



**NEWSLETTER**

1st July - 31st Dec 2021

# A GREAT LIGHT HAS GONE OUT

**BUT YOUR MEMORY  
WILL CONTINUE TO SHINE  
AMONG THE STARS  
AND WITHIN OUR HEARTS**

**FOREVERMORE...**

**RICHARD LING IN KIN  
FOUNDING CHAIRMAN OF  
LINACO GROUP**

**15 OCTOBER 1954 – 3 OCTOBER 2021**





# Commissioning 3 P&L

My dear fellow colleagues,

Thank you for journeying with Linaco especially during our ups and downs, during the pandemic and the recent flood issues that have affected some of our colleagues. I've seen your commitment and our unity as a group.

The challenges we faced are mostly internal. Most of us, if not all of us, having really tough times for the past 20 months. Despite many struggles, we have learnt many lessons in managing our day-to-day life and work. We have learnt the importance of life. So now, with the new perspective of life, how would you want your year 2022 and beyond to move forward? What would be yours?

I would like to leave Three P&L that you can start to think and probably work on it:

- 1. Profit & Loss** – In any businesses, we all know that we need to make money. For us at Linaco, we must make money, and must pay our taxes. Regardless of which are the countries we have established businesses with, we still need to pay taxes. To drive the company to a greater height, Linaco is not proud in the making, we pride ourselves in the giving. Same goes with relationship among each other. Are you willing to deposit more of your Treasure, Time and/or Talent to the people around you? As the saying goes, it is always blessed to give than to receive.
- 2. Passion & Love** – Be passionate with the people. Treat them fairly. Take care of their welfare first. My late-father Richard Ling left with me some words, but the most important was reminding me to Act Justly, Love Mercy and Walk Humbly. I hope these words can bring forth blessings to you as well.
- 3. Purpose & Life** – In business, besides profit, the purpose is for the community at large, or at least I would say, geographically your neighbourhood. You must make a point to see the needs around your area. With such purpose, you will see that every ringgit you make will make the difference and carry deeper meaning because of the many lives you are about to transform because of your willingness to serve.

As my conclusion, I would like to encourage all of us to be optimistic for year 2022 and beyond. Be excited for the challenges ahead. Be united in the journey together. He Who Builds Will Himself Be Built as we want to build a sustainable future for the generations to come. Let us continue to berganding tangan, dalam kasih, dalam satu hati in the group. May God continue to bless all of you, for He is good, all the time, no matter what.

There is **STRENGTH** *families* when ~~we~~ stand **TOGETHER!**

*Bersatu kita teguh,  
Bercerai kita roboh.*

**Shortage of Workers   White Flag Initiative   Flood Relief**



# NEW LOOK!



Local



# NEW PRODUCTS

International



## R & D SHARING

GREAT TASTE BEST VALUE!

### 1. SOY SAUCE

11 Nov 2021

Yuen Chun Superior light soy sauce is in compliance with TN value requirement by MOH.



### 2. KLANG TRADITIONAL HERBAL BROTH

17 Dec 2021

Claypot KLANG new improved formula is sweeter, rounder has a hint of spice aroma.



TRY IT TODAY!

## YEAR END LINACO LUCKY DRAW WINNERS



## YEAR END GIFT EXCHANGE



## MALAYSIA DAY EDITION

attractive rewards for our participants

## Cook-Out Challenge! Congratulations WINNERS



# "SPECIAL Highlights"



Thank you

volunteers!

This was a collective initiative from our colleagues and through their volunteering and dedicating their time from the normal working hours, we were able to pack 4,655 WayBoxes and 500 LifeBoxes between July and December 2021. Together, we can make a difference and achieve greater things!

*Packing and preparing WayBox*

Mr. Tan

(Linaco Food Industries Sdn. Bhd.)

"I am grateful for what I have and helping others at the same time"



## LMBP - COMMUNITY OUTREACH

Batu Pahat, Johor: 400 families and 252 employees from Linaco Manufacturing who were affected by the Covid-19 pandemic received WayBox (Food Aid). This is part of our CSR initiatives to reach and help the communities in Batu Pahat.



LINACO sponsored the school signboard for SK Seri Molek in Senggarang, Johor.



A new signage was contributed to the Police Station in Senggarang by LMBP.

## AUGUST 2021



*White Flag Campaign*

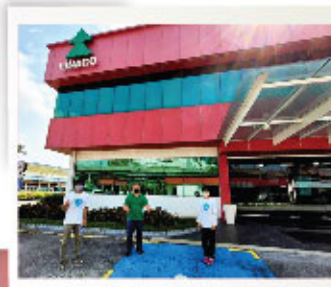
### JULY 2021

#### WHITE FLAG CAMPAIGN

In response to the nationwide White Flag Campaign, colleagues at Linaco raised RM64,480 in less than 24 hours. The funds collected were channelled to TBEF for WayBox, packed with nutritious and energy food items. A total of 600 WayBox were packed within a day.

### NEW NGO PARTNER - WAW VISITS LINACO

On 22 JULY, our CSR Team met our new NGO Partner - What A Waste (WAW) and showed them our premise. WAW is an NGO with a vision to achieve a zero-waste and hunger for Malaysia and all Malaysians through missions like rescuing food surpluses and distribution of meals to people in need. We are set to work alongside WAW and support their causes by providing them a space in our premise for WAW's operation.



### I LOVE MALAYSIA (ILMY) DRINKING WATER DONATED TO FRONTLINERS

10,952 bottles of ILMY Drinking Water were donated to frontliners via our NGO partner, Kembara Kitchen. ILMY Drinking Water are packed in Tetra Prisma Aseptic, the ready-to-drink environmental-friendly packages.



## SEPTEMBER 2021

### NEWLY REVAMPED WEBSITE FOR TBEF!

The website of The Bountiful Eye Foundation (TBEF) now comes with a new look and new features! Do visit the website. You may leave feedback and subscribe to our newsletter from the website.

FOOD AID • EDUCATION • HEALTHCARE



## OCTOBER 2021

### HOUSE OF HOPE, PENANG

We were grateful to be given the opportunity to observe the distribution of LifeBox (Healthcare) and WayBox (Food Aid) during our Monitoring and Evaluation visit to House of Hope, Penang on 27-28 October. We received positive feedbacks on these box initiatives – knowing all these boxes are supporting those families in need.



*House Of Hope*

## NOVEMBER 2021

### LINACO CSR TEAM'S VISITATION TO WAYBOX RECIPIENTS IN JOHOR BAHRU

400 WayBoxes were delivered to communities in need on a monthly basis. On 24-26 November, the CSR team made a trip down South to meet some of the recipients in their homes – getting to know and understand their current conditions so that our outreach can continue to improve and to be more engaging.

Some of the children from the homes received goodies from our Joy of Giving campaign too. Their smiles were priceless and reminded us to keep doing what we do.



### 660 BOTTLES OF COWA OVCO CONVERTED INTO SOAP-MAKING PROJECT

What A Waste and Malaysia Care utilised 660 bottles of COWA Virgin Coconut Oil for a Soap-making Project in conjunction with the celebration of Deepavali. The oil was processed and added with other ingredients to be made into beautiful soaps.



### WAI KIT - THE PRIDE OF BETHESDA HOUSE CARE CENTRE

Tan Wai Kit graduated from the Facilities Maintenance Program in Monfort Boys Town, Shah Alam. Wai Kit is one of the children supported by LINACO at Bethesda House Care Centre in Rawang.

Wai Kit came from a difficult family background and he has received so much love, support and encouragement during his stays at Bethesda, especially from Sister Rosline – the caretaker.

After his completion as an intern at the Malayan Flour Mills Berhad in Lumut, Perak, Wai Kit was employed as permanent staff at this esteemed organisation. He has grown to be independent and able to financially support his mother. We wish Wai Kit all the best in his future endeavours.

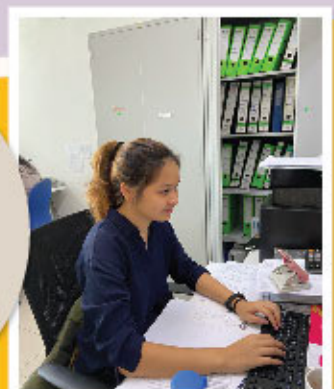


## DECEMBER 2021

### HIGHER EDUCATION FOR STUDENT OF EAC

Rian Lee is one of the 36 children sponsored by LINACO under Dignity for Children Foundation's Empower-A-Child (EAC) Programme. Rian has completed her IGCSE and is currently interning at Dignity's Finance Department. She plans to pursue a Diploma in Accounting after the internship. We are delighted to know that Rian has remained close to Dignity and we are looking forward to seeing her grow and achieve her dream.

*Rian Lee*



*Empower-A-Child Programme*

**LEARNING JOURNEY AND TAKE-AWAYS SHARING BY ELC COORDINATING TEAM**

35 colleagues participated and were inspired by the key leaders sharing.



## Trade Update



## PT KALIMANTAN KELAPA JAYA UPDATES

Commercial run of TBA coconut milk 200ml & TPA 1000ml started on 24 september 2021.

Did you know that Tetra Prisma Aseptic 1000ml is our new packing size.



## Trade Update



## NEW BORN PRINCESSES



**HUA BING & ASHLEY'S**  
7 JULY 2021



**STANLEY'S**  
5 August 2021



**ARIFF'S**  
26 August 2021

## CONGRATULATIONS

*Izzah*  
8<sup>th</sup> September 2021



*Ser May*  
15<sup>th</sup> September 2021

Suhaila + Dehvia  
November 2021

Mr Yong  
August 2021



# What's Next in 2022?

The year 2021 definitely is memorable for many of us because we have gone through so many challenges and achievements at work and also our family or even the people around us but I have to say that most of us done very well because we stayed together we supported each other and most importantly whatever happened to us did not stop us from moving forward and it even made us stronger if you agree with me please give yourself a big hi-five or even scream at the top of your lungs HURRAY and also give yourself a big pat on the shoulder for you have grown wiser and I believe more mature in many approaches in life last but not least I know you'll be panting for breath after this paragraph but hey hey hey that means we are still healthy and alive and that also mean that you still have the means to give and help others who are in need and for me that is all that really matters because we stop giving when we stop breathing.

Jokes aside, I must express my biggest gratitude to all of you for the year 2021. In fact, both 2020 and 2021 felt like it was the same year due to the pandemic. THANK YOU for pulling through the years with the company and for the family of LINACO. I wish I could find the exact, powerful, or bombastic words to write a thank you message, but in reality, it is just so difficult for me to express how I want to thank each and every member of the company through words.

(Here comes the international template for a thank you note :P) Thank you for the support to the management, to your head of departments, to the CEO, to the directors, to the supporting peers, to other related companies. Thank you for the kindness you have shown in helping others, in building each other, in loving your job, and in making sure that everything you do is seamless and perfect. Thank you for remembering the birthdays of your colleagues because it means a lot to them. Thank you for buying each other coffee because you didn't want him or her to snore at work. Thank you for the lunches and dinners because you wanted others to grow fat with you. Thank you for the smiles and hugs you gave to others because they needed it so much at that very moment. Thank you for being around because it is just the beginning of our exciting journey moving into 2022 and beyond.

As the curtains fall for the year 2021, I would like to bring us back to the Vision and Mission of our group. The vision of 'Building a sustainable future for the generations to come', and the mission of L.I.N.A.C.O, for these will be the fundamentals in keeping our corporate heartbeat of 'He Who Builds Will Himself Be Built'. Hold these close to your heart because it was the heartbeat of our late chairman, my father Mr. Richard Ling. Even as I am writing this, I could still see his breathe in these words, and I kid you not, it sends a shiver to my spine. Hold these words to your heart, so you may grow in the right direction, in the right spirit, wherever you are.



So, what's next? What are we expecting in 2022, or beyond? I do not have a crystal ball in front of me, unfortunately. I do not know what the future lies. In fact, I am at times as blind as you are. I do not know when will the next pandemic come or end, I do not know when will someone close to me leave (again), I do not know when I am expecting another flashflood. However, I am very certain that every event in our life happened for a reason. As I connect the dots and tiny footprints behind me, I picked the jewels along the way and that made me look forward for more gems that may be ahead. It is definitely painful when my late father, the founder of our company left us in October 2021. Maybe, 10 years from now, I will find revelation on why it happened at a time like this. Surely, this day will come as we connect the dots in our life.

I still remember the passion and reason I had when I first joined the group. I tell myself every now and then that I will have to continue the love for my job, for the people around me; because that keeps me going. If I spend too much time dwelling in sadness, or toxicity, it will bury my passion for the things I do and the people I love. I encourage you to do the same too. You will not make darkness darker by inducing more darkness, but only through brightness and life, that you will make an impact to the things around. Similarly, through love and compassion, this is where we could eliminate the darkness and toxicity in life.

Lastly, as I have recently preached so frequently to many, is to live each day as if today would be your last day. Love your peers, love your family, and say what you need to at the very moment you have the opportunity. Choose your words wisely. For you will never know if this may be yours, or their last breath with you. If I could ever turn back time, it would not be reviving my late father, but it is to learn these lessons in life much earlier. We will all reach the same destination someday; but making sure that we make the most of our time together is what really matters.

Thank you all for being there. Without us, there will never be us. From the bottom of my heart, wishing all of you, including myself, a greater 2022, a smarter us, and a heart of compassion for each other! I trust that as you journey with us, you will find more jewels that will enrich your heart and soul. God bless us all!

## SOLAR INSTALLATION

Linaco Headquarters on 17 September 2021



**59.50 tons**  
Standard coal saved



**70.66 tons**  
CO<sub>2</sub> avoided



**97 tree**  
Equivalent trees planted



### Tax Allowance:

Capital Allowance Tax Savings (LHDN)

**24%**

Investment Tax Allowance Savings (MIDA)

**24%**

HQ Total Savings: RMI4,000 per month

**70%**

LSI Total Savings: RMI3,000 - RMI4,000 per month

**60%**

## TOTAL CONTAINER (TEU) HANDLING



**INCREASE OF 12.7%**

# 2022

## JANUARY

S	M	T	W	T	F	S
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2	3	4	5	6	7	8
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23	24	25	26	27	28	29
30	31					

## FEBRUARY

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## MARCH

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## APRIL

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## MAY

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## JUNE

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## JULY

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## AUGUST

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## SEPTEMBER

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## OCTOBER

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## NOVEMBER

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## DECEMBER

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31						

### Public Holidays

- 1 Jan New Year
- 18 Jan Thaipusam
- 1-2 Feb Chinese New Year
- 19 Apr Idul Fitri
- 1 May Labour Day
- 3-4 May Hari Raya Puasa
- 4-5 May Weekend Day
- 6 June 59th Yang di-Pertuan Agong's Birthday
- 10 July Hari Raya Qurban
- 30 July Awal Muharram
- 31 Aug National Day
- 16 Sept Malaysia Day
- 29 Oct Birthday of Prophet Muhammad SAW
- 29 Oct Deepavali
- 11 Dec Birthday of the Sultan of Selangor
- 25 Dec Christmas Day

### Linaco's Event

- Virtual Meeting
- HQ/MW & BPNM / Management Briefing
- 10 Jan (MB)
- 11 April
- 7 Feb
- 9 May
- 7 Mar
- 13 June
- Physical Meeting
- HQ/MW / Management Briefing (MB)
- 12 July (MB)
- 11 Oct
- 8 Aug
- 7 Nov
- 12 Sept
- 5 Dec (MB)
- 22 Feb Linaco's 50th Anniversary
- 28 Apr Bida Puasa
- 31 Dec Year End Party

### Engagement Activities (Physical / Virtual)

- 26 April
- 9, 10, 15, 17, 23, 24, 30 June Lunch & Learn
- 2, 9, 23 Sept
- 24 Nov
- 30 Sept - 1.5 hours
- Themed Friday: 30 minutes Zumba / Yoga session (5 - 5.30 pm)
- Team Building (Virtual)
- Team Coaching (Virtual)
- Virtual approach: 6 hours
- \* End Month Friday = Themed Friday\*

### 2022 Weekenders Blended Learning Program (Engaged participants only)

- Jan 7 - Facilitators Training with Dr Jo In
- Jan 21 - Small group discussion (Influence & Encourage)
- Feb 11 - Dr John: Focused practice Live Webinar
- March 18 - Small group discussion (Influence & Encourage)
- Apr 15 - Dr John: Focused practice Live Webinar
- May 20 - Small group discussion (Influence & Encourage)
- Jun 10 - Dr John: Focused practice Live Webinar
- Jul 22 - Small group discussion (Influence & Encourage)
- Aug 15 - Small group discussion (Influence & Encourage)
- Oct 18 - Dr John: Focused practice Live Webinar
- Nov 18 - Small group discussion (Influence & Encourage)
- Dec 15 - Dr John: Focused practice Live Webinar
- Dec 29 - Learning Journey (Half day)
- Nov 25 - Learning Journey (Half day)

### NOTE

\* Subject to change  
 \* Not applicable for Linaco Food Industries Sdn Bhd, Tapakwe Sdn Bhd  
 When a holiday falls on Sunday, the following day will be substituted as a Public Holiday, and if such following day is also a Public Holiday, then the next day following it shall be a Public Holiday



## PAST EVENTS IN 2021



## VIRTUAL

