

# NEWSLETTER

In This Issue:

- 01. 2026 CNY Lion Dance
- 02. 2026 Raya Celebration
- 03. MITI Visit
- 04. 1st Healthy Snack Distribution
- 05. Green Day Poster Contest
- 06. QDOS Health Month
- 07. Human of QDOS

## YEAR OF HORSE: ENERGY, MOMENTUM, AND SUCCESS

The QDOS 2026 Chinese New Year celebration kicked off with an energetic lion dance, filling the space with festive cheer, lively drumbeats, and wishes for good luck and prosperity. The God of Wealth made a special appearance, blessing Qdosians with symbols of success and abundance.

Welcoming the Year of the Horse, the celebration embraced themes of strength, determination, and progress—encouraging everyone to move forward with confidence toward a prosperous year ahead.



## FESTIVE GATHERING: 2026 RAYA CELEBRATION

A meaningful Raya gathering at Qdos marked the end of Ramadan, a month cherished by Muslims worldwide for reflection, gratitude, and devotion. The celebration brought colleagues from diverse backgrounds together, reflecting the true spirit of Hari Raya.

The atmosphere was warm and lively, with everyone enjoying traditional dishes, sharing stories, and exchanging laughter. It was a wonderful occasion that strengthened bonds, fostered unity, and created lasting memories beyond the workplace.



# MITI VISIT – 17 MARCH 2026

YB Tuan Sim Tze Tzin, Deputy Minister of Ministry of Investment, Trade and Industry (MITI), together with representatives from CREST and MIDA Penang, recently visited QDOS for a meaningful engagement.

The visit showcased QDOS's capabilities and fostered discussions on innovation, manufacturing standards, and opportunities for local companies to collaborate with foreign investors.

The delegation gained insights into Malaysia's TVET initiatives, engaging with QDOS employees from TVET backgrounds to better understand their training and career development. QDOS also introduced its Junior Management Trainee Programme (JMP), which nurtures high-potential young talents and prepares them to become future leaders.

The session concluded on a positive note, reinforcing a shared vision for industrial growth and continued collaboration.



## FIRST HEALTHY SNACK DISTRIBUTION

QDOS's first Healthy Snack Distribution was successfully held on 12 March (PGP) and 13 March 2026 (BKP).

We're encouraged by the positive response and hope this initiative continues to support health and wellness in the workplace—bringing a little extra energy to your day.

Thank you to everyone who participated, and to the volunteers for their support in packing and distribution. Together, we're taking meaningful steps toward a healthier workplace.



**QDOS**

*We care for you!*

**We're happy to hear from you:**



Qdos Newsletter Team  
Email: [newsletter@qdos.com.my](mailto:newsletter@qdos.com.my)

# GREEN DAY POSTER CONTEST 2026

## PGP Winner:

- 1<sup>st</sup> Samini (QP5390)
- 2<sup>nd</sup> Ugal (QP5257F)
- 3<sup>rd</sup> Adek (QP4664F)

## BKP Winner:

- 1<sup>st</sup> Jif Wei (QI0098)
- 2<sup>nd</sup> Nadihaa (QI0647)
- 3<sup>rd</sup> Norshakinah (QI0517)



## QDOS HEALTH MONTH 2026

QDOS Health Month, taking place **this July**, is a meaningful initiative focused on promoting employee well-being. A range of activities will be organised throughout the month to encourage healthier lifestyles, including:

- Fitness challenges
- Health screening
- Wellness talk
- Blood donation campaign
- Healthy snack distribution

Employees will have the opportunity to learn, participate, and support one another in building better habits. The programme aims to bring colleagues together in a positive environment while fostering a healthier, more energised workplace.

Stay tuned!



## QDOS HEALTH MONTH 2026

Employee Health Screening & Wellness Talk

### HEALTH CHECK-UP



### WELLNESS TALK



8th July 2026 - BKP  
15th July 2026 - PGP

9AM - 1PM | Training Room - BKP  
Conference Room - PGP

INDIRECT EMPLOYEES ONLY

REGISTER TO JOIN!



Health Check Up - Limited to 100 pax per site  
Wellness Talk - Limited to 50 pax per site  
First come, First served!

# Human of QDOS

## Guiding People, Build Culture, Driving Results.



Mr Ang Toon Yoon

### A Conversation with Our VP of IC Substrate Operations

#### How do you support and guide team members in their professional?

At QDOS, we invest in our people through structured development platforms such as Development Day, group coaching, and individualized mentoring. We believe growth is a shared responsibility, driven by both organizational support and individual commitment.

#### SUPPORT & DEVELOPMENT



We invest in growth through:

- Development Day
- Group Coaching
- 1-on-1 Mentoring

Growth requires commitment.

#### OUR MENTORING APPROACH



##### UNDERSTAND

Listen deeply to their challenges and feelings.



##### GUIDE

Provide clear direction and possible solutions.



##### ACT

Drive action with commitment and remove roadblocks.

#### TEAM CULTURE



Culture is non-negotiable.

Like traffic rules—understand it, practice it, live it.

#### HANDLING CONFLICT



Align on shared goals.

Use data, not opinions.

Clarity removes conflict.

#### CONTINUOUS IMPROVEMENT



- Set bold goals
- Encourage experimentation
- Raise the bar

Strive for the next level.

#### CHALLENGES TO AVOID



No blame culture



No excuses



No decisions without data

Focus on solutions and results.

#### ONE THING TO REMEMBER



### Culture is like TRAFFIC RULES.



No matter where you come from, once you're at QDOS, you are obligated to understand, practice and champion our values.

**BE THE CULTURE. LIVE THE VALUES.**

**THAT'S HOW WE WIN TOGETHER.**