | 1                     | 0       | 2           | 0       | 11                   | 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      |       |         |
|      | 5                   | 5       | 0          | 0       | 5                     | 0       | 0           | 0       | 1                    | 0       | 2                      | 0       | 3          | 8       | 0          | 0       | 0                     | 0       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 16             | 13      |       |         |
| 2    | 13                  | 1       | 8          | 0       | 2                     | 3       | 12          | 0       | 4                    | 0       | 2                      | 0       | 5          | 7       | 0          | 0       | 0                     | 4       | 0               | 0       | 0        | 2       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 0              | 45      |       |         |
|      | 5                   | 8       | 0          | 1       | 0                     | 8       | 0           | 0       | 0                    | 2       | 0                      | 3       | 5          | 7       | 0          | 0       | 0                     | 4       | 0               | 0       | 0        | 2       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 10             | 35      |       |         |
| 3    | 10                  | 0       | 9          | 0       | 5                     | 5       | 14          | 0       | 1                    | 0       | 0                      | 0       | 14         | 0       | 1          | 0       | 0                     | 1       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 44             |         |       |         |
|      | 5                   | 5       | 0          | 0       | 3                     | 6       | 0           | 0       | 1                    | 4       | 2                      | 3       | 7          | 7       | 0          | 0       | 1                     | 0       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 19             | 25      |       |         |
| 4    | 12                  | 2       | 11         | 0       | 6                     | 8       | 17          | 0       | 9                    | 0       | 4                      | 0       | 0          | 0       | 0          | 0       | 9                     | 0       | 0               | 0       | 4        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 69             |         |       |         |
|      | 3                   | 9       | 0          | 2       | 4                     | 7       | 0           | 0       | 2                    | 4       | 2                      | 6       | 5          | 12      | 0          | 0       | 2                     | 7       | 0               | 0       | 0        | 4       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 18             | 51      |       |         |
| 5    | 12                  | 2       | 10         | 0       | 3                     | 7       | 17          | 0       | 9                    | 0       | 6                      | 0       | 0          | 0       | 0          | 0       | 9                     | 0       | 0               | 0       | 6        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 66             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 3                     | 7       | 0           | 0       | 1                    | 2       | 1                      | 6       | 7          | 10      | 0          | 0       | 1                     | 8       | 0               | 0       | 0        | 6       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 49      |       |         |
| 6    | 12                  | 2       | 9          | 0       | 6                     | 8       | 18          | 0       | 8                    | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 8                     | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 68             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 3                     | 6       | 0           | 0       | 1                    | 5       | 3                      | 5       | 6          | 12      | 0          | 0       | 2                     | 6       | 0               | 0       | 0        | 5       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 19             | 49      |       |         |
| 7    | 12                  | 0       | 8          | 0       | 5                     | 8       | 19          | 0       | 9                    | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 9                     | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 66             |         |       |         |
|      | 4                   | 8       | 0          | 0       | 3                     | 5       | 0           | 0       | 1                    | 4       | 3                      | 5       | 7          | 12      | 0          | 0       | 0                     | 9       | 0               | 0       | 0        | 5       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 18             | 48      |       |         |
| 8    | 12                  | 1       | 10         | 0       | 5                     | 8       | 16          | 0       | 9                    | 0       | 6                      | 0       | 0          | 0       | 0          | 0       | 9                     | 0       | 0               | 0       | 6        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 67             |         |       |         |
|      | 4                   | 8       | 0          | 1       | 4                     | 6       | 0           | 0       | 1                    | 4       | 2                      | 6       | 5          | 11      | 0          | 0       | 0                     | 9       | 0               | 0       | 0        | 6       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 16             | 51      |       |         |
| 9    | 13                  | 1       | 11         | 0       | 3                     | 6       | 14          | 0       | 5                    | 0       | 3                      | 0       | 0          | 0       | 0          | 0       | 5                     | 0       | 0               | 0       | 3        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 56             |         |       |         |
|      | 4                   | 9       | 0          | 1       | 3                     | 8       | 0           | 0       | 1                    | 2       | 2                      | 4       | 6          | 8       | 0          | 0       | 1                     | 4       | 0               | 0       | 0        | 3       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 39      |       |         |
| 10   | 9                   | 0       | 10         | 0       | 6                     | 5       | 11          | 0       | 1                    | 0       | 0                      | 0       | 0          | 0       | 0          | 0       | 1                     | 0       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 42      |                |         |       |         |
|      | 4                   | 5       | 0          | 0       | 3                     | 7       | 0           | 0       | 2                    | 4       | 2                      | 3       | 6          | 5       | 0          | 0       | 0                     | 1       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 25      |       |         |
| 11   | 11                  | 2       | 9          | 0       | 6                     | 7       | 21          | 0       | 10                   | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 10                    | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 71             |         |       |         |
|      | 3                   | 8       | 0          | 2       | 2                     | 7       | 0           | 0       | 2                    | 4       | 2                      | 5       | 8          | 13      | 0          | 0       | 1                     | 9       | 0               | 0       | 0        | 5       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 18             | 53      |       |         |
| 12   | 12                  | 2       | 10         | 0       | 3                     | 7       | 19          | 0       | 11                   | 0       | 4                      | 0       | 0          | 0       | 0          | 0       | 11                    | 0       | 0               | 0       | 4        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 68             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 2                     | 8       | 0           | 0       | 1                    | 2       | 1                      | 6       | 8          | 11      | 0          | 0       | 1                     | 10      | 0               | 0       | 0        | 4       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 51      |       |         |
| 13   | 12                  | 2       | 10         | 0       | 5                     | 8       | 17          | 0       | 8                    | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 8                     | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 67             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 3                     | 7       | 0           | 0       | 1                    | 4       | 2                      | 6       | 7          | 10      | 0          | 0       | 1                     | 7       | 0               | 0       | 0        | 5       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 18             | 49      |       |         |
| 14   | 13                  | 1       | 11         | 0       | 5                     | 8       | 17          | 0       | 10                   | 0       | 4                      | 0       | 0          | 0       | 0          | 0       | 10                    | 0       | 0               | 0       | 4        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 69             |         |       |         |
|      | 4                   | 9       | 0          | 1       | 3                     | 8       | 0           | 0       | 1                    | 4       | 3                      | 5       | 8          | 9       | 0          | 0       | 0                     | 10      | 0               | 0       | 0        | 4       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 19             | 50      |       |         |
| 15   | 12                  | 2       | 12         | 0       | 5                     | 8       | 17          | 0       | 10                   | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 10                    | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 71             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 3                     | 9       | 0           | 0       | 1                    | 4       | 2                      | 6       | 7          | 10      | 0          | 0       | 0                     | 10      | 0               | 0       | 0        | 5       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 54      |       |         |
| 16   | 13                  | 1       | 8          | 0       | 3                     | 6       | 15          | 0       | 5                    | 0       | 2                      | 0       | 0          | 0       | 0          | 0       | 5                     | 0       | 0               | 0       | 2        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 53             |         |       |         |
|      | 4                   | 9       | 0          | 1       | 2                     | 6       | 0           | 0       | 1                    | 2       | 2                      | 4       | 7          | 8       | 0          | 0       | 1                     | 4       | 0               | 0       | 0        | 2       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 36      |       |         |
| 17   | 8                   | 0       | 7          | 0       | 5                     | 4       | 13          | 0       | 4                    | 0       | 0                      | 0       | 0          | 0       | 0          | 0       | 4                     | 0       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 41      |                |         |       |         |
|      | 4                   | 4       | 0          | 0       | 2                     | 5       | 0           | 0       | 1                    | 4       | 1                      | 3       | 6          | 7       | 0          | 0       | 3                     | 1       | 0               | 0       | 0        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 17      | 24             |         |       |         |
| 18   | 12                  | 2       | 9          | 0       | 6                     | 7       | 20          | 0       | 9                    | 0       | 5                      | 0       | 0          | 0       | 0          | 0       | 9                     | 0       | 0               | 0       | 5        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 70             |         |       |         |
|      | 4                   | 8       | 0          | 2       | 2                     | 7       | 0           | 0       | 2                    | 4       | 2                      | 5       | 8          | 12      | 0          | 0       | 1                     | 8       | 0               | 0       | 1        | 4       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 20             | 50      |       |         |
| 19   | 10                  | 2       | 9          | 0       | 3                     | 6       | 16          | 0       | 10                   | 0       | 4                      | 0       | 0          | 0       | 0          | 0       | 10                    | 0       | 0               | 0       | 4        | 0       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 60             |         |       |         |
|      | 5                   | 5       | 0          | 2       | 2                     | 7       | 0           | 0       | 1                    | 2       | 1                      | 5       | 7          | 9       | 0          | 0       | 1                     | 9       | 0               | 0       | 0        | 4       | 0               | 0       | 0                  | 0       | 0       | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 17             | 43      |       |         |
| 20   | 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             | 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        | 0       | 0        | 0       | 0             | 0       | 0          | 0       | 0              |         |       |         |
| 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             | 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        | 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             | 0       | 0          | 0       | 0              |         |       |         |
|      |                     |         |            |         |                       |         |             |         |                      |         |                        |         |            |         |            |         |                       |         |                 |         |          |         |                 |         |                    |         |         |         |          |         |          |         |               |         |            |         |                |         |       |         |

[illegible]

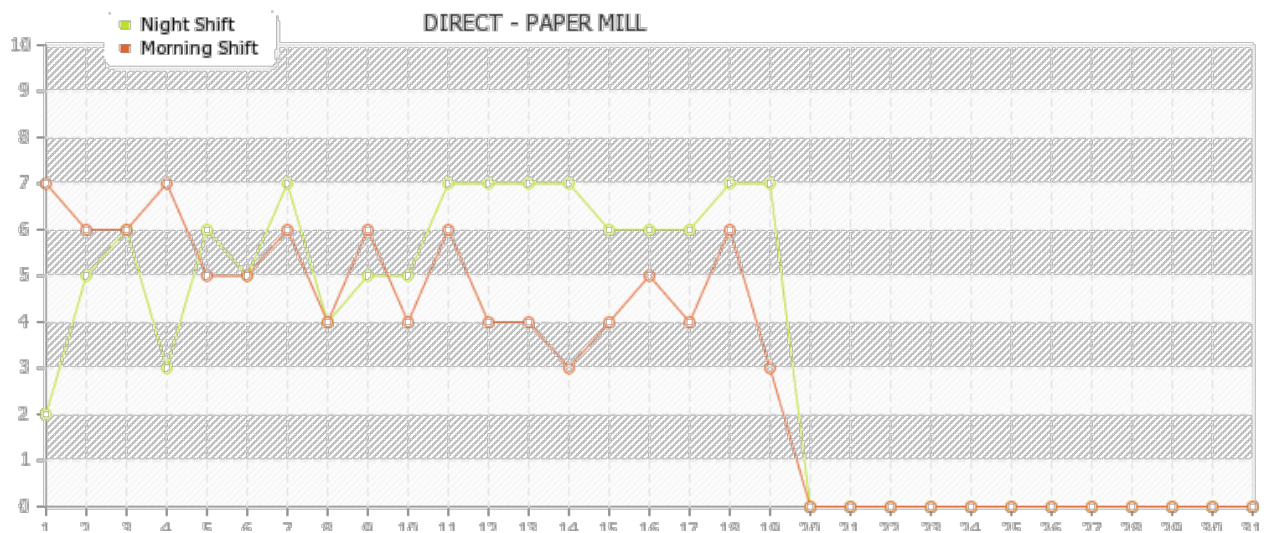
| Date | PENANG BRANCH |         | SECURITY DEPARTMENT |         | PENANG SALES |         | PENANG WAREHOUSE |         | IT DEPARTMENT |         | TOTAL |         |
|------|---------------|---------|---------------------|---------|--------------|---------|------------------|---------|---------------|---------|-------|---------|
|      | Night         | Morning | Night               | Morning | Night        | Morning | Night            | Morning | Night         | Morning | Night | Morning |
| 19   | 4             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 4     |         |
|      | 1             | 3       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 1     | 3       |
| 20   | 0             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 0     |         |
|      | 0             | 0       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 0       |
| 21   | 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       |
| 23   | 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       |
| 25   | 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       |
| 27   | 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       |
| 29   | 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       |
| 31   | 0             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 0     |         |
|      | 0             | 0       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 0       |
| Date | PENANG BRANCH |         | SECURITY DEPARTMENT |         | PENANG SALES |         | PENANG WAREHOUSE |         | IT DEPARTMENT |         | TOTAL |         |
|      | Night         | Morning | Night               | Morning | Night        | Morning | Night            | Morning | Night         | Morning | Night | Morning |

## DIRECT (Kookapaper Subang)

### Monthly Attendance for Subang DIRECT - PRODUCTION

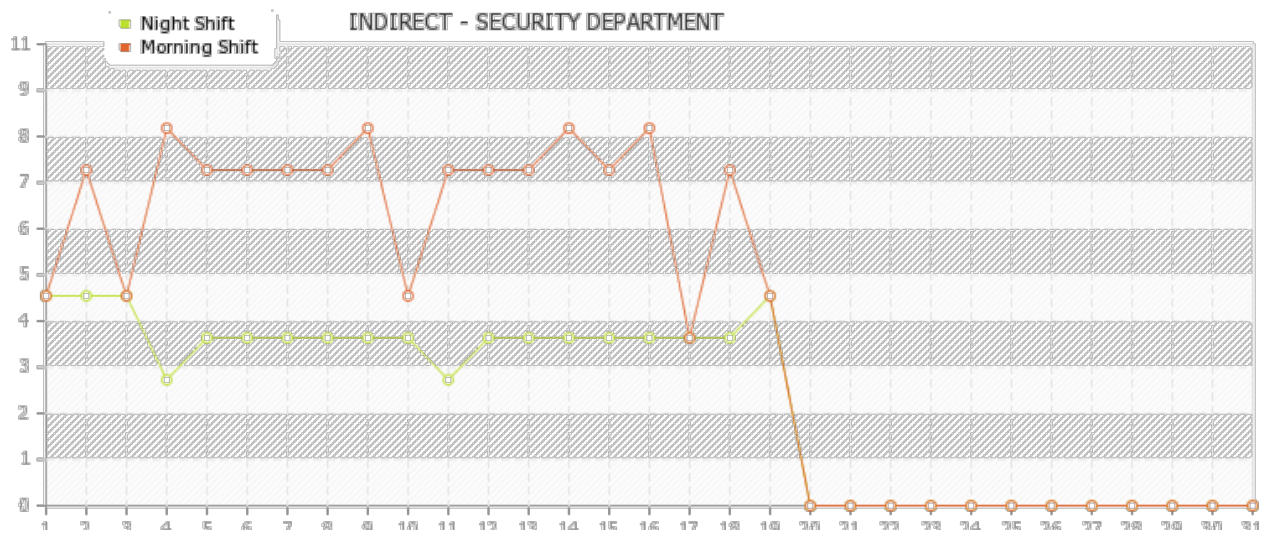


## Monthly Attendance for Subang DIRECT - PAPER MILL

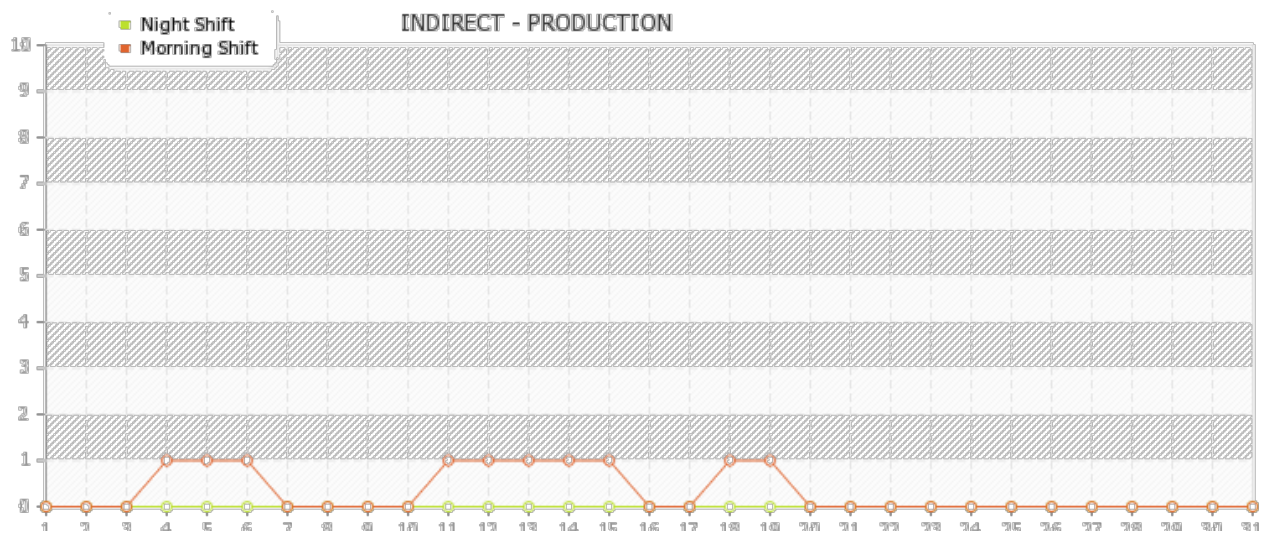


## INDIRECT (Kookapaper Subang)

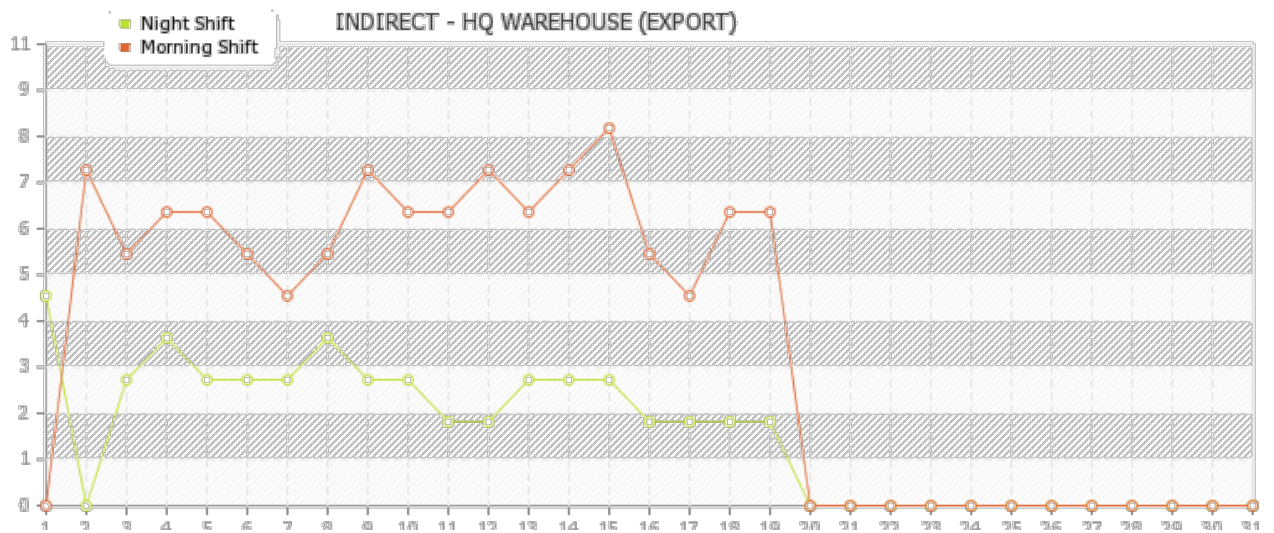
### Monthly Attendance for Subang INDIRECT - SECURITY DEPARTMENT



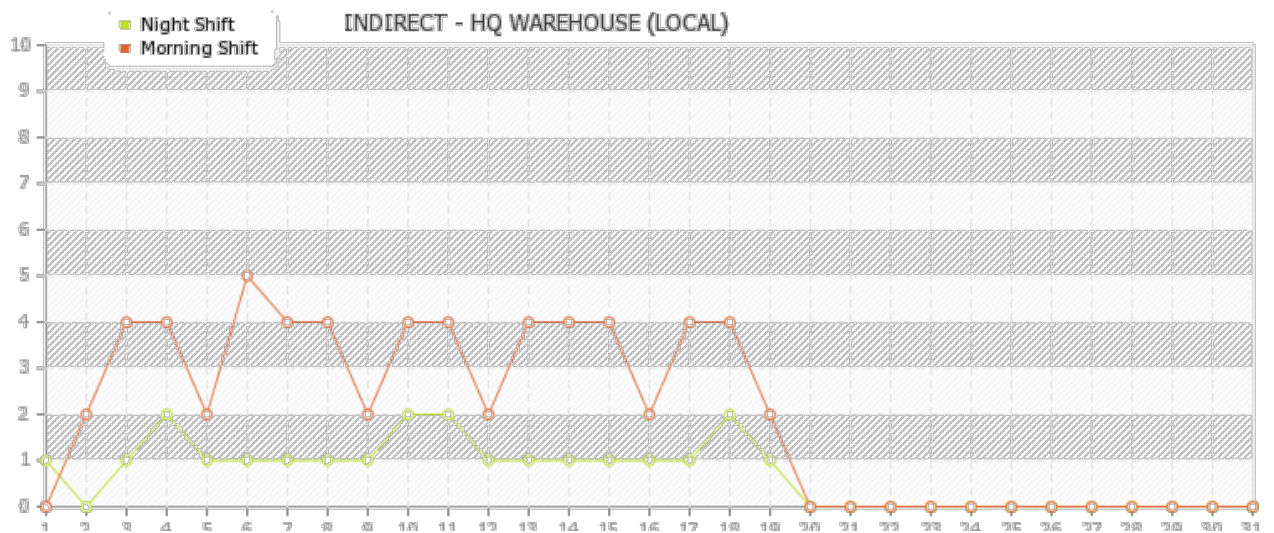
## Monthly Attendance for Subang INDIRECT - PRODUCTION



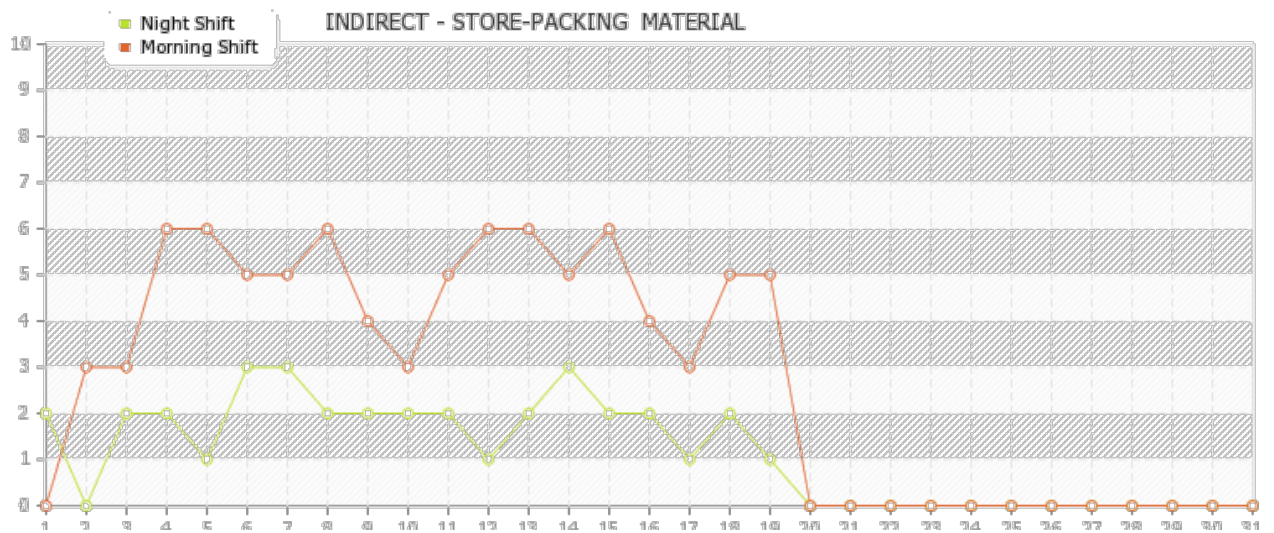
## Monthly Attendance for Subang INDIRECT - HQ WAREHOUSE (EXPORT)



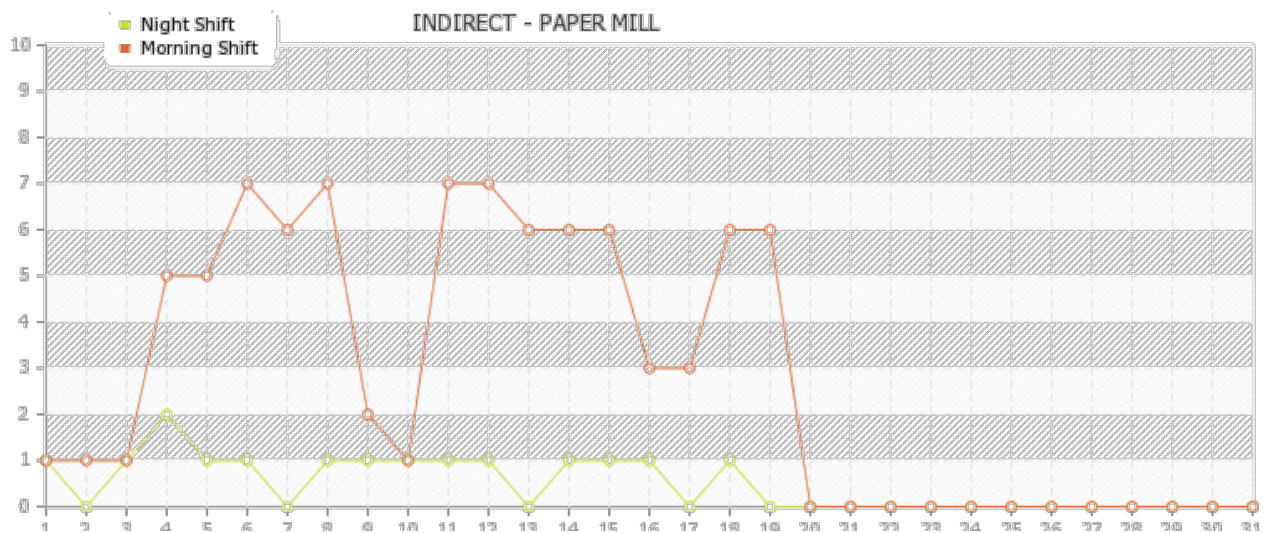
## Monthly Attendance for Subang INDIRECT - HQ WAREHOUSE (LOCAL)



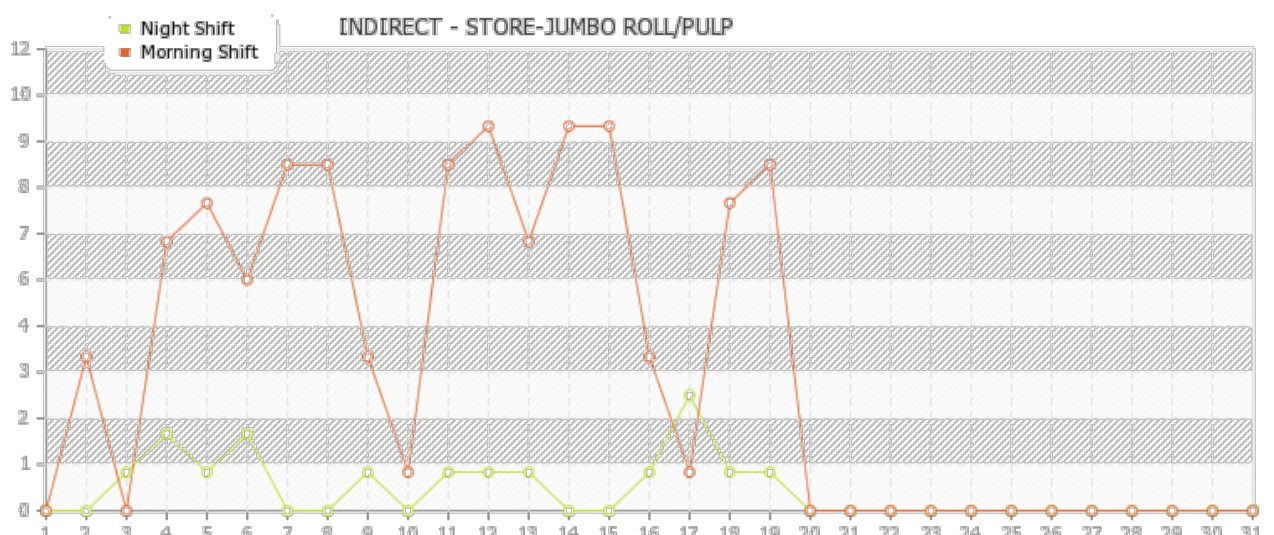
## Monthly Attendance for Subang INDIRECT - STORE-PACKING MATERIAL



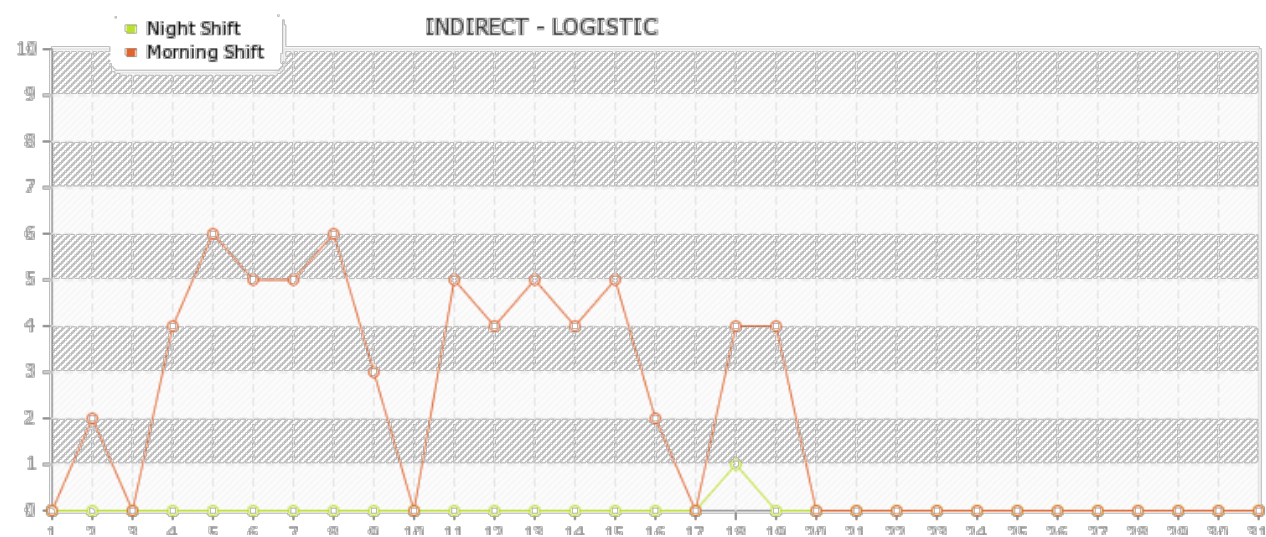
## Monthly Attendance for Subang INDIRECT - PAPER MILL



## Monthly Attendance for Subang INDIRECT - STORE-JUMBO ROLL/PULP



Monthly Attendance for Subang INDIRECT - LOGISTIC



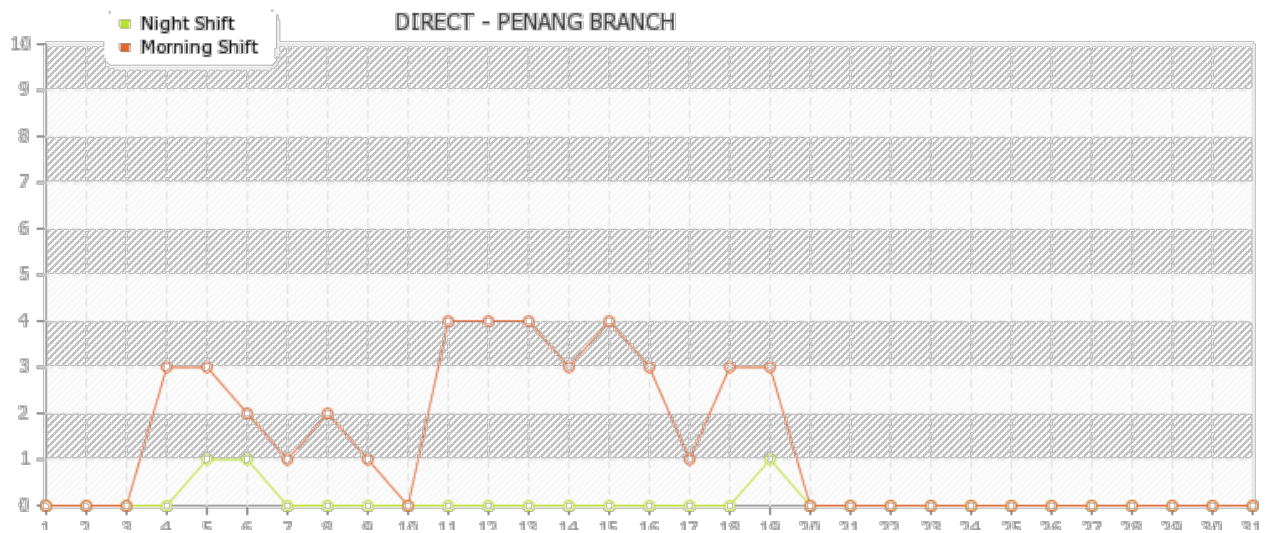
SALES & MARKETING (Kookapaper Subang)

OUTSOURCE (Kookapaper Subang)

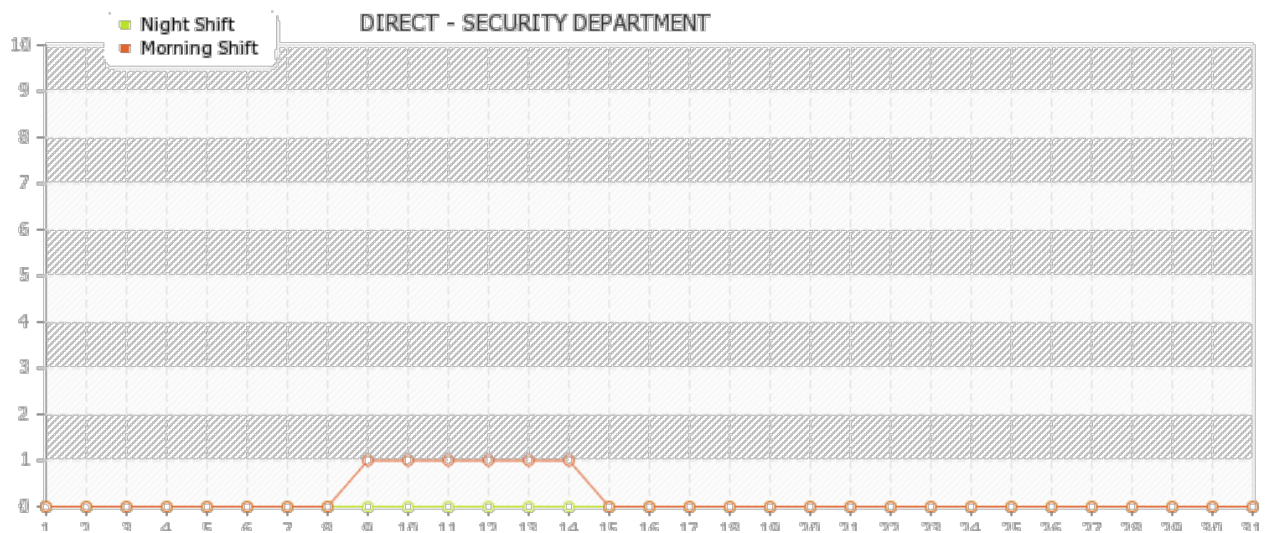
ADMIN (Kookapaper Subang)

DIRECT (Kookapaper Penang)

Monthly Attendance for Penang DIRECT - PENANG BRANCH



## Monthly Attendance for Penang DIRECT - SECURITY DEPARTMENT



**INDIRECT (Kookapaper Penang)**

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## ADMIN (Kookapaper Penang)