

## Kooka Subang Attendance for February 2021

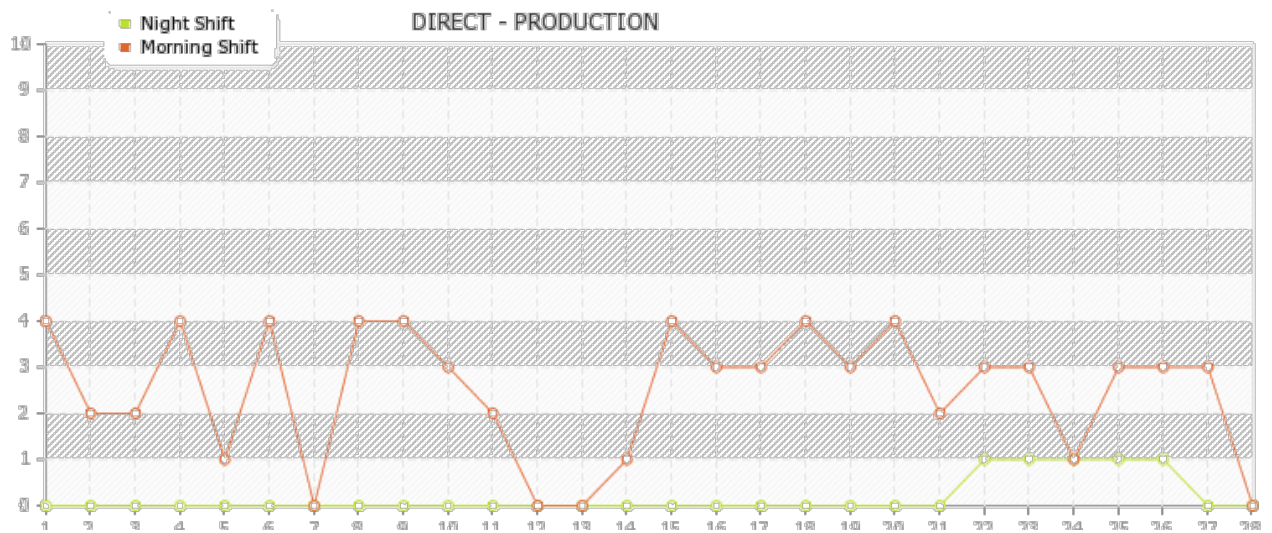
| Date | PRODUCTION |         | SECURITY DEPARTMENT |         | PAPER MILL |         | STORE-PACKING MATERIAL |         | HQ WAREHOUSE (LOCAL) |         | HQ WAREHOUSE (EXPORT) |         | STORE-JUMBO ROLL/PULP |         | LOGISTIC |         | ENGINEERING |         | TECHNICIAN |         | HUMAN RESOURCES |         | PLANNER |         | ACCOUNTS & FINANCE |         | PURCHASING |         | SHIPPING |         | HQ SALES |         | IT DEPARTMENT |         | ADMINISTRATION |         | QUALITY CONTROL |         | 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    | 5          | 11      | 19                  |         | 8          |         | 6                      |         | 9                    |         | 11                    |         | 5                     | 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       | 74    |         |
|      | 0          | 5       | 5                   | 6       | 7          | 12      | 2                      | 6       | 2                    | 4       | 2                     | 7       | 1                     | 10      | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 0       | 19    | 55      |
| 2    | 2          | 11      | 19                  |         | 9          |         | 3                      |         | 8                    |         | 10                    |         | 4                     | 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       | 66    |         |
|      | 0          | 2       | 5                   | 6       | 7          | 12      | 1                      | 8       | 1                    | 2       | 1                     | 7       | 1                     | 9       | 0        | 4       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 16      | 50    |         |
| 3    | 3          | 11      | 18                  |         | 8          |         | 5                      |         | 10                   |         | 9                     |         | 5                     | 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       | 69    |         |
|      | 0          | 3       | 5                   | 6       | 6          | 12      | 2                      | 6       | 1                    | 4       | 3                     | 7       | 1                     | 8       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 18      | 51    |         |
| 4    | 5          | 11      | 15                  |         | 7          |         | 5                      |         | 8                    |         | 11                    |         | 5                     | 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       | 67    |         |
|      | 0          | 5       | 5                   | 6       | 6          | 9       | 2                      | 5       | 1                    | 4       | 2                     | 6       | 3                     | 8       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 19      | 48    |         |
| 5    | 2          | 11      | 15                  |         | 8          |         | 5                      |         | 6                    |         | 8                     |         | 5                     | 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       | 60    |         |
|      | 0          | 2       | 5                   | 6       | 6          | 9       | 2                      | 6       | 1                    | 4       | 1                     | 5       | 0                     | 8       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 15      | 45    |         |
| 6    | 4          | 11      | 17                  |         | 6          |         | 3                      |         | 9                    |         | 5                     |         | 2                     | 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       | 57    |         |
|      | 0          | 4       | 5                   | 6       | 6          | 11      | 2                      | 4       | 1                    | 2       | 2                     | 7       | 1                     | 4       | 0        | 2       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 17      | 40    |         |
| 7    | 0          | 9       | 12                  |         | 6          |         | 5                      |         | 7                    |         | 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       | 39    |         |
|      | 0          | 0       | 5                   | 4       | 5          | 7       | 3                      | 3       | 1                    | 4       | 2                     | 5       | 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               | 16      | 23    |         |
| 8    | 5          | 9       | 15                  |         | 8          |         | 6                      |         | 9                    |         | 8                     |         | 5                     | 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       | 65    |         |
|      | 0          | 5       | 4                   | 5       | 3          | 12      | 2                      | 6       | 2                    | 4       | 2                     | 7       | 1                     | 7       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 14      | 51    |         |
| 9    | 5          | 10      | 18                  |         | 8          |         | 2                      |         | 9                    |         | 8                     |         | 6                     | 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       | 66    |         |
|      | 0          | 5       | 4                   | 6       | 6          | 12      | 1                      | 7       | 1                    | 1       | 1                     | 8       | 1                     | 7       | 0        | 6       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 14      | 52    |         |
| 10   | 4          | 11      | 18                  |         | 8          |         | 2                      |         | 6                    |         | 7                     |         | 6                     | 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       | 62    |         |
|      | 0          | 4       | 5                   | 6       | 6          | 12      | 2                      | 6       | 1                    | 1       | 2                     | 4       | 2                     | 5       | 0        | 6       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 18      | 44    |         |
| 11   | 2          | 11      | 18                  |         | 7          |         | 5                      |         | 12                   |         | 8                     |         | 6                     | 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       | 69    |         |
|      | 0          | 2       | 5                   | 6       | 5          | 13      | 3                      | 4       | 0                    | 5       | 0                     | 12      | 1                     | 7       | 0        | 6       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 14      | 55    |         |
| 12   | 0          | 6       | 7                   |         | 3          |         | 2                      |         | 3                    |         | 1                     |         | 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       | 3                   | 3       | 6          | 1       | 2                      | 1       | 2                    | 0       | 3                     | 0       | 1                     | 0       | 0        | 0       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 17      | 5     |         |
| 13   | 0          |         | 7                   |         | 9          |         | 0                      |         | 1                    |         | 3                     |         | 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       | 20    |         |
|      | 0          | 0       | 1                   | 6       | 0          | 9       | 0                      | 0       | 0                    | 1       | 0                     | 3       | 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               | 1       | 19    |         |
| 14   | 1          | 9       | 14                  |         | 4          |         | 6                      |         | 10                   |         | 1                     |         | 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       | 45    |         |
|      | 0          | 1       | 5                   | 4       | 5          | 9       | 0                      | 4       | 0                    | 6       | 2                     | 8       | 0                     | 1       | 0        | 0       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 12      | 33    |         |
| 15   | 5          | 10      | 18                  |         | 7          |         | 6                      |         | 12                   |         | 11                    |         | 5                     | 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       | 74    |         |
|      | 0          | 5       | 4                   | 6       | 6          | 12      | 1                      | 6       | 2                    | 4       | 4                     | 8       | 2                     | 9       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 19      | 55    |         |
| 16   | 4          | 11      | 16                  |         | 9          |         | 3                      |         | 8                    |         | 9                     |         | 5                     | 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       | 65    |         |
|      | 0          | 4       | 5                   | 6       | 6          | 10      | 3                      | 6       | 1                    | 2       | 2                     | 6       | 1                     | 8       | 0        | 5       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 18      | 47    |         |
| 17   | 4          | 11      | 16                  |         | 11         |         | 5                      |         | 11                   |         | 9                     |         | 6                     | 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       | 73    |         |
|      | 0          | 4       | 5                   | 6       | 5          | 11      | 4                      | 7       | 1                    | 4       | 4                     | 7       | 2                     | 7       | 0        | 6       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 21      | 52    |         |
| 18   | 5          | 9       | 19                  |         | 12         |         | 5                      |         | 9                    |         | 6                     |         | 6                     | 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       | 71    |         |
|      | 0          | 5       | 3                   | 6       | 6          | 13      | 4                      | 8       | 1                    | 4       | 3                     | 6       | 0                     | 6       | 0        | 6       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 17      | 54    |         |
| 19   | 4          | 11      | 17                  |         | 9          |         | 5                      |         | 8                    |         | 9                     |         | 4                     | 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       | 67    |         |
|      | 0          | 4       | 5                   | 6       | 4          | 13      | 2                      | 7       | 1                    | 4       | 3                     | 5       | 2                     | 7       | 0        | 4       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 17      | 50    |         |
| 20   | 4          | 11      | 15                  |         | 9          |         | 3                      |         | 9                    |         | 6                     |         | 2                     | 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       | 59    |         |
|      | 0          | 4       | 5                   | 6       | 5          | 10      | 3                      | 6       | 1                    | 2       | 3                     | 6       | 2                     | 4       | 0        | 2       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 19      | 40    |         |
| 21   | 2          | 8       | 13                  |         | 10         |         | 7                      |         | 11                   |         | 2                     |         | 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       | 53    |         |
|      | 0          | 2       | 4                   | 4       | 5          | 8       | 4                      | 6       | 1                    | 6       | 4                     | 7       | 0                     | 2       | 0        | 0       | 0           | 0       | 0          | 0       | 0               | 0       | 0       | 0       | 0                  | 0       | 0          | 0       | 0        | 0       | 0        | 0       | 0             | 0       | 0              | 0       | 0               | 18      | 35    |         |
| 22   | 5          | 9       | 15                  |         | 10         |         | 7                      |         | 13                   |         | 9                     |         | 5                     | 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       | 73    |         |
|      | 1          | 4       | 3                   | 6       | 3          | 12      | 4                      |         |                      |         |                       |         |                       |         |          |         |             |         |            |         |                 |         |         |         |                    |         |            |         |          |         |          |         |               |         |                |         |                 |         |       |         |

[illegible]

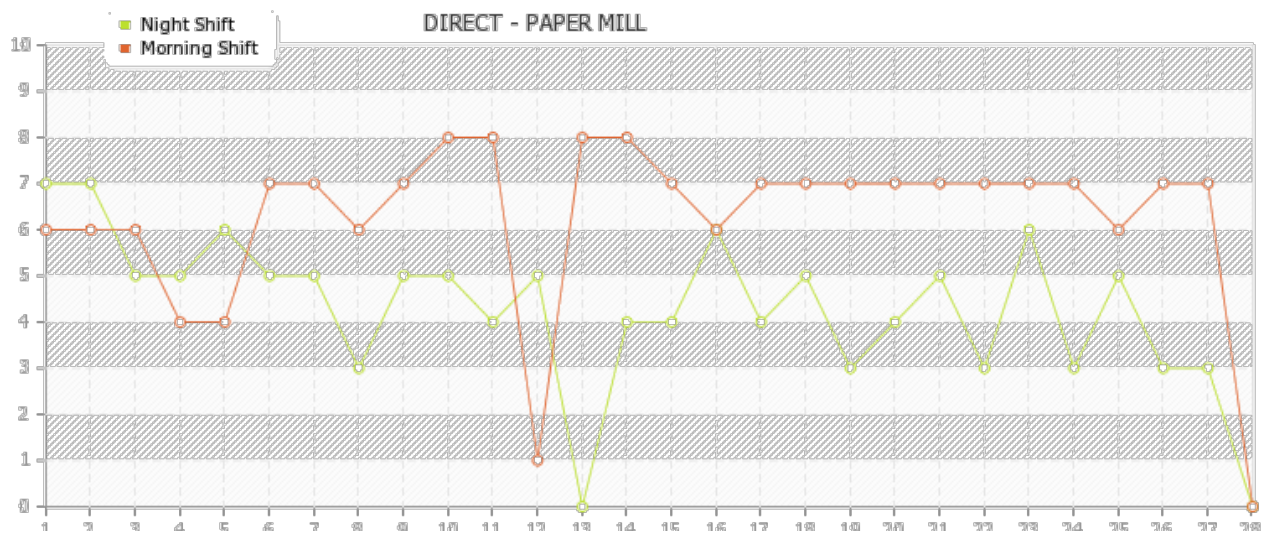
| Date | PENANG BRANCH |         | SECURITY DEPARTMENT |         | PENANG SALES |         | PENANG WAREHOUSE |         | IT DEPARTMENT |         | TOTAL |         |
|------|---------------|---------|---------------------|---------|--------------|---------|------------------|---------|---------------|---------|-------|---------|
|      | Night         | Morning | Night               | Morning | Night        | Morning | Night            | Morning | Night         | Morning | Night | Morning |
| 19   | 3             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 3     |         |
|      | 0             | 3       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 3       |
| 20   | 0             |         | 1                   |         | 0            |         | 0                |         | 0             |         | 1     |         |
|      | 0             | 0       | 0                   | 1       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 1       |
| 21   | 0             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 0     |         |
|      | 0             | 0       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 0       |
| 22   | 4             |         | 1                   |         | 0            |         | 0                |         | 0             |         | 5     |         |
|      | 0             | 4       | 0                   | 1       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 5       |
| 23   | 4             |         | 1                   |         | 0            |         | 0                |         | 0             |         | 5     |         |
|      | 0             | 4       | 0                   | 1       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 5       |
| 24   | 4             |         | 1                   |         | 0            |         | 0                |         | 0             |         | 5     |         |
|      | 0             | 4       | 0                   | 1       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 5       |
| 25   | 3             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 3     |         |
|      | 0             | 3       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 3       |
| 26   | 4             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 4     |         |
|      | 0             | 4       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 4       |
| 27   | 1             |         | 0                   |         | 0            |         | 0                |         | 0             |         | 1     |         |
|      | 0             | 1       | 0                   | 0       | 0            | 0       | 0                | 0       | 0             | 0       | 0     | 1       |
| 28   | 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

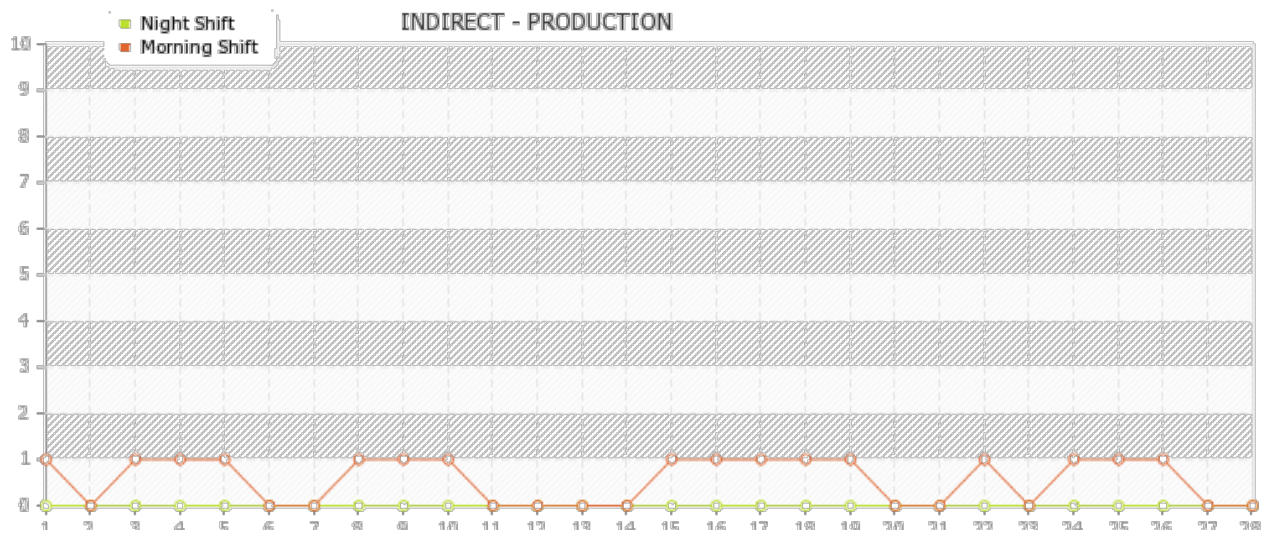


## Monthly Attendance for Subang DIRECT - PAPER MILL

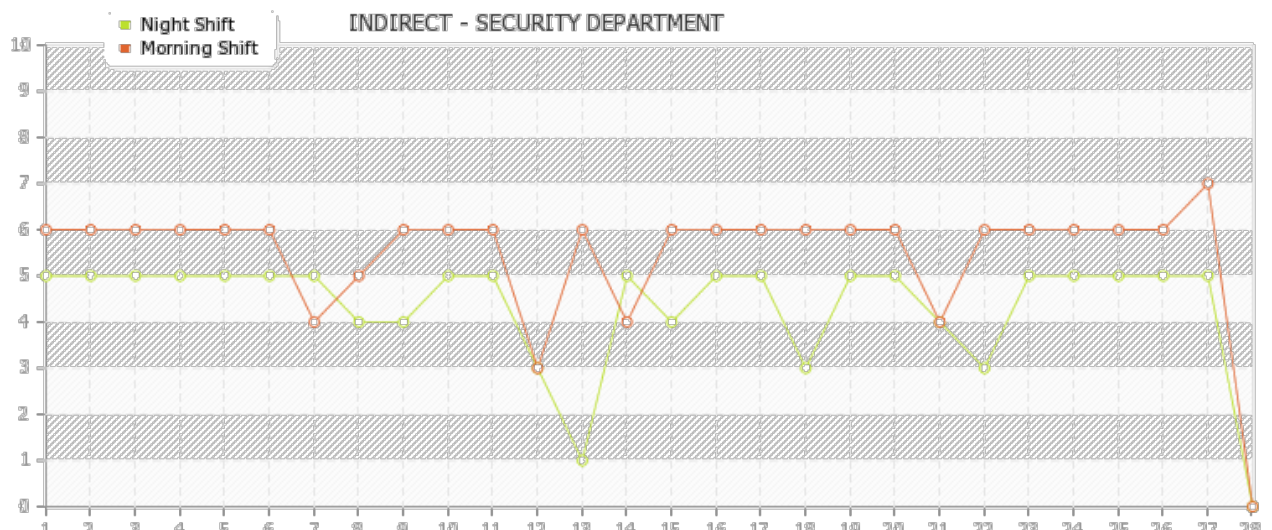


## INDIRECT (Kookapaper Subang)

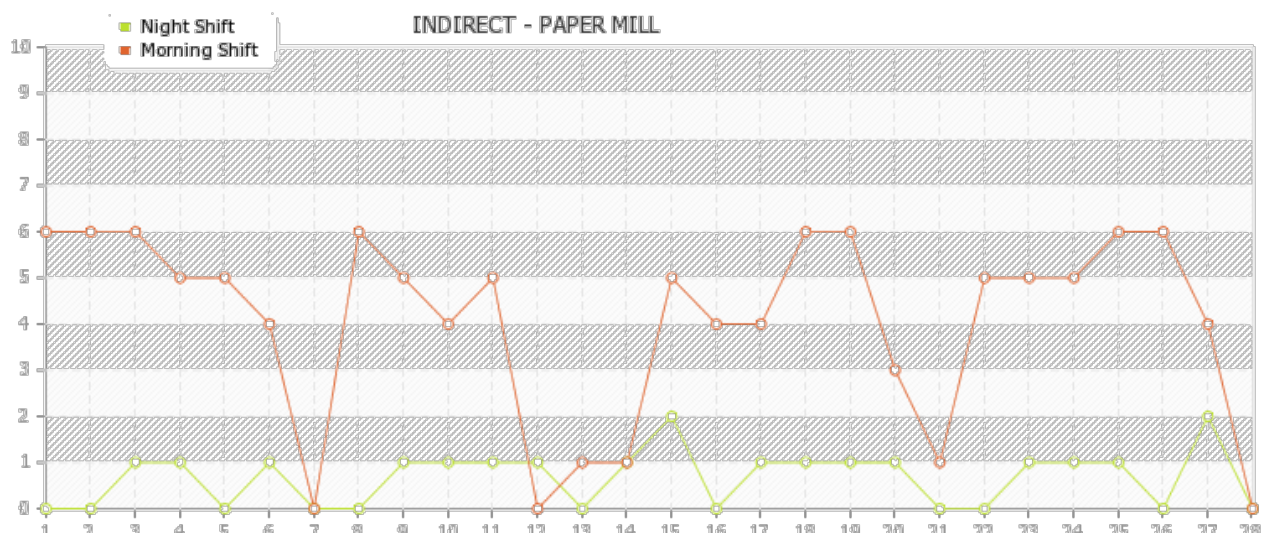
### Monthly Attendance for Subang INDIRECT - PRODUCTION



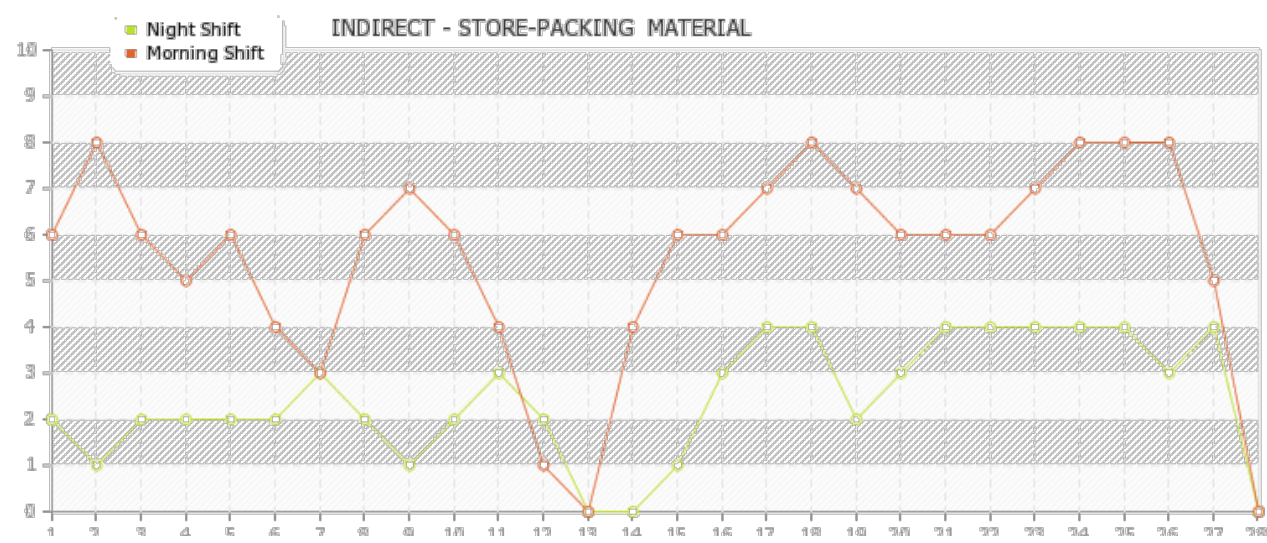
## Monthly Attendance for Subang INDIRECT - SECURITY DEPARTMENT



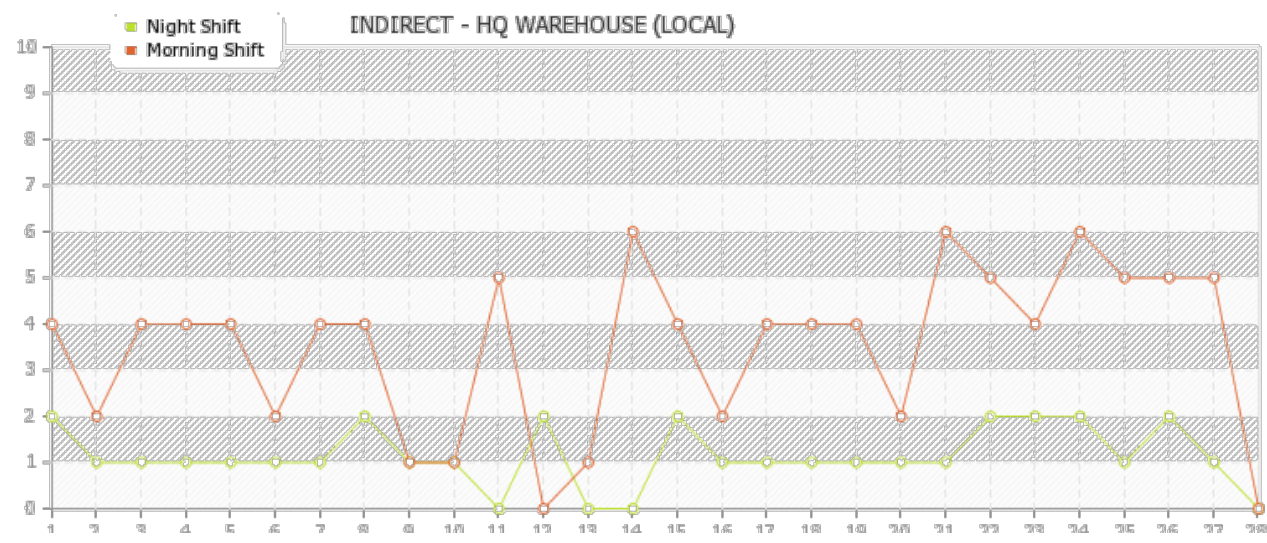
## Monthly Attendance for Subang INDIRECT - PAPER MILL



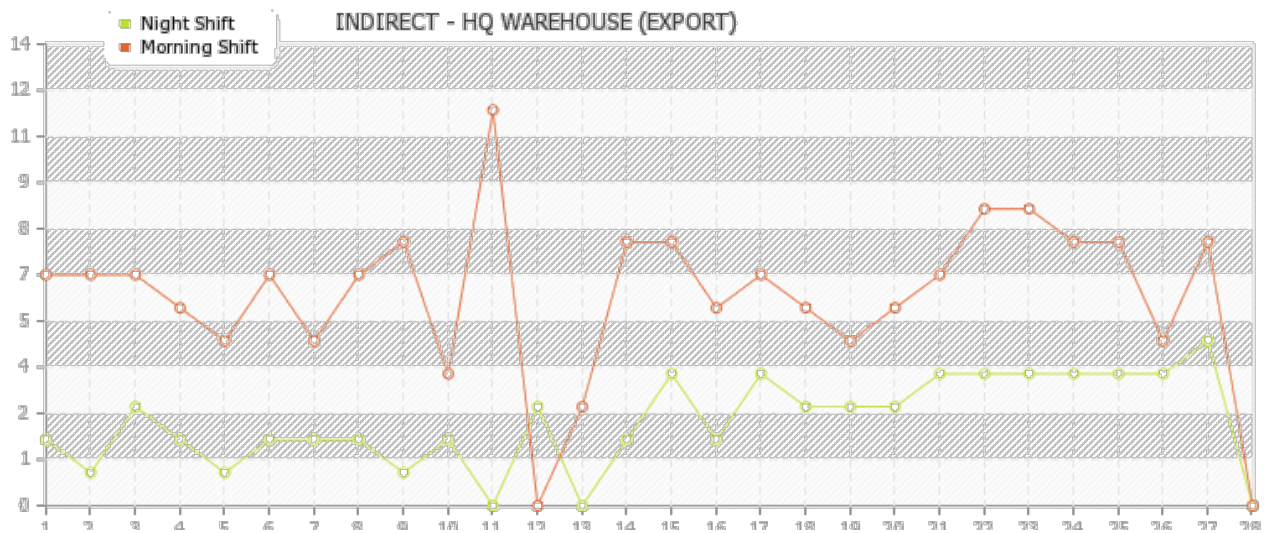
# Monthly Attendance for Subang INDIRECT - STORE-PACKING MATERIAL



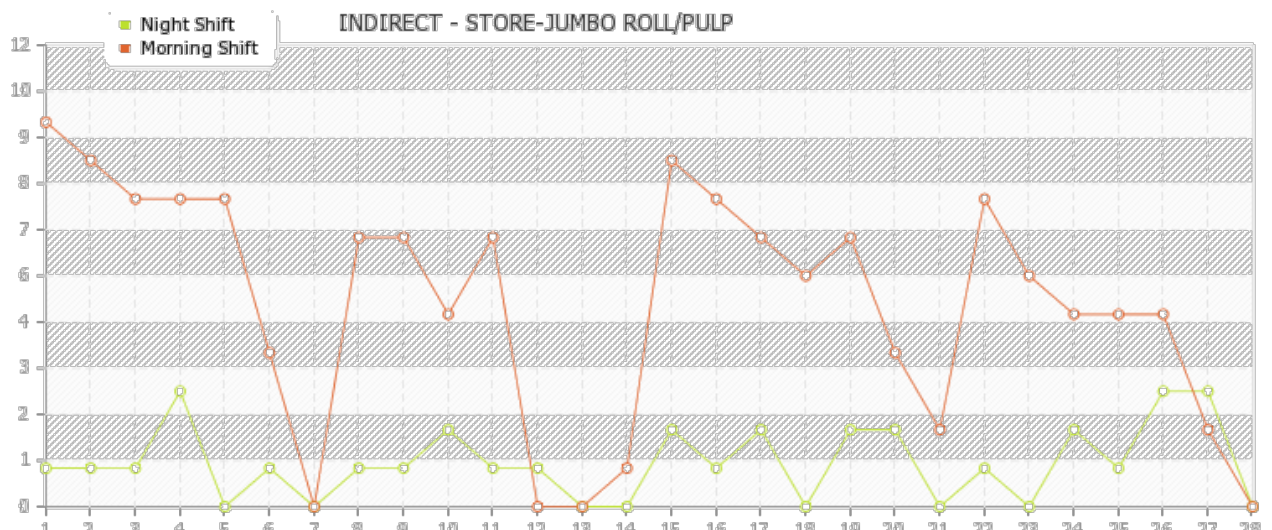
# Monthly Attendance for Subang INDIRECT - HQ WAREHOUSE (LOCAL)



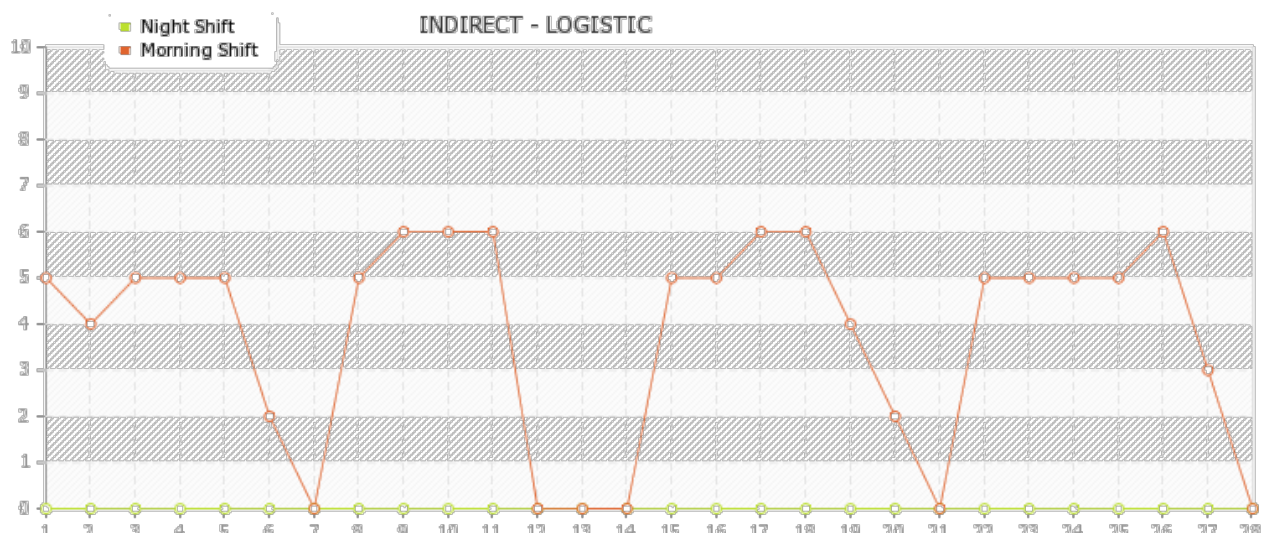
# Monthly Attendance for Subang INDIRECT - HQ WAREHOUSE (EXPORT)



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



## Monthly Attendance for Subang INDIRECT - LOGISTIC



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# SALES & MARKETING (Kookapaper Subang)

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# OUTSOURCE (Kookapaper Subang)

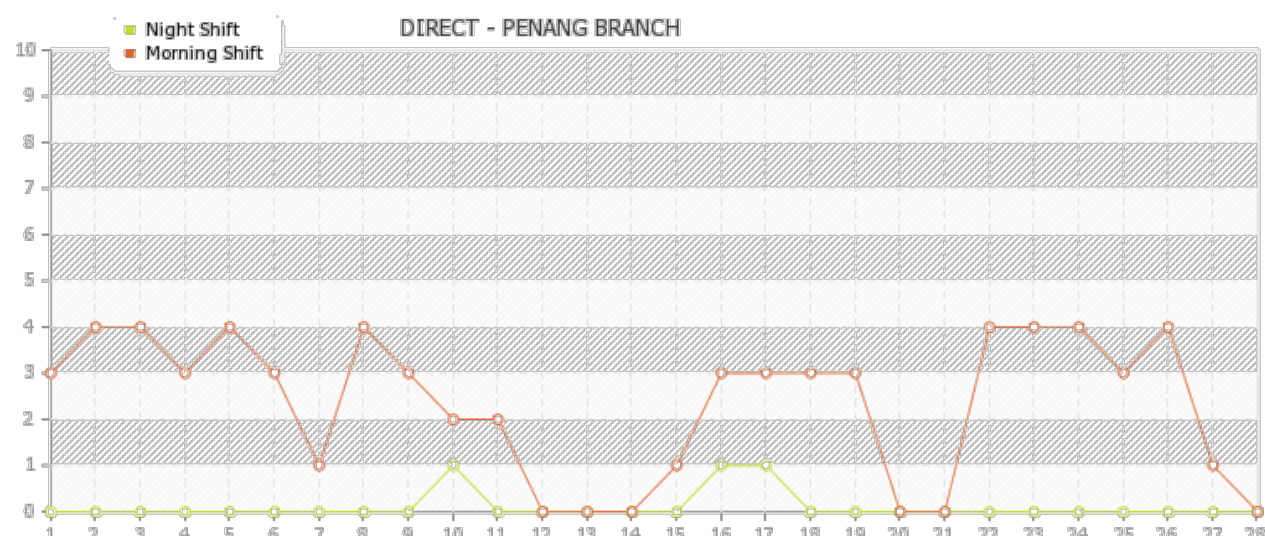
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# ADMIN (Kookapaper Subang)

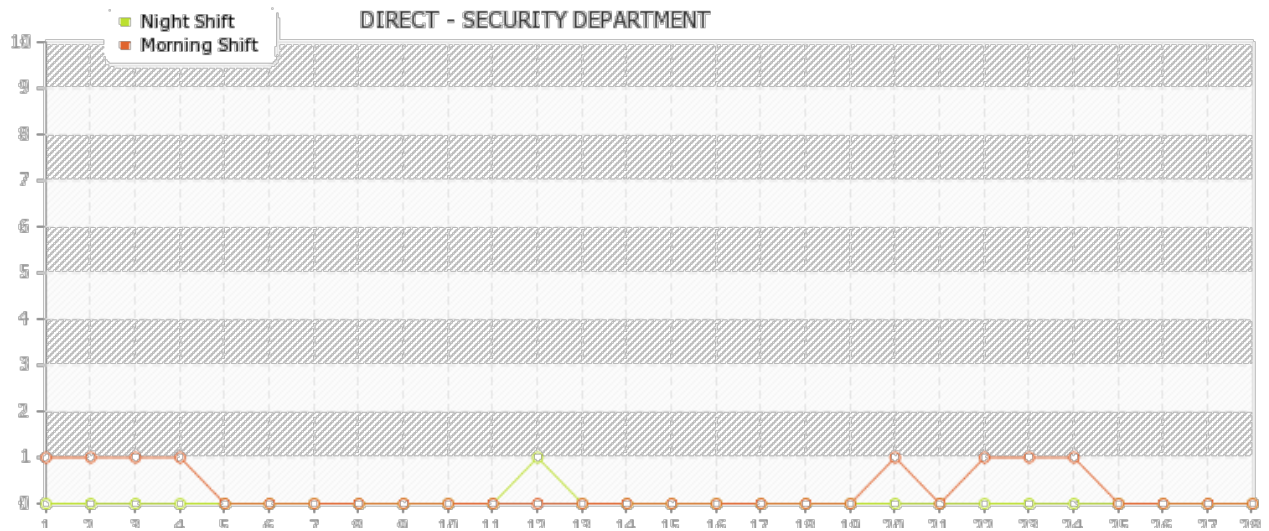
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# DIRECT (Kookapaper Penang)

Monthly Attendance for Penang DIRECT - PENANG BRANCH



Monthly Attendance for Penang DIRECT - SECURITY DEPARTMENT



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**INDIRECT (Kookapaper Penang)**

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**SALES & MARKETING (Kookapaper Penang)**

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**OUTSOURCE (Kookapaper Penang)**

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**ADMIN (Kookapaper Penang)**