Insight!



www.mprlexp.com MPRL E&P Newsletter 23 December 2022



More Stories

Chief Executive's New Year Message

New Year Message 5

MPRL E&P Holds PLA Training for Community Volunteers

News

11



Driving Employee Development One Course at a Time

Employee Spotlight

13



Timeless Elegance: The Right Clothes Send the Right Message

Feature

14



Clear as Mud?

Feature



16

Building New Vegetable Value Chains in Mann Field Communities

Feature





Inside Southern California's Hidden Gem of Art, Gardens, and Books

Travelogue



Insight!

Insight! is owned by MPRL E&P Pte Ltd. The title Insight! in English, its associated logos and the contents of this publication may not be reproduced in whole or in part without the written consent of MPRL E&P Pte Ltd.

Editor

Hnin Wynt Zaw hnin.w.zaw@mprlexp.com

Assistant Editors

Moe Thu Zar Soe moe.tz.soe@mprlexp.com

Pyae Pyae Phyo pyae.p.phyo@mprlexp.com

Layout Design

Win Htun Aung, Design Team win.t.aung@mprlexp.com

MPRL E&P Pte Ltd. **CSR & Communications Department**

623 Pyay Road, Kamayut Township 11041 Yangon, Union of Myanmar

: (95-1) 230 7733 : (95-1) 230 7744 Facebook: www.facebook.com/mprlep : mprlstaff@mprlexp.com

Website: www.mprlexp.com



From the Desk of the Editor

Dear Readers,

There is no excitement bigger than a festive spirit that brings together friends, families, and colleagues as we close out the year with holiday warmth and cheer. 2022 has taught us to keep our resilience and motivation intact and to keep going no matter what hurdles we face. We overcame many difficulties and inconveniences with teamwork, hard work, and great work. Nothing pleases me more than seeing the team come together and celebrate our triumphs together, for I know what it takes to find solutions in a creative and challenging way due to the current socio-political climate. Nevertheless, we did not lose strength or motivation, we kept on fighting for this is who we are and this is what we have done in the past. As we embark on a new year, we will keep doing what we do best - bounce back and come out stronger than ever.

44 Alone we can do so little; together we can do so much ⁹⁹ — Helen Keller

To represent who we are as a company, this issue, our celebration begins with a cover photo of our corporate office, Vantage Tower, which signifies unity and strength, our penchant for all things resilience and growth. Let this be a reminder of who we are, what we have accomplished together, and what we have endured together during the hard times. As the year comes to a close, don't forget to be thankful for each other, and most importantly, don't forget to rest in thankfulness for all that we have accomplished together.

Inside this December issue, we have articles that showcase our CSR activities in Mann Field Communities with two programs launched. The first-ever value-chain products from locally grown tomatoes that are cultivated by local smallholder farmers. The acreage and farmers have grown steadily since the initial launch of the Horticulture Training initiated by the MPRL E&P's CSR Team. It is truly amazing to witness the excitement and joy of these local women entrepreneurs who take great

pride in their creations from scratch. Not only do these women feel empowered, but their knowledge and skillsets have also expanded during these difficult times. Another launch is the Online English Learning Program in Mann Field Communities. This program is supported by mangoSTEEMS Myanmar, a member of iGroup, a global organization whose vision is "to empower every child with the knowledge and skills to succeed and excel in the 21st century and beyond". On behalf of MPRL E&P, I am pleased to see such a collaboration that fosters educational development through digital platforms and implementing this program for the underserved communities in Mann Field has to be one of the most exciting milestones for the community. Opportunities like these must be cherished and further endorsed and developed because not only do they contribute to the community's livelihood but also, each and every child's future.

This issue also brings together the recipients across MPRL E&P Group of Companies who received Service Years Awards. Congratulations to the awardees for their long-term dedication, contributions, and hard work! Not far behind are the many events that were successfully held to celebrate our traditions as a Myanmar-led company in addition to a few insightful articles from our technical contributors.

As we call the year to a wrap, I would like to send our team's holiday cheer to all our contributors, readers, and to everyone who has and have been associated with this newsletter. I hope that this Holiday break is the perfect opportunity to appreciate the blessings we have in the present moment. Wishing you a safe and merry festive New Year!■

Cheers, Hnin W. Zaw





Your Opinion: Power of Self-Reflection



Thant Zin Aung Geoscientist Geoscience Department

Self-reflection is similar to looking at yourself in a mirror and describing everything about yourself, which involves qualities and traits that can't be seen in the mirror. Self-reflection or personal reflection is a mental practice that you use to reflect or evaluate your values, thoughts, feelings,

behaviors, attitudes, motivation, and desires and how they impact you and those around you. It brings perspective to our lives.

Self-reflection is a constant necessity for those who want to be successful in the long term and thus, want to improve themselves. Successful people are constantly self-reflecting and self-examining by questioning: What did I do yesterday that benefited me? Did I manage my time wisely? Am I spending all my time at work and neglecting my family and loved ones? How can I improve my skillset and professional growth at my current job? What is demotivating me? Are my goals still valid? Am I still headed in the right direction in life? These are some of the common questions we ask ourselves when exercising this practice of self-awareness, why it happened, and how to prevent the same mistakes from happening again is really what it means.

When you review yourself, you need to be free from your ego. If you are obsessed with believing that everything you are doing is true and correct, you will never be able to see the truth and mistakes will be hard to fix or improve upon. It is important that you acknowledge your mistakes and remember why these mistakes happen.

We will always make mistakes, it is hard to just be right and say, I have not done anything wrong in my life. We live in a fast-paced world and we experience many difficulties, and during the period of overcoming these hurdles, it is easy to make mistakes. With self-reflection, you are able to minimize potential mistakes or repeat the same old mistakes. Further, self-reflection can distinguish between your mistakes and the right decisions, you can take lessons-learned and improve yourself and leave those "bad" behaviors or thinking behind and move on and fix yourself so that your vision is clearer.

Self-reflection is a great tool that can help us learn more about ourselves in a deep and intimate way, both in our personal and professional journeys. The process can help us better understand our beliefs and behaviors, and that can contribute to bettering ourselves which can lead to producing productive results overall. We just become better human beings just by exercising self-reflection and those who change themselves will end up with bigger self-confidence, self-respect, and self-love.



Hsu Myat Yee Jr. HR Coordinator Human Resources Department

The way I understand self-reflection is simple. It is the awareness of our own thoughts, emotions, feelings, and actions by evaluating ourselves to get to know our inner selves better. Once we know who we are as a person, we can better understand our end results, and improve

ourselves to become better.

I have a habit of speaking my mind without thinking first, and without hurting other people's feelings. Now I am teaching myself to be more aware of others and think first before speaking. This is the first step of self-reflection, you go back to the times when you were in the same situation and how you ended up with mistakes and change things around this time around to avoid the same results. For example, there was a time when the receiver got upset with me because of what I said, and I got frustrated because I thought I was right. It took me some time to realize that I was wrong. I learned through self-reflection that if only I had known what kind of a person I truly am, and the way I communicated recklessly without thinking much of others or how my words would transpire, there would be no conflict between me and the receiver. Since then, I try to be more self-aware and change myself to think first before speaking and to be more sensitive to other people's feelings.

We need to accept ourselves first for who we are as a person for this is the first step in the self-reflection process. We need to accept both positive and negative traits of ourselves. If you did a good thing, you need to accept that you are a good person and if you did a bad thing, you need to accept that you are wrong and need to change your ways. It is important that you are honest with yourself during this practice. Give yourself ample time for self-reflection in a nice, quiet place, and try meditating to stay focused on the questions of self-reflection. You will realize your strengths and weaknesses which can benefit you in reaching your goals. The key thing is that you learn from your past experiences (mistakes) and transform yourself into a better version.

Self-reflection is one of the best ways for personal growth, for building better relationships with others, and helps you make better decisions in life. I would like to encourage everyone to start a daily self-reflection routine — it can be done easily; walking, sitting in a chair or writing is an excellent way to practice this habit.

The unexamined life is not worth living ?? — Socrates

Congratulations to the Outstanding HSE Best Performance and Quality CARE Card Awardees

Moe Thu Zar Soe

MPRL E&P is committed to continuously improving its Occupational Health & Safety (OHS) performance. We strive to embed a "Safety First" culture that is consistent with our fundamental goals: Zero Work-related Incidents, No Harm to People, and Compliance with all Applicable OHS Legislation and Regulations.

MPRL E&P's HSE Department has launched the Outstanding HSE Best Performance Awards, aimed at recognizing the contributions of individuals for their roles in improving MPRL E&P's overall HSE performance. We would like to congratulate the five awardees from Field Operations Team, U Aung Aung Phyo, U Thaw Zin Shein, U Kyaw San Lin-1, U Ah Mai, and U Thein Tan, on achieving the Outstanding HSE Performance Awards for the month of July, August and September 2022.



Furthermore, congratulations to the three winners, U Banyar Myo Tin, U Kyi Tun, and Daw Thal Sandy Tun for the Quality CARE Card Awards for the second quarter of the Fiscal Year 2022-2023. This program is created to expand the existing internal HSE practices and promote concern, action, reinforcement, and encouragement within the company. We look forward to continuing our collaborative safety approach and working together to reduce all possible HSE exposures and hazards at all our offices across the country.



MPRL E&P Group of Companies celebrated Kahtain Donation Ceremony at Naung Taw Gyi Monastery, Zoke Thoke Village on 13 October 2022



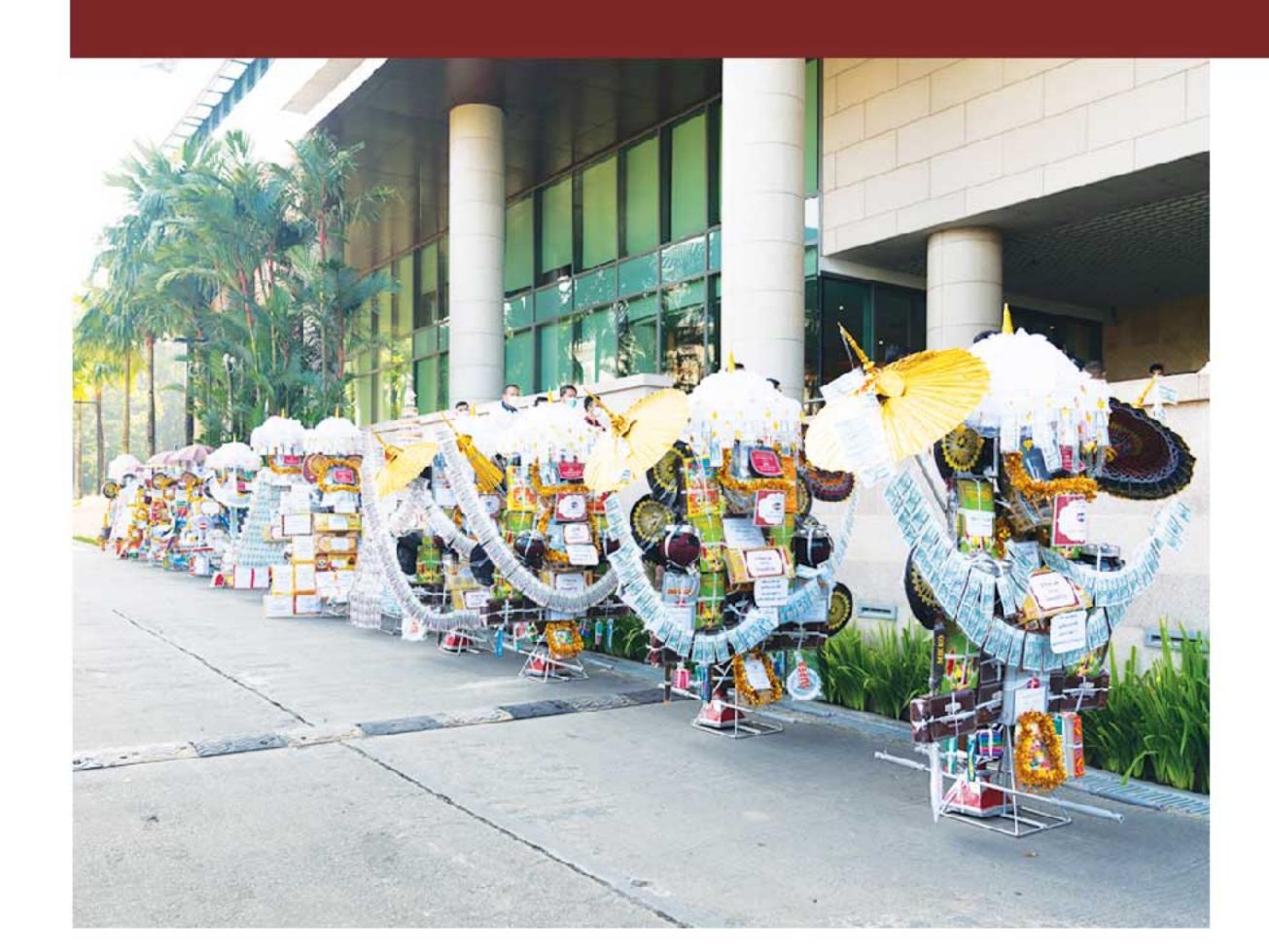








MPRL E&P Group of Companies celebrated its 8th Annual Kahtain Donation Ceremony at Moe Goke Monastery on 05 November 2022



















Happy New Year to you all!

As MPRL E&P takes a step back at the end of another year, I would like to take this opportunity to thank you all for your part in the journey with peculiar challenges and uncertainties.

2022 has been a challenging year for us. Starting with coronavirus still affecting us in many ways for which we are now very well equipped in managing the spread within our professional communities. I am pleased to see that our health and safety protocols along with the staff's collaboration on getting the vaccines and booster shots have strengthened us as a community to fight against the spread of COVID-19 and its circulating variants. We will continue to find ways to reduce the negative impacts of COVID-19 on our community, near and far, and I encourage you to continue supporting each other through this pandemic as we learn to adapt to the new normalcy. On behalf of our HSE Team, I would like to remind you to keep adhering to WHO protocols and stay up to date with the coronavirus news.

The volatile socio-political climate also contributed to our journey in which we had to find ways to solve matters strategically and efficiently, particularly on logistical, financial, and operational fronts. The drop in oil price in 2020 along with the down-time of our operations in Mann Field forced us to reshuffle our business goals and partnerships. Nevertheless, I am proud to see our collaborative efforts in taking numerous concrete actions to find diverse solutions to these pressing matters by leveraging and optimizing our capabilities, resources, and strong workforce. This would not be possible without the teamwork of our partners and employees across the Group of Companies, whom I thank sincerely.

In a time like this, we have strived to maintain our focus on our long-term goal of providing our country with a sustainable source of energy despite the many hurdles we face on a daily basis. We challenged ourselves to push through these changing circumstances with grace, resilience, and positivity. In those exceptional circumstances, we managed to achieve two years without Loss Time Accident (LTA) at our operational site. Further, our Community Investment Initiatives continued to roll

out with community infrastructure and livelihood developments, including Mobile Clinic extensions in Mann Field Communities to support various medical needs during the

pandemic. This year, we actively conducted health and safety training and knowledge-sharing sessions via video-conferencing to strengthen our awareness and knowledge. We also took advantage of this downtime to focus on staff development;

we resumed our e-learning programs and partnered with the Asian Institute of Technology (AIT) for a Professional Master's Program which is tailored to give our staff the opportunity to develop and strengthen their personal and professional skills. Our commitment to employee and community development remain consistent during MPRL E&P's restructuring process as we concluded the year with Service Years Awards, recognizing our people's hard work, commitment, dedication, and perseverance.

We have experienced and overcome many challenges as a group for the last two years. Yet, as a company, we moved forward in the midst of this ongoing crisis on the home front as well as globally. I am confident that we will continue to do so while keeping our long-term vision intact, ensuring the sustainability

of our growth in the industry. Our vision shall always remain steady—we have to do the right thing for our youth and many generations after them.

May all our efforts be more fruitful in the New Year!

U Moe Myint
Chairman and Chief Executive Officer
MPRL E&P Group of Companies

What We Need to Know about Long COVID

Dr. Kyaw Ye Htut

What is Long COVID?

According to the Oxford Dictionary, it is a syndrome characterized by the persistence or development of symptoms attributed to COVID-19 (typically including extreme fatigue, breathlessness, and muscle weakness) more than twelve weeks after the initial infection. Other terms for long COVID are post-COVID conditions (PCC), long-haul COVID, post-acute COVID-19, chronic COVID, and post-acute sequelae of SARS-CoV-2 infection (PASC).

Most people who have been infected with the coronavirus fully recover, however, 10%-20% of people experience a variety of mid and long-term effects (the lingering symptoms of long COVID) after they recover from their initial illness. Some studies show that many patients with long COVID have been unable to return to work six months after infection. In fact, most long COVID patients also need longer hospitalization and prolonged medical check-ups.

It can happen to anyone, whether you are healthy or have underlying health conditions. Post-COVID conditions are found more often in people who had severe COVID-19 illness, but anyone who has been infected with the virus that causes COVID-19 can experience post-COVID conditions, even people who had a mild illness or no symptoms from COVID-19. People who are not vaccinated against COVID-19 and become infected might also be at higher risk of developing post-COVID conditions compared to people who were vaccinated and had breakthrough infections. While most people with post-COVID conditions have evidence of infection or COVID-19 illness, in some cases, a person with post-COVID conditions may not have tested positive for the virus or known they were infected.

Medical experts still don't know why people get long COVID but research continues on that. People who experience long COVID most commonly report:

General symptoms

- Tiredness or fatigue that interferes with daily life
- Symptoms that get worse after physical or mental effort (also known as "post-exertional malaise")
- Fever

Respiratory and heart symptoms

- Difficulty breathing or shortness of breath
- Cough
- Chest pain
- Fast-beating or pounding heart (also known as heart palpitations)

Neurological symptoms

- Difficulty thinking or concentrating (sometimes referred to as "brain fog")
- Headache
- Sleep problems

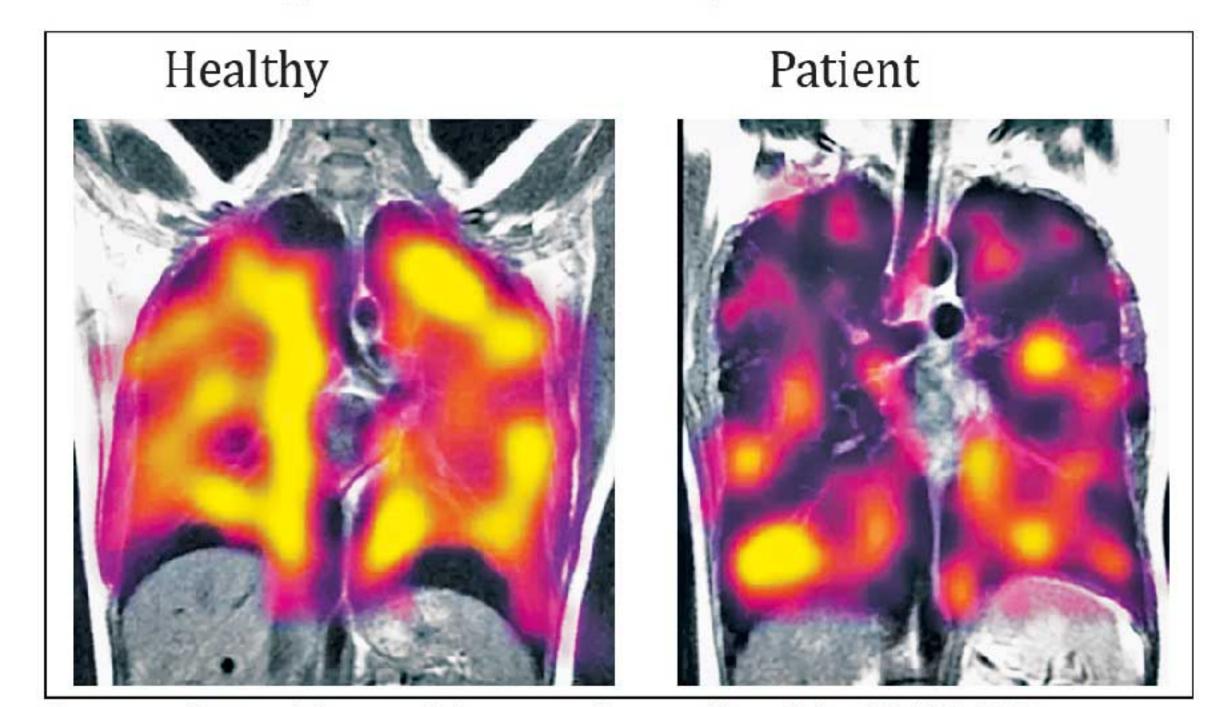
- Dizziness when you stand up (lightheadedness)
- Pins-and-needles feelings
- Change in smell or taste
- Depression or anxiety

Digestive symptoms

- Diarrhea
- Stomach pain

Other symptoms

- Joint or muscle pain
- Rash
- Changes in menstrual cycles



Source: http://www.bbc.com/news/health-60154398

The larger areas of darkness on patients' Xenon scans could represent lung abnormalities

Long-term Complications of COVID-19

Although the exact mechanisms responsible for long-term complications of COVID-19 infection remain unknown, there are a number of pathophysiological mechanisms of the virus that may account for these longer-term complications and sequelae. Possible pathophysiological mechanisms may include:

- Direct viral tissue damage
- The entry receptor for SARS-CoV-2
- Angiotensin-converting enzyme 2 (ACE2)

Health Conditions

Some people, especially those who had severe COVID-19, experience multi-organ effects or auto-immune conditions with symptoms lasting weeks or months after COVID-19 illness. It is difficult to determine whether these health problems are caused by a severe illness, the virus itself, or a combination of both.

People More Likely to Develop Long COVID

Studies have shown that some groups of people may be affected more by post-COVID conditions. These are examples and not a comprehensive list of people or groups who might be more at risk than other groups for developing post-COVID conditions:

- People who have experienced more severe COVID-19 illness, especially those who were hospitalized or needed intensive care.
- People who had underlying health conditions prior to COVID-19.
- People who did not get a COVID-19 vaccine.
- People who experience multisystem inflammatory syndrome (MIS) during or after COVID-19 illness.

Physical Examination and Vital Signs

Post-COVID conditions involve multiple organ systems, thus a thorough physical examination should be completed. In addition to standard vital signs (i.e., blood pressure, heart rate, respiratory rate, pulse oximetry, body temperature, Chest X-ray) and body mass index.

These and other measures can also be found in the health measures toolbox and the American Academy of Physical Medicine & Rehabilitation's functional

Basic diagnostic laboratory testing to consider for patients with post-COVID conditions

Category	Laboratory Test
Blood count, electrolytes, and renal function	Complete blood count with possible iron studies to follow, basic metabolic panel, urinalysis
Liver function	Liver function tests or complete metabolic panel
Inflammatory markers	C-reactive protein, erythrocyte sedimentation rate, ferritin
Thyroid function	TSH and free T4
Vitamin deficiencies	Vitamin D and B12

Specialized diagnostic laboratory testing to consider for patients with post-COVID conditions

Category	Laboratory Test		
Rheumatological conditions	Antinuclear antibody, rheumatoid factor, anti-cyclic citrullinated peptide, anti-cardiolipin, and creatine phosphokinase		
Coagulation disorders	D-dimer, fibrinogen		
Myocardial injury	Troponin		
Differentiate symptoms of cardiac versus pul- monary origin	B-type natriuretic peptide		

MPRL E&P Rolls Out its Fifth Environmental Monitoring Report

Han Myo Aung



MPRL E&P successfully published its Fifth Environmental Monitoring Report (EMoR) in October of this year for the Enhanced Oil Recovery (EOR) Program in Mann Field. As an upstream energy company, we understand that there are possible environmental impacts of onshore and offshore oil & gas operations and as a responsible business operator, we make sure that our monitoring program is firmly implemented with clear objectives defined. Further, MPRL E&P ensures compliance with local laws and regulations while mitigating, managing, and resolving potential or realized negative impacts on the environment.

In 2019, MPRL E&P initiated a Redevelopment and Enhanced Oil Recovery (EOR) Program in Mann Field, the second-best oil-producing onshore asset in Myanmar. That said, Mann Field is considered an upgraded or reformed project and is the first onshore EOR project that received an Environmental Compliance Certificate (ECC) from the Ministry of Natural Resources and Environmental Conservation (MONREC) in March 2019. Thus, MPRL E&P conducts business to the highest ethics, legitimacy, and transparency standards, guided by a clear sense of social and environmental responsibility.

As per commitments specified in the ECC, we submit our EMoR every six months with the first report enacted in October 2019, the second in April 2020, and the third in October 2020. The fourth report was only submitted in April 2022 due to the COVID-19 pandemic and socio-political conditions in Myanmar. The latest fifth EMoR was sent to Environmental Conservation Department (ECD) through MOGE on 27 October 2022 covering regular monitoring activities inclusive of social management activities and performance in Mann Field, for the period of April 2022 to September 2022. Further, the report also covers the commitments made in the Environmental Impact Assessment (EIA) Report, the progress updates on the implementations as per the Environmental Management Plan (EMP) along with the difficulties encountered while implementing EMPs, a summary of accidents and/or incidents related to the Occupational Health & Safety and lastly, a summary of complaints and raised grievances from the local communities through our Operational Grievance Mechanism (OGM).

The recent COVID-19 variants outbreak and ongoing political instability have resulted in security concerns and some travel restrictions within the country, thus having to postpone our third-party Environmental Monitoring Survey Plan that accesses noise and quality for air, surface water, groundwater, and soil. Nevertheless, we submitted the notification letter to Regional ECD in Magway and carried on with our self-monitoring activities that included assessment of the drinking water quality, discharged

water from the base camp, domestic water from the down-hole and mechanical workshops, hydro-test water from the warehouse, and lastly, the tube well water quality near the Injection Well.

We ensure that our reports are carefully curated with data, photos, and captions and highlight our HSE achievements and CSR performances on top of the environmental management and monitoring activities. In August 2022, as an HSE achievement, the Mann Field Production Enhancement Project achieved "Two Years without Lost Time Accident (LTA)". During these six months, in terms of reactive performance, there were no lost-time accidents occurred, and as a proactive performance, the Field Team received 4,919 CARE Cards exceeding our targeted quantity of 3,600 per year. As an awareness training, MPRL E&P's HSE Team also conducted a total of 3,900 training hours on various HSE-related topics.

Secondly, under the EMP, we presented eight sub-plans and their implementations in detail. In

regards to the implementation of the Waste Management Plan, we stated the conditions of the sludge composition test (produced sand and wet sludge) made at the Golden DOWA Ecosystem Lab, and further discussed preparations for further disposal of hazardous waste. As for the Decommissioning Plan, we explained the responsibility of the operator role in our Mann Field operation site with reference to the terms and conditions in our Performance Compensation Contract (PCC) and Article 109 (C) of the EIA Procedure.

Thirdly, in regards to the Produced Water Management in Mann Field to minimize the environmental impact of Zero Discharge, MPRL E&P is undertaking to inject all 100% produced water into the shut-in wells by using injection pumps to meet the guidelines stated in NEQEG (Onshore Oil and Gas Development), all of which were shown under our monitoring survey and activities.

In the community sustainability sector, over the course of the first six months, MPRL E&P's CSR Team implemented several strategic community investment initiatives: Community Infrastructure Development, Community Livelihood Development, Educational Partnership Program, Community Healthcare Program, Community-led Waste Management Program, Stakeholder Engagement, Corporate Philanthropy, and Operational Grievance Mechanism.

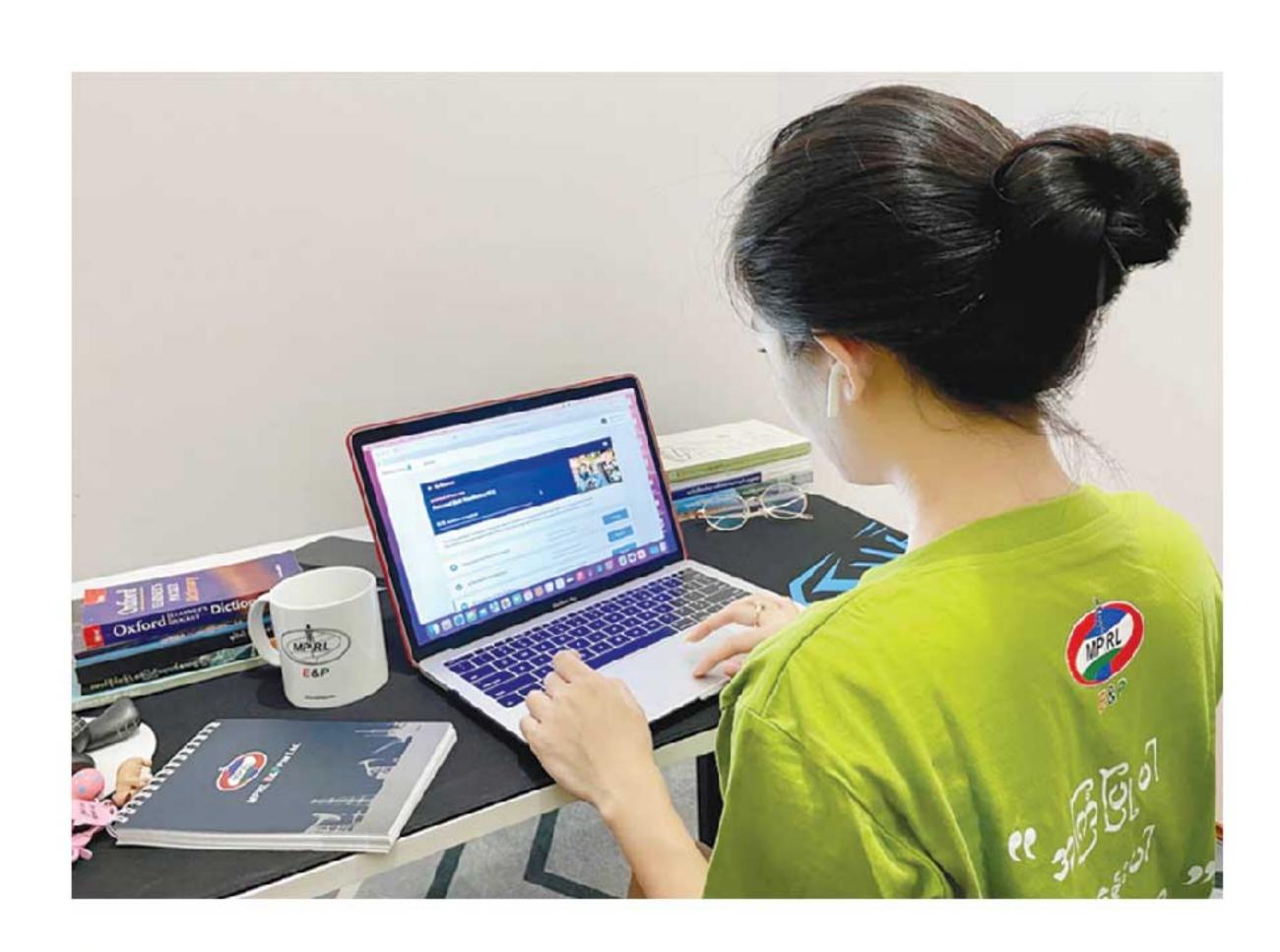
This Fifth Environmental Monitoring Report comprises 12 sections with 215 pages. It was prepared not only by our HSE Team but also, with the help and contribution of other departments by providing the needed data and photos. We are grateful for their valuable input and thorough review of the information during the development of the report. A hard copy of the report was submitted to ECD and MOGE on 27 August 2022. We have also uploaded our fifth report onto our website for public viewing. For the upcoming reports, we hope that we will be able to resume our third-party environmental monitoring survey for air, water, and soil quality if conditions permit.



Knowledge Sharing Session on Waste Management System in Mann Field

MPRL E&P Empowers Employees to Enhance English Proficiency Skills with E-learning Program

Pyae Pyae Phyo



English is one of the most widely spoken and written languages in the world. To stay competitive in today's workplace, having strong English proficiency skills is a must for employees, it is also a gateway to personal and professional growth and better career opportunities.

MPRL E&P, as a business that always values employee empowerment, introduced an e-learning program called Rosetta Stone online platform. This pilot project was initiated by the Human Resources (HR) Department as part of the Learning and Development Program. In October 2022, the first learning event was held with a group of staff

learners, and it was a success. The key purpose was to enhance the English proficiency skills of the employees and maintain a continuous learning culture at work.

Before the official launch, the HR Team made a few preparatory steps needed to get this online program rolling. It included the program announcement to all staff, receipt of the proposed learners' list, approval of the program from the Senior Executive Management, learner placement tests, and provision of user training and orientation. On 01 October 2022, a total of 36 employees – 20 from the Mann Field Office (MFO) and 16 from the Yangon Office (MYO) began their one-year learning journey using the online Rosetta Stone platform. Employees can easily learn and improve their English language skills using both the website and mobile application whenever there is internet access. The users can also download the lessons to study in offline mode, making it more efficient and convenient.

After a one-month learning period, the HR Team conducted team meetings with staff learners to hear their honest reviews and frank feedback on the program, course design, learning experiences,

and suggestions for the program's progress. In the meetings, most of the learners provided positive feedback and satisfaction with the program, learning progress, and course updates on their learning paces. Some suggested the further improvement of some technical errors during their speaking practices. The program will last 12 months with quarterly tests and there will be a first quarterly test at the end of December.

Program Brief Story - Rosetta Stone has many language programs and also language-level assessment tests to evaluate proficiency level. It is digital content developed by language experts combined with human instructors who engage learners in real-world conversation. Learner progress and engagement are encouraged, assessed, and improved through usage, proficiency, progress reports, mobile support, virtual online instruction, testing, and placement. Rosetta Stone Foundations use everyday content, and it is ideal for learners who are starting to learn the English language. Rosetta Stone Fluency Builder offers a large variety of topics for learners to engage in the content that will help them succeed in a working environment. ■

More information can be found online at www.rosettastone.com.

Online English Learning Program Launched for Children in Mann Field Communities

Pyae Pyae Phyo



Nowadays, digital technology plays an essential role in the development of basic education and knowledge through formal education or non-formal education programs, and it can also help close the education gap between rural and urban communities. Yet, digital transformation in the communities can reach success in a wider new environment.

In the third quarter of the Fiscal Year 2022-2023, MPRL E&P successfully launched the "Online English Learning Program" as a pilot project for the education development of primary school students in Mann Field Communities. In September 2022, the CSR Team coordinated with mangoSTEEMS Myanmar, which is a member of iGroup (Asia Pacific) Limited, a multinational organization with more than 30 years of expertise in the knowledge management and education industry.

The strategic collaboration offers and supports the children in Mann Field with new learning experiences through mangoSTEEMS Universe (MSU) online learning platform. They also received the iGroup's donation of the one-year subscription fee for the MSU learning package of the school children, free of charge. The Online English Learning Program is intended to help young students to learn the English language from the basics and to engage digitally in learning practices.

Before launching the learning program, mangoS-TEEMS Myanmar delivered the Training of Trainers (ToT) sessions for the two Community-based Education Facilitators so that they would be familiar with the MSU platform and the program lessons. The program initially started with 17 community students, aged 10 and below, receiving the





two-week basic computer skills training provided by the Community-based Education Facilitators at Aye Mya Community Center from 24 October 2022 to 06 November 2022. Among them, a total of 15 students have been recruited and enrolled in the Online English Learning Program, and each of the five students from Grade 2, 3, and 4 classes began their online class on 07 November 2022.

In the initial stage of the program, MPRL E&P's CSR Program provided five laptops for five students per online training session. The CSR Team will be monitoring the training progress regularly to ensure the quality and success of this online learning program in hopes that the program can be further extended to other host communities around Mann Field in the near future.

Mid-Year Reflection Workshop: Embrace Changes and Make Plans for the Future

Zin Mon



The business impacts of COVID-19 have significantly affected many sectors in countries around the world. But not all industries suffer the same, some sectors thrive during the pandemic like online education, healthcare, public service, and e-commerce, whereas, some sectors like hospitality and tourism have been impacted most by COVID-19. The oil and gas industry happened to be one of the hard-hit sectors; since the onset of the pandemic, both the demand and supply have altered. There have been many outbreaks like SARS and the swine flu but their economic effect did not impact the oil and gas sector on this level. And to predict if the oil prices will return to their pre-pandemic levels is difficult. Amidst all these uncertainties and challenges, we are learning to adapt to the new normal while the pandemic teaches us to stay resilient and defiant. The question is, are we doing it right?

To further reflect on the energy sector, it can be observed that the pandemic significantly affected energy prices ranging from crude oil to other various refined petro products like retail gasoline. Not to forget, the Russian invasion of Ukraine played a key role in higher oil prices and the supply-demand chain. Industry experts are forecasting a global oil oversupply in the near future and yet, we cannot forget the push to achieve carbon neutrality by 2050, all of which play a part in the energy outlook. Adaptation to the changes will not be enough to go with the flow - in the long run, we need to implement a sustainable strategy including flexible planning, practical corporate goals, a capable workforce, uninterrupted operations, and many others. One of the indispensable tasks is to carry out continuous monitoring and evaluation within the organization to reflect the past, match it with the present, and pave the way for the future.

In September 2022, MPRL E&P completed the Mid-Year Reflection Workshop with the participation of the respective Heads of Departments (HoDs) and the Assistant Heads of Departments (AHoDs). The workshop is held to identify what went well to date and what can be improved that will formulate the path forward to reach our corporate goals by the end of the year. Taking the time to reflect and improve is an important process for a business to stay efficient, effective, and competitive in any industry. Thus, we ensure to conduct a Reflection Workshop twice a year without fail - one in the mid-year and another at the end of the year where all HoDs and AHoDs have active dialogues as a team. During this year's Mid-Year Reflection Workshop, the employees discussed the difficulties they encountered, the goals they accomplished, the lessons learned they received, and the way forward. The personnel from cross-departments brainstormed together, gave tips and recommendations, and interchanged ideas and concerns.

Although COVID-19 is no longer regarded as a pandemic and the restrictions around the world are lifting bit by bit, we are still being cautious about switching back to a physical, face-to-face workshop, keeping in mind the risks and consequences of being infected every time a new COVID-19 subvariant appears. A physical workshop offers a pleasant interaction, fluid discussions, and an easier way to build positive relationships, whereas, a virtual workshop provides cost and time effectiveness, a right-away availability of data and records, and an environment-friendly impact due to the lack of printed paper, plastic, carbon emission by travels to the venue. Each method of conducting a workshop has different pros and cons; however, having face-to-face meetings is beneficial as it significantly contributes to building a strong culture and relationships through connecting with different people on a deeper level. We hope that in the near future, we will be able to conduct "normal" meetings again. Let's come back stronger together!■

From Page 6

assessments, along with assessment tools for other rehabilitation needs (e.g., bowel and bladder function, pain, activities of daily living, cognition, mobility, sleep).

Management of Long COVID or Post-COVID Conditions

Consultation with the relevant specialists should develop a comprehensive management plan based on their patient's presenting symptoms, underlying medical and psychiatric conditions, personal and social situations, and their treatment goals. Many post-COVID conditions can be improved through already-established symptom management approaches:

- Breathing exercises to improve symptoms of dyspnea
- Physical and occupational therapy
- Speech and language therapy
- Vocational therapy
- Neurologic rehabilitation

Living with Long COVID

Home remedies for managing long COVID may include the following:

- Taking over-the-counter pain relievers, such as acetaminophen, to relieve painful symptoms or fever
- Resting and relaxing
- Setting achievable targets to reach

Taking care of general health is also important. This may involve:

- Following a healthy diet
- Getting quality sleep
- Limiting alcohol intake
- Limiting caffeine intake
- Not smoking
- Regular Non-intensive exercises

Does Getting Vaccinated Prevent post-COVID?

Research is still ongoing. A vaccine's ability to prevent post-COVID-19 conditions depends on its ability to prevent COVID-19 in the first place. The vac-

cines we use today are aimed at preventing other severe diseases related to the virus and death from COVID-19. However, some people may still get infected with COVID-19 even after they are vaccinated.

When Do Symptoms of post-COVID Condition Occur?

Symptoms of post-COVID-19 condition can persist from the initial illness, or begin after recovery. Symptoms may come and go or relapse over time. Post-COVID-19 condition is usually diagnosed three months after COVID-19. This allows the healthcare provider to rule out the normal recovery process after illness. The symptoms and effects last for at least two months.

References and further reading:

http://www.webmd.com http://www.cdc.gov

http://www.nih.gov

http://www.who.int

http://www.biomedcentral.com

Recognizing and Appreciating Long-tenured Employees with Service Years Awards

Pyae Pyae Phyo



Loyal and dedicated employees are the foundation of corporate success and they are the most valuable asset for an organization. Since 2015, MPRL E&P Group of Companies has acknowledged the employees' long-service employment, dedication, and loyalty with a formal recognition program known as the Service Years Awards Program.

In this special program, the employees completing every milestone in 5-year increments at MPRL E&P are entitled to MPRL E&P Service Years Awards, while the transferred employees within the Group of Companies (GoCs) are eligible for MPRL E&P GoCs Service Years Awards. There are six Service Years Awards in this program with the entitlement of 5 Years Award, 10 Years Award, 15 Years Award, 20 Years Award, 25 Years Award, and 30 Years Award.

Due to the COVID-19 pandemic and the global oil and gas market condition of oil price downturn in 2020, the Service Years Awards Program was temporarily suspended for the period of 18 months starting from April 2020 to March 2022. The Program was resumed on 01 March 2022, and within

the years 2020, 2021, and 2022, a total of 92 employees qualified for MPRL E&P Service Years Awards, and 37 employees were entitled to MPRL E&P GoCs Service Years Awards.

Under the approval and guidance of the Senior Executive Management, the employees with 5 and 10 service years were honored with certificates (for MPRL E&P entitlement) or trophies (for GoCs entitlement). The employees with service years of 15 and above were honored with monetary rewards and certificates (for MPRL E&P entitlement) and with monetary rewards and trophies (for GoCs entitlement). There were a total of 129 employees who received the awards and the total provision of monetary reward was MMK 389,550,000 (USD 185,500).

During the Monthly Management Meeting in October 2022, the Chief Executive Officer (CEO) delivered his speech on the company's background history highlighting the many challenges the company encountered during the business journey, and shared his good cheer for the resumption of the Service Years Awards Program. Fur-

thermore, CEO thanked and acknowledged all the Service Years winners for their hard work, commitment, and dutifully serving the company for over 33 years. Followed by his speech were a few personal touches from U Ko Ko, Country Manager (on behalf of the Year 2020 Awardees), U Ko Ko Naing, Material & Logistics Manager (on behalf of the Year 2021 Awardees), and U Zaw Lwin, Assistant Chief Compliance Officer (on behalf of the Year 2022 Awardees) whom all gave their heartfelt "Thank You" speeches sharing their experiences and long tenure at the company.

We hope that the Service Years Awards Program will further foster work anniversaries more meaningful and create an emotional and personal connection between the employees and the company. Big congratulations to all the employees who received MPRL E&P and/or GoCs Service Years Awards! ■

The foundation stones for a balanced success are honesty, character, integrity, faith, love and loyalty ** — Zig Ziglar



Moe Thu Zar Soe

Pursuing effective capacity building is essential to strengthening Community Volunteers by allowing them to develop the necessary skills and knowledge to meet community needs. Instead of relying on external solutions, volunteering helps the community feel more empowered to tackle the local issues themselves, resulting in community sustainability over time. As a strong supporter of Community Capacity Building, MPRL E&P actively promotes and takes part in social management activities in Mann Field as part of its long-term vision.

In October 2022, MPRL E&P introduced a learning event for Community Volunteers from 14 villages surrounding Mann Field with the support of Capacity Building Initiative (CBI), a nationally recognized organization providing quality training, facilitation, consultancy, and other services to individuals and organizations working for the development of Myanmar. The Participatory Learning and Action (PLA) Training was provided by MPRL E&P's CSR & Communications Department as part of Capacity Building Initiatives for the Community Volunteers. The training was conducted with a group of Community Volunteers and CSR Field Staff from 01 to 03 October at Min Min Hotel in Minbu. The three-day training course aimed to enhance personal development and interpersonal skills among the Community Volunteers and successful engagement in the communities.

"The goal of this training was to realize the benefits of participatory and collaborative methods in community development by learning the tools with practice. After the training, the volunteers will understand the importance of community development and participation, and the strength and weaknesses of PLA, and they will have confidence in the facilitation of PLA," said Saw Eh Hsar Blute Htoo, Senior CSR Officer from the MPRL E&P's CSR Team. In total, 12 volunteers and three CSR Field Staff participated in the PLA training which was led by two certified trainers, Daw Nilar Lin Aung

and Daw Mai Tin Tin Maw, from the Capacity Building Initiative (CBI) organization.

So what does PLA do? The PLA Training provides Community Volunteers with a one-stop shop for all forms and tools needed to start volunteering, including information on volunteer expectations, risk management, self-care resources, best practices, community engagement, and leadership opportunities. Volunteers will also learn more about the diversity, strengths, history, and needs of the Mann Field Communities through our CSR initiatives. As part of the training, participants are asked to read through the program information, complete the required assessment forms, and respond to the questions embedded throughout the training.

Further, these training sessions are extensively participated in and discussed, and by the end of the training, the volunteers have a clear understanding of the importance of the volunteer role in helping an organization achieve its goals and objectives of a program. They are also able to measure the success of a program that is being carried out. During the training course, storytelling and vibrant communication regarding relevant information about particular issues are discussed which stands as the highlight of these training sessions.

Another benefit of PLA is that the Community Volunteers can explore, expand, and share their knowl-





edge of sustainable livelihood and local conditions as well as make informed decisions and plan and carry out actions to bring effective change within the communities. PLA uses a wide range of methods and techniques, and can thus adapt to which group is being consulted, or to which issue is being addressed. It is a creative learning process that equips local people with the skills and confidence to work as equal partners with the stakeholders. It can be particularly effective in breaking down barriers between community representatives and professionals and promoting a shared understanding of each other's priorities and constraints.

We hope that through the PLA training, the Community Volunteers become more equipped and capable of analyzing their current situations and examining their problems which leads to setting their own goals and monitoring their own achievements.





Environmental Responsibility of an Engineer

Hnin Wynt Zaw

The following is an interview with U Saw Ne Lin Tun from the Special Project Team, Field Operations Department as part of the Employee Spotlight series. He talks about how most of us really don't mull over the harmonic relationship between engineering and the environment. Determined to pursue a career in civil engineering, he ensured that his educational experience consisted of technical, electrical, and civil engineering specialties. As a proud employee of MPRL E&P for 22 years now, U Saw Ne Lin Tun shares his personal insights on becoming a responsible civil engineer who actively takes part in creating projects that have a lasting impact on society and the environment.

Usually, when you think about engineering, people don't see the relationship between the career and the environment. What are your thoughts on this?

Environmental engineering is a branch of civil engineering and requires more scientific knowledge and expertise in chemistry, biology, hydrology, and ecology. It is best described as providing solutions to improve and maintain the environment and the quality of human life. For instance, environmental engineers would design, monitor, and evaluate water supply systems and waste management treatment systems and come up with solutions to prevent mishaps and negative impacts on society. Civil engineers are responsible for constructing these systems but still pay attention to the negative impact on the environment. To me, there isn't a real substantial difference between civil and environmental engineering.

What made you decide to become a civil engineer, not a petroleum engineer, for example?

Civil engineers not only provide effective, sustainable, and sturdy infrastructures but they use their skills to optimize the performance, livelihood, and efficiency of a community, especially low-income communities. Simply put, a civil engineer can create beautiful and safe buildings that are also strong and sturdy. You are using your creativity and skillset to physically help improve the quality of life in a community and this motivated me to become a civil engineer.

Is civil engineering still a favored field of study these days compared to petroleum engineering?

In my opinion, I feel both lines of career options are important as you are involved with helping and supporting the community and the environ-

ment. Petroleum engineering is gaining momentum because fossil fuel still represents the most significant energy source, and these engineers are focused to solve critical issues that will lead to energy security. Civil engineering still has growth and is in demand in the engineering specialties because we are able to make a difference in the community and for humanity by building homes, infrastructures, water supply systems, and so forth... you know, the basic needs of a community.

What kind of personality traits do you believe a civil engineer needs to have to be successful?

A good civil engineer to me is someone who puts safety first, who has good communication and critical thinking skills, a result-oriented worker with technical competence, leadership, management, soft skill, and a good reputation. I always prefer to work in groups as I find that my collaborative nature is one of my strongest traits which contributed to strengthening my career as a civil engineer.

What are the biggest challenges that you believe civil engineers face?

The biggest challenges that civil engineer face are health and safety concerns. There are many potentially dangerous construction or project sites that can lead to minor and major accidents. It is easy to lose one's life if you don't adhere to these health and safety rules at the project site. This leads to me sharing the number one priority for any civil engineer, which is to create and improve, responsibly, sustainably, and efficiently while protecting the community and the environment in which we live.

How long have you been at MPRL E&P?

I have been working at MPRL E&P for 22 years now. This company fosters career development which helps you grow professionally as you are also collaborating with wider communities at various work sites. This is the experience I look for and this is what made me join this company.

I enjoy working in group settings and we have many teams from Field Management to Warehouse to Special Projects. My team comprises carpenters, painters, welders, masons, and construction workers and we are a tight-knit group of workers, like brothers. I appreciate and cherish the brotherhood and the strong team environment at MPRL E&P.

What are your main responsibilities? Have they changed since the first day of your job?

My main responsibilities are maintenance work for MPRL E&P Group of Companies which also includes camp renovation, single cellar maintenance, double cellar construction, containment cellar construction, gear reducer containment construction, concrete pad and additional cellar construction plus other field supporting work as necessary. I also take part in the measurement work, the first thing I do when I get to work before carrying on with other responsibilities.

What factor do you take into consideration when starting a project? Does the scope of work usually change during the project cycle?

When starting a project, I take into consideration all the factors that affect my team, from workload, analysis of the project, budget, planning, problem-solving, and meeting milestone. I think about control, risks, goals, deadlines, and communication among the team and stakeholders. Generally speaking, the scope of work usually changes as it depends on the resources, timeline, and project requirements but we always find ways to meet the end goal and execute the project with flying colors.

How can engineers help solve environmental problems in low-income communities? And which part of these contributions excites you most and why?

There are so many! Civil engineers can solve environmental problems by constructing drain pits, sewage, water drainage systems, sludge management systems, single cellar maintenance, double cellar construction, and building waste management systems in communities. Further, it is necessary that we also build water filtration and wastewater filtration systems for communities, especially low-income or poor communities.

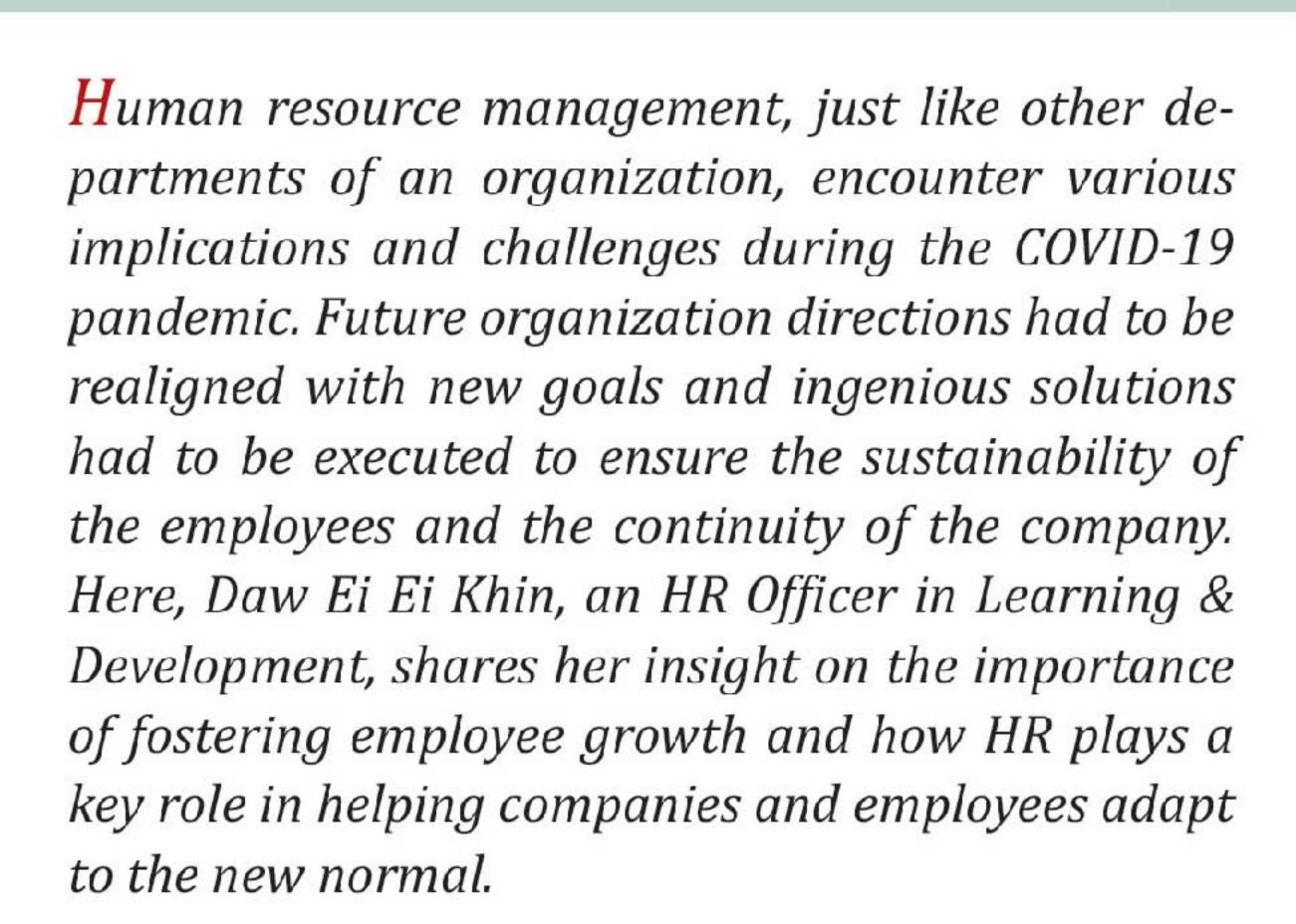
What excites me most is constructing a drain pit system because we can get back the crude oil, and at the same time, it can solve various environmental problems. This system protects paraffin, formation water, and traced oil spilling onto the ground directly.

How can a civil engineer contribute to a sustainable environment?

By lessening the negative impacts on the environment — transitioning to using more affordable

Driving Employee Development One Course at a Time

Hnin Wynt Zaw



To ensure organizational goals are achieved, both old and new, during the time of crisis, Human Resources Department (HR) actively finds innovative solutions to make sure that the organization continues to grow along with the employees. Part of this is the tools and programs that HR has to come up with to help employees cope with the new crisis. At MPRL E&P, several HR activities, especially in the Learning & Development part of the department, were temporarily placed on hold due to the rapid spread of COVID-19, while strictly promoting new health measures like social distancing and wearing masks in the office. However, since the first outbreak of coronavirus that caused a significant slowdown across the world, many organizations including MPRL E&P have started "normalizing" the workplace by resuming internal HR activities that help employees cope with the new environment. Part of this "bounce-back" at MPRL E&P is the employee development programs under the Learning & Development of HR Department which Ei Ei Khin is proud to be part of.

Growing up in a family of five, Ei Ei Khin was determined to pursue a fulfilling career. She graduated with a Bachelor's Degree from the University of Computer Studies, Yangon, and started working as a software developer. After a year of writing codes and fixing technical errors, Ei Ei Khin came to realize that her true passion was not in Computer Science or Technology. "I really thought that the IT industry was a good choice at the time for my career but it turned out to be not compatible with my outgoing personality," says Ei Ei Khin who is a natural when meeting new people. She has a friendly personality, curious and enthusiastic, and has a keen interest in helping people develop their career paths and goals. Soon enough, she realized that she had to get out of the IT industry and focus her career on human resources. She jumped on her new studies and took Human Resources Management Diploma program and graduated in 2016.

After receiving the diploma, she resigned as an IT professional and joined Pact Global Microfinance Fund organization as an HR Assistant in 2016. A year later, Ei Ei Khin heard about a job vacancy for Junior HR Officer at MPRL E&P from her classmates during her MBA studies, and with no hesitation, she tried her luck. Not only the job position attracted her, but also the work culture at MPRL E&P, a company that is known for fostering employee growth and development.

When Ei Ei Khin first landed the job at MPRL E&P, she was ready to challenge herself in the Learning & Development field of HR. She only had minimal knowledge about this field, but she was adamant about learning what this field is about so she went for it. "Life is too short, do whatever you love with no regrets" is the motto that Ei Ei Khin adheres to and this is what she did when taking on that new role as a Junior HR Officer in the Learning & Development part of the HR department. "I have no regrets about choosing this new position at a new company. By doing this, I was able to build up my confidence and I was very much motivated to learn new things at work. I am not afraid of failure, for you only get better by overcoming these hurdles."

Ei Ei Khin has been working in the HR Department for five years now, almost coming close to six years. She is blessed to be surrounded by a supportive team with positive energy. Working at an office for eight hours a day can be challenging especially during difficult times like this, however, having a strong team that works together to accomplish assigned tasks to meet certain goals and KPIs makes the entire department more unified and balanced. "People normally do not like Mondays at work, but for us in HR, every day is like Happy Friday!"

Being an HR Officer, Ei Ei Khin strongly believes in being open-minded and thinking outside the box. "Strategic and careful agility is important during a time of crisis," says Ei Ei Khin who endorses the importance of strategic shuffling of resources at work. During this time of uncertainty, HR helps the organization by allocating resources and knowledge so that organizational goals can still be achieved despite the complexity of the situation. No one can predict when the pandemic is going to be over as much as we wish it to end as soon as possible with proper mitigation and various types of vaccines in place. Therefore, there are times when HR practitioners have to find creative solutions to offer employees needed information

about the future of the organization including the management, roles, and responsibilities that may change according to the volatile situation. At the same time, HR's role is to ensure all employees are coping well with the new challenges and understanding the new guidelines so that they are less stressed, and still have motivation and confidence at work. It is normal to have a "survival mode" during these challenging times, and Ei Ei Khin believes that as long as every staff contributes to enhancing organizational resilience, then the organization as a whole can easily sustain itself during uncertainties.

Currently working as the focal person of Learning & Development in the HR Department, Ei Ei Khin's main responsibilities include managing the performance evaluation process and the development of internal training, policies, and programs inclusive of staff development programs. She further claims that every Learning & Development program is linked with each other from the performance management system perspective. "By analyzing the employee's performance, we are able to engage the career planning programs for the staff to ensure their career growth. In this regard, there is a promotion program or salary adjustment plan created as part of the motivational tool to recognize the performance and hard work of high performers at work." One of the exciting parts of her role is discovering the skill gaps and finding a way to enhance the capabilities of the employees so that they can grow within the company. As a person in charge of Learning & Development, it is her responsibility to implement the gap analysis and arrange necessary training programs while identifying critical roles and ensuring the successors are available and ready for their next role, through the mentoring program if needed. Further, Ei Ei Khin shares that recognizing the high performers at work either by intrinsic or extrinsic rewards to increase productivity at work is critical in leading a successful and sustainable business. Often, coming up with these development programs and expanding them across the company can be costly due to the investment in Learning & Development initiatives. Therefore, in her role as an HR Officer, some challenging times come along with developing these programs but Ei Ei Khin is optimistic about the future and always strives harder to endorse employee motivation, growth, and sustainability.

In the near future, Ei Ei Khin hopes to have Individual Development Plan (IDP) as part of the Learning &

Timeless Elegance: The Right Clothes Send the Right Message

Moe Thu Zar Soe

Every day, we wake up and get ready for work. Regardless of industry or role, putting on a company uniform is part of a routine that sets the tone and mindset for the day. While dressing, we cannot help but develop thoughts, feelings, and attitudes associated with what we are putting on. Does the uniform make you feel empowered, stylish, comfortable, and excited to start your day? Or do you feel drab and underwhelmed?

The importance of fashion and function in uniform is largely ignored, even though it has a direct and highly influential impact on performance, company culture, attitude, and perception. As someone who is passionate about the importance of what you wear to work, I feel compelled to broadcast this often as possible: "Uniforms are not just uniforms! They can – and should be so much more!"

The first impression is always important, and almost every company expects its employees to show up to work with work attire that is professional, clean, and tidy. A company's official dress code is usually part of its corporate guidelines, thus regarded as an important element of corporate image.

When we wear the uniform of any organization, we itself market that brand ** — Sonal Takalkar

Corporate uniforms serve multiple purposes for an organization. As part of a branding vehicle, uniforms can be the first point of branded contact for customers or outsiders through identification and recognition. They are also a key employee engagement strategy by building team unity and loyalty to each other and the company. A modern professional uniform projects a feeling of pride and offers a positive affirmation and mindset for the employees. This upbeat energy is reflective of the company's business ethic, productivity, and brand awareness.

It's interesting to observe that corporate work-wear started with wearing uniform badges. During the industrial revolution, uniforms were worn to distinguish the employees between their roles and ranks. Today, uniforms have come a long way, serv-

ing many benefits and purposes, blending both casual and professionality.

At MPRL E&P Group of Companies (GoCs), uniforms honor the staff. We have a Corporate Uniform Committee that helps maintain and communicate the company's corporate image and identity to the employees. Not only does the committee take the time to ensure our staff uniform represents the best version of corporate culture and purpose; but other aesthetic elements like accessories and hairstyle must also be consistent, neat and tidy. To reinforce this, MPRL E&P's HR Department explains and shares information about grooming guidelines for the incoming talents as soon as they come on board.

Across MPRL E&P Group of Companies, uniform makes us a great equalizer; we may have different ranks and roles but when we are all dressed in the same uniform, there is a shared sense of team spirit and unity. As an employee at MPRL E&P, I think that a uniform can be a privilege to wear, it can also be rewarding. It shows that I am part of a team and I am aligned with a specific brand.





Insight! 23 December 2022







Further, for me, wearing a uniform eliminates the stress of what to wear to work, which leads to substantial saving of my time and resources, especially for a working parent. I feel more approachable, professional, and confident at work which all result in a good attitude and productivity at work.

One of the perks at MPRL E&P is the provision of office attire to all employees, from the operational crew at Mann Field to the office staff. With worker safety being a top priority for both the company and our partners, MPRL E&P ensures every staff is hygienic, safe, and professional. We are given badges, name cards, and credit to purchase shoes, whereas the field crew receives safety shoes and personal protective equipment (PPE).

As part of the celebration of the 33rd Anniversary of Myint & Associates Co., Ltd., the new workwear was introduced to all female staff members on 01 November 2022. MPRL E&P's Corporate Uniform Committee selectively chose two sets of colors, lavender and champagne-brown tones, for the new uniforms after receiving a broad consensus from the female staff members within the GoCs. We hope that this fresh new look brings a new mindset and attitude to all our staff members, and I look forward to going to work in a new uniform!



Grooming and Uniform Manual & Guidelines of MPRL E&P Group of Companies

Glear as



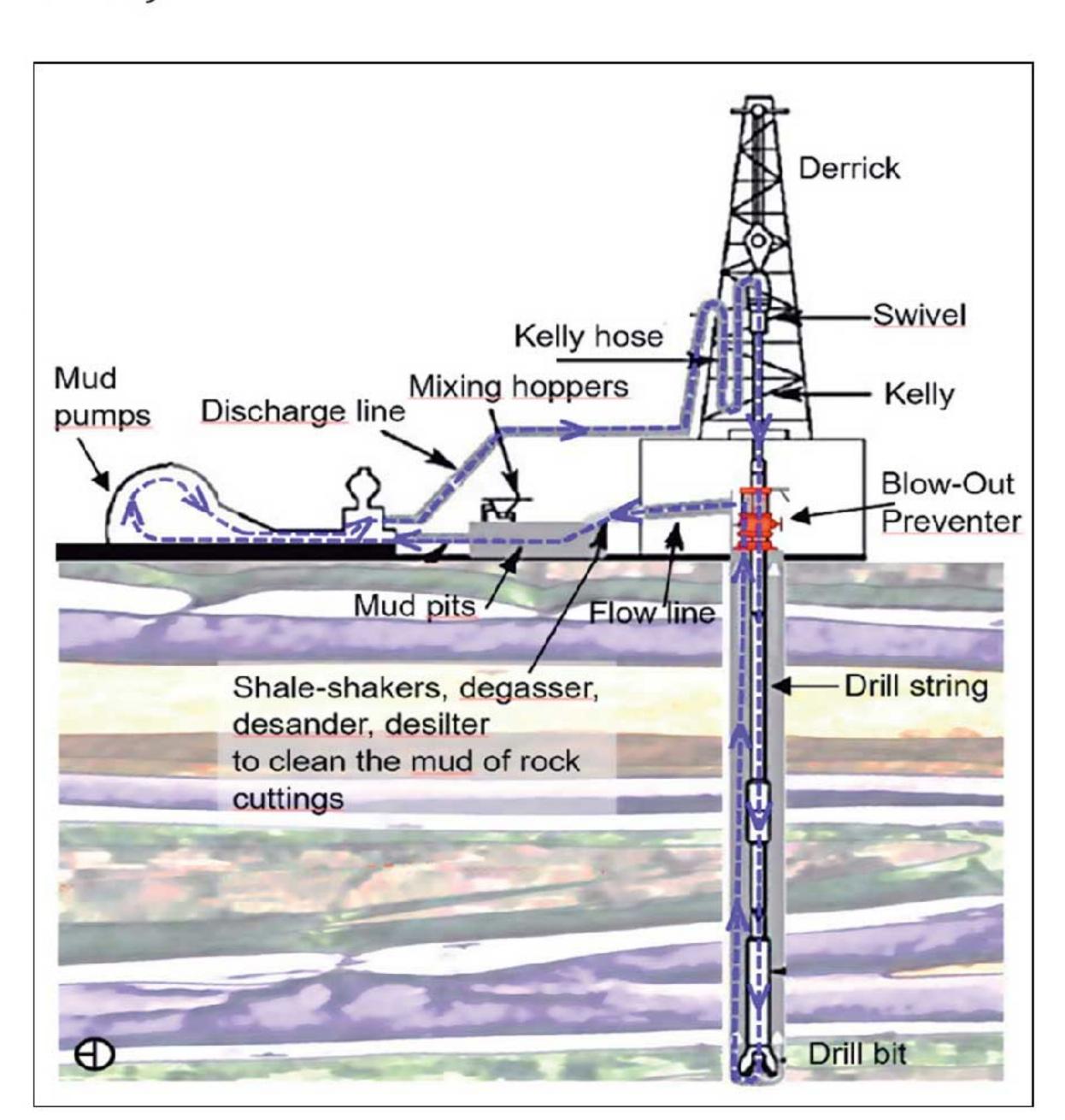






Dr. Eloi Dolivo (OGDR)

MPRL E&P's ninth-floor techies are used to read, ask, and hear that question, to which the usual answer is "Clear as Mud! ", or "c.a.m." as we love acronyms - absolutely not to be confused with the Corporate Affairs Manager's one! It has become for the veterans' techies of the ninth floor like a password, a leitmotiv, a rallying cry in the jargon that usually develops among the members of a closely knit team working well together for the common good. And of course, it means the opposite of what it means to the outside world. If I am not mistaken, this is called an "oxymoron", like "diligently creative procrastination" ("DCP"?) or "serious fun" ("SF"?) that old geological geezers ("OGG") are used to spend their time on (sometimes).



The drilling mud circuit from surface to drill bit and back to surface; the blue stitched line describes the course of the drilling mud through drilling installations and inside the well

So where does this oxymoron come from? It all starts with which kind of mud is used by which kind of people we are talking about. Let's move to the drilling site of a (hopefully) petroleum well, the heaven on earth for seasoned petroleum geologists and drillers. Drilling mud is an essential element of the success of drilling a well. Drilling mud fulfills four key roles while circulating down the drill string and up through the space between the drill string and the walls of the well - we call it the "annulus":

- The mud cools and lubricates the drilling bit;
- The mud protects the hole against the vibrations of the drill string by "wallpapering" the walls of the well with clay;

- The mud controls the fluids of the rock formation, whether gas or oil, or water, preventing these fluids from flowing into the well, just by virtue of the mud density exerting pressure against these fluids;
- The mud brings back to the surface the debris of rocks drilled by the drill bit, the "cuttings", as well as traces of the fluids contained in these drilled rocks.

And it is in this latter function that the drilling mud plays a critical role for the wellsite geologist: by bringing the cuttings of rocks back to the surface. Thanks to the mud, it now becomes clear to the geologist and the driller what rock has been drilled, and which fluid is permeating the rocks, whether gas and/or oil ... or water again.

In all walks of life, data are brought to us via a medium to draw information from. The drilling mud is the medium bringing the data to the geologist to build his/her image of the sub-surface around the well, just like the internet is a medium bringing us data of our respective operations for extracting information.



Beautiful bouncing mud on the shale shaker in action; the shale shaker is this vibrating sieve that separates drilling mud from rock cuttings

Clear as mud? Meanwhile wishing a merry Christmas Day to those concerned, and to all readers a robustly healthy and joyfully serene Year 2023 from OGG! ■



Trust Mother Nature for Best Mud (Minbu Mud Volcanoes)

Energy is essential to human activity and to the well-being of people. Countries have to ensure the security of their energy supply, distribution, and consumption in a way that is appropriate within their environmental, social, economic, and cultural circumstances, a requirement that is often a priority of public policy. Energy sovereignty is also highly desirable to meet sustainable development, interpreted as the country and its people achieving the capacity to control the energy resources, exploitation technologies, and infrastructures to enable independent decisions on the quality of energy services and the equality in service provision.

his article only reflects the author's ideas and is not necessarily a reflection of

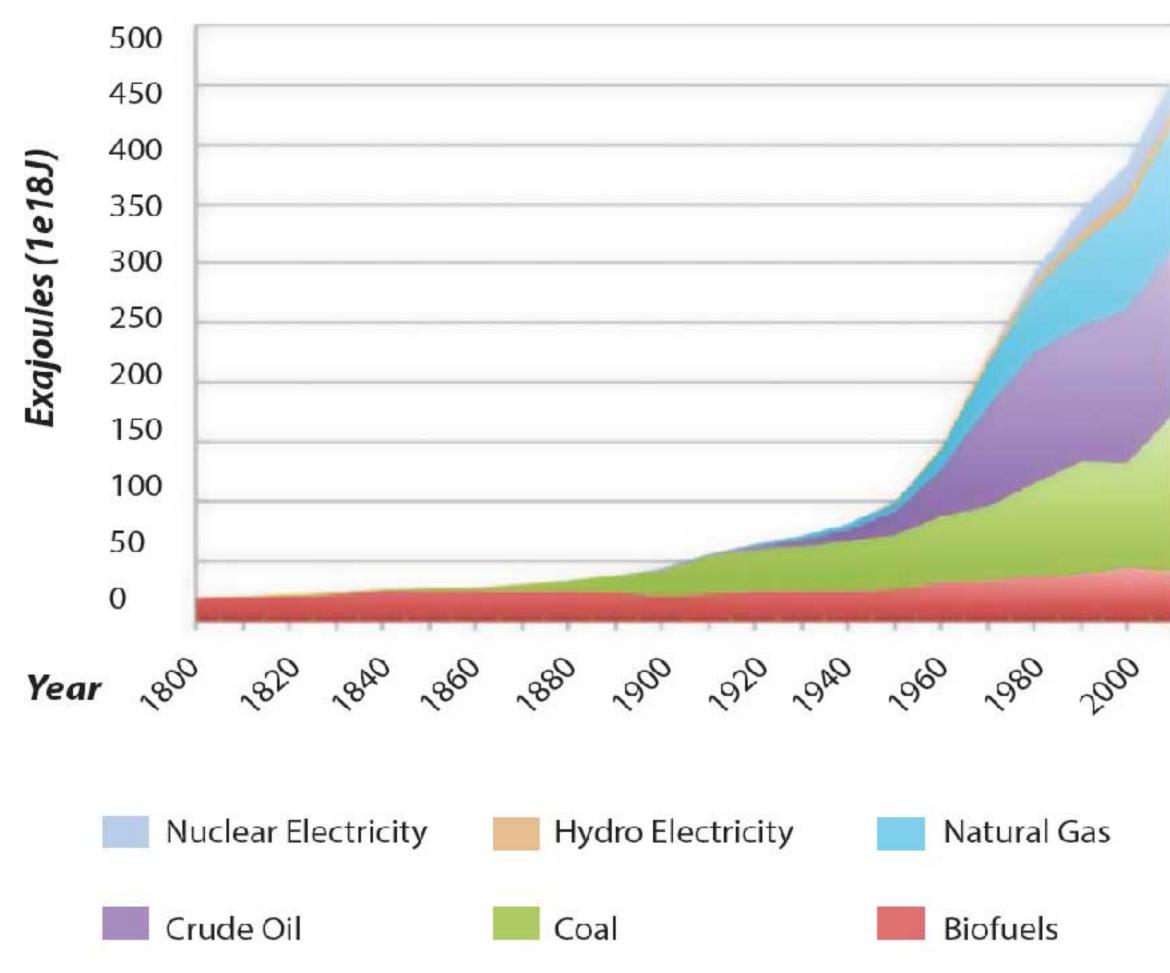
Insight! 23 December 2022

Emiliano Piovesanel

the company's positions.

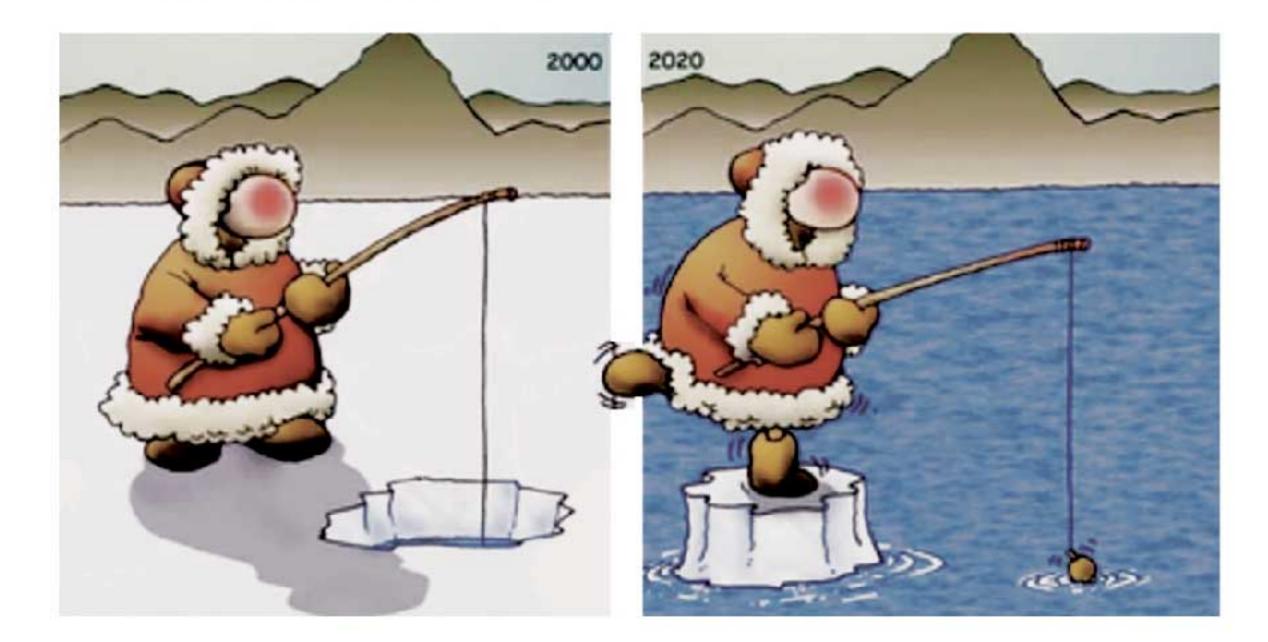
Since the industrial revolution, we have witnessed strong growth in the population and improvement in living standards. The associated growth of energy consumption was made possible through technologies based on the combustion of fossil fuels, releasing carbon dioxide (CO2) during the process.

History of Global Energy Consumption

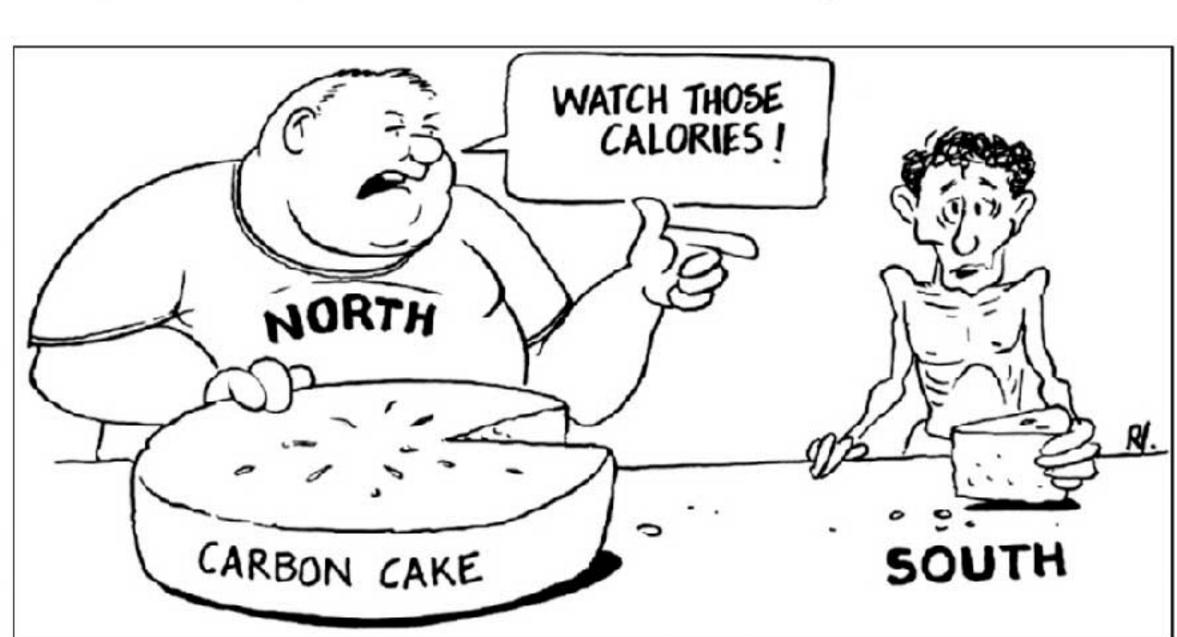


The accumulation of CO2, together with other gases, prevents thermal radiation from leaving the atmosphere, acting like the glass roof of a greenhouse, from which we derive its name: greenhouse gases (GHG). The heat retained by GHGs has a warming effect on our planet and has become a major issue of this century.

GHG emissions have more than doubled in the last 50 years, in correlation with energy demand and economic growth. The consumption of fossil fuels for heating, transportation or electricity production is responsible for more than 80% of the world's CO2 emissions and for about two-thirds of overall GHG emissions.



Climate change requires immediate efforts from governments, private organizations, and societies to reduce GHGs without compromising the continued improvement of living standards in developing countries, while more affluent countries should rediscover sobriety in their consumption habits. Every actor needs to understand the climate issue and adapt their response in a responsible way. Together we need to progress towards responsible consumption and a supply of energy that is affordable, reliable, and as carbon-free as possible.



The plan to achieve an acceptable energy mix is a complex problem. There are various choices and constraints at play, such as primary supply sources (solar, wind, hydro, marine, geothermal, and biomass among renewables, uranium for nuclear power, and coal, oil, and gas among fossil fuels), availability (some energy sources are intermittent by nature), energy density, energy efficiency (primary input vs. final use), storage, transportation, environmental and social impact, location of markets, demand fulfillment, and cost to the investor and to the final consumer. There are multiple scenarios, unavoidably involving a mix of energies, and multiple ways to evaluate those scenarios with many unknowns, uncertainties, arbitrary assumptions, and commercial considerations.

The unprecedented rate of economic growth allowed by fossil fuels is a result of a combination of technological and economic reasons: high energy density, availability when needed, easy to store and transport, and affordability. Nevertheless, there are also great obstacles, for instance, large long-term investments, long-term planning with multiple stakeholders, and technological and environmental challenges, not forgetting the main reason to replace them: GHG emissions. Care must be taken when comparing different energies, environmental impact depends on varying natures and magnitudes of the energy mix. There is no green technology to fulfill immediately the magnitude of the energy demand and there are several reasons that make natural gas the best option for the transition towards a carbon-neutral energy mix. Among the fossil fuels, natural gas has the least environmental impact per unit of energy. Gas turbines can convert natural gas to electricity breaking the 60% energy-efficiency barrier, and in turn, electricity is transformed with very few losses into its final form as mechanical energy or



heat for consumer use. This energy vector, with reasonably easy transport and storage, makes natural gas 'programmable' during the energy transition, with great flexibility to combine and supplement renewables energies solutions such as wind and solar filling intermittency gaps until the battery storage technologies become competitive and reduce their own environmental impact, or until hydrogen generation, or other promising technologies, become available and affordable.

Energy sources in Myanmar are available in different forms and geographical distribution, their exploitation potential varies enormously comprising coal, oil, natural gas, biomass, hydro and solar, with one of the lowest levels of absolute and per capita greenhouse gas emission rates in the world. Electricity generation is roughly 70% sourced by hydropower and 30% by gas-fired power plants, with the ambitious goal of reaching universal access by 2030, to accelerate the economic growth of rural environments without grid access and often powered by diesel mini-grids. Despite the available and diverse potential, the domestic supply of natural gas is expected to decrease significantly by the middle of the decade and this decline may be substituted by LNG imports and an increase of coal and solar power in the energy mix.

In this context, natural gas has the potential to bring a competitive energy source, with high energy efficiency and affordable cost, and to avoid the use of carbon-intensive sources like coal. MPRL E&P has the strengths to play an important role, with the capability to understand the local business environment and industry stakeholders, and technical know-how acquired throughout the operational experience and long-term partnerships with international firms. MPRL E&P understands the commitments required to achieve carbon neutrality and makes a priority to implement (1) optimized operational philosophies to avoid emissions, (2) project architecture to maximize energy efficiency and reduce emissions during the production process, and (3) a holistic plan to offset the portion of remaining emissions that can't be reduced with an equivalent avoidance or reduction by another actor or in another project (preservation of biodiversity, reforestation, ocean protection, capture, and sequestration methods).



The following is the photo essay on the value chain performance of local tomatoes that are successfully cultivated in Mann Field by adopting sustainable horticulture practices.

Investing in Sustainable Livelihoods

MPRL E&P has always been supportive of Mann Field Communities by consistently contributing to the significant growth of the area where the business operates, by investing in sustainable livelihood through enhancing technical know-how on agricultural practices and increasing employment opportunities. Since July 2019, MPRL E&P has actively provided Horticulture Training which underscored modern science-based techniques for growing high-valued local tomatoes, chilies, and mushrooms with optimized yields and sustainability of local ecosystems. Recently, enhancing good agricultural practices within Mann Field farming communities, and producing healthy fruits and vegetables by the growers are increasing at a steady rate.

Promoting Crop Items with Eco-friendly Agricultural Techniques

Tomato is considered an essential culinary crop and also an excellent source of many nutrients and secondary metabolites. In Myanmar, there are two categories of tomatoes: high-land and low-land tomatoes. The former is well known as Shan tomatoes and the latter is called Myanmar tomatoes among consumers and traders. The main production areas for low-land tomatoes are from several parts of Magway, Sagaing, and Bago regions.

Studies indicate that farmers in the Dry Zone face a wide range of constraints when growing vegetables. Infertile red clay soil and heat hinder vegetable production in these areas and water availability is a major challenge where clean water wells are not available or easily accessible. Tomatoes are grown in some villages in Mann Field which is located in the Dry Zone of Central Myanmar, and they are cultivated both in the summer and winter but those



grown in winter are superior in quality. During the last crop season, 18 farmers from three surrounding villages in Mann Field cultivated 7.5 acres of tomatoes using new cultivation techniques that they had learned from the Horticulture Training provided by MPRL E&P with the support of East-West Seed (Myanmar) Co., Ltd. and as a result, improved outputs and increased profitability through the local market was significantly observed. During this crop season, the total of tomato growers grew to 27 and they cultivated 7.3 acres total in Mann Kyoe, Chin Taung, Let Pa Taw, and Kywe Cha Villages and they had harvested 9,365 visses up to November 2022.

Value Chain Performance for Tomatoes

Meanwhile, MPRL E&P's CSR Team recognized that value-added agriculture has attracted considerable attention in recent years as a means to increase and stabilize farm income and to minimize the loss of vegetable growers due to the perishable nature of tomatoes and lack of cold chain storage and processing units for high volumes in the region. Hence, in collaboration with Magway Regional Small Scale Industries Department (SSID), in September 2022, the CSR Team was able to organize the Value-added Tomato Products Making Training for enthusiasts within the communities. This 7-day training was conducted at Aye Mya Village in Mann Field from 05 to 11 September and a total of 20 trainees proactively joined the hands-on training and showed off their creations at the end.



They were excited to showcase their tomato products which are delicious and versatile, from tomato jam, paste, and sauce to shampoo, shower, soap, and body scrub which are easy to use and contribute towards everyday needs in a cost-saving way.

Processing these locally grown tomatoes is beneficial to farmers, especially for the local women who are keen to make value-added products that contribute to their income and foster a "community entrepreneurial spirit" of a startup for small-scale entrepreneurs in Minbu. Due to the improving livelihood and the rapid urbanization taking place in remote areas, consumption of value-added tomato products is expected to increase at a steady rate for years to come. Let's find out about these new and local entrepreneurs from Mann Field Communities who are thrilled to produce value-added tomato products and what their expectations are!







Daw San May Kyar Kan Village

I started farming around 2018-2019, and my family's main business is agriculture. While working in agriculture, I attended three classes of training including Value-added Food Making Training, Horticulture Training and Value-added Tomato Products Making Training which were all supported by MPRL E&P's CSR Program. I never knew tomatoes can be this versatile, both in food and consumer products. After taking these classes, I am now able to make tomato-based products on my own. Customers also like the products I produce, they prefer shower gel, facial soap, shampoo, and body scrub. After using tomato-based facial soap myself, small bumps (blackheads) on my face disappeared, and it also helps smooth out the top layer of my damaged skin. These days, the price of these tomatoes is quite high in the region, and the return on investment for my new products is still low. I hope that if the price of raw materials gets cheaper and more profit could be made, my family's income would be in much better shape. I am also excited to produce more products and share my knowledge on making these products if there is anyone who wants to learn. Let me express my sincere thanks to MPRL





Daw Htay Win Kyar Kan Village

Among the courses provided by MPRL E&P, I attended the training sessions on horticulture and the making of tomato-based products. In the traditional agricultural industry, value-added tomato products are rarely used within our reach and so, we don't know how we can earn money from making and selling them. At the moment, we can generate additional income by producing and selling the products on our own. Although I can make various tomato products, I mainly produce shampoo, shower gel, facial soap, and body scrub. Mann Field Communities welcomed the tomato-based products that are made by us and I am also glad to hear good feedback from them, especially for shampoo. I am also a big fan of some of these products and enjoy their benefits. According to my experience, tomato shampoo softens the hair and facial soap helps transform oily skin to smooth skin with a pimple-free effect. After taking the mentioned course, I wanted to learn more about the versatility of tomatoes. If we could increase production in the area, the locals can use it more often due to easy accessibility and we will also benefit from this. I also hope that we receive further support so that we can sustain our small business in the future.





Daw Toe Toe
Auk Kyaung Village

I have attended the Value-added Tomato Products Making Training provided by MPRL E&P, and and I have started selling "Pyae Sone" body wash online. My small business is brisk due to popular recommendations from my friends and customers. Previously, I managed a small laundry operated with my own brand of laundry soap. Tomato-based body washes have become popular within our communities because it makes the skin smooth and moist. Before, tomatoes were only known for cooking, nowadays, they can be used in varieties for dishes and accompaniments. To be a better quality product, I look forward to any kind of advanced training. During the cold season in this dry region, when it comes to skin moisture, the tomato-based body wash helps moisturize and soothe dry skin. I am going to buy a mixer which is very much needed in making soaps as I intend to expand my little business soon. My friends who attended the training also asked me if they could assist in making bath soap so that they can become more proficient. I am so ready to share my knowledge with my friends. It's been a great opportunity for me and I am excited to continue learning about making these products! Thank you MPRL E&P.■





Staff Members of MPRL E&P Group of Companies Paid Homage to Senior Executive Mangement and Senior Management during Thadingyut

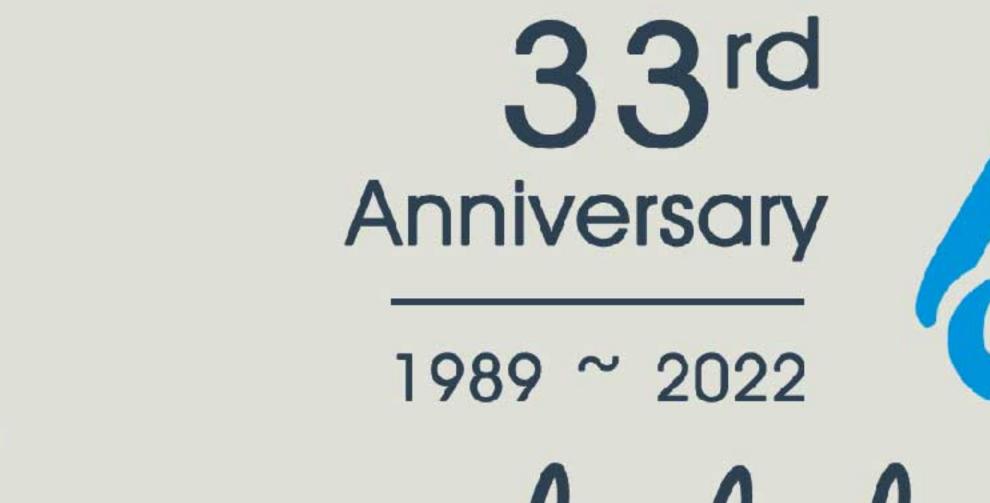
























Listening to Community Feedback: Spotting Out Social Investment Impacts

Pyae Pyae Phyo

At M&AOSB, it is really important to seek feedback and responses from the beneficiaries or the community members who received the impacts of our project activities. We hope the feedback practice will allow us to be responsive to the needs of communities, innovate our program initiatives, surface hidden problems and be more effective in impact delivery during the social investment journey.

In the second quarter of the Fiscal Year 2022-2023, M&AOSB's CSR Program donated a GSS stainless steel water tank (1,000 liter) to Basic Education High School of Nga Yoke Kaung Town. The CSR Program completed a provision of five (8' x 4') length whiteboards and conducted classroom floor renovation and wall painting for Basic Education High School (Sub) of Nanttharpu Village. The CSR Program also provided a handwashing station with eight taps for the Basic Education High School (Sub) of Kyway Chaing Village.

M&AOSB's CSR Field Team met with some of the community members to follow up on the impacts of our social investment initiatives around the project area. Here are a few responses from the members.





U Zaw Oo Headmaster Basic Education High School Nga Yoke Kaung Town

M&AOSB's CSR Program donated a GSS stainless steel water tank (1,000 liter) to our school last August. Before M&AOSB's support, the amount of clean water that could be stored was only 600 liters, so students didn't get enough clean water. Now, due to the company's provision of a 1,000 liter steel tank, we are now able to store a total of 1,600 liters of clean water, and all students and teachers can drink safe water at any time as much as they want. The provision of a 1000 liter steel tank makes 634 students get clean water, and the water produced by the purifier can be stored generously.

Currently, the main support for our community development comes from the M&AOSB's CSR Program. We are aware of all the social investment initiatives conducted by M&AOSB's CSR Program in our region. The company's support is very valuable and useful for our community because the company provides the necessary support in a timely manner after discussing it with the respective stakeholders. On behalf of all the students, parents, and teachers, I would like to thank M&AOSB's CSR Program for its kind contributions and support to our school.



Daw Kyin Htay
Headmistress
Basic Education High School (Sub)
Nanttharpu Village

M&AOSB's CSR Program has recently supported us in repairing school classroom floors, painting classroom walls, and providing five whiteboards with (8' x 4') lengths. The provision of these needed things from M&AOSB's CSR Program is great, it helped us with reconditioning our school making it more presentable and comfortable for the students and teachers alike.

In the past, teachers used to write on the board with chalk and suffered chalk dust in the air. It affected their health, and sometimes the dust would annoy their eyesight. Now writing on these new whiteboards is more efficient and convenient. Further, the previous concrete floor had cracks and potholes, and the classroom wall was quite mucky. Now, everything looks better and cleaner and the kindergarten (KG) students are excited to be learning in this renovated classroom.

Many thanks to M&AOSB's CSR Program for its kind contributions to our community. I hope that the company continues supporting the community's needs in the future.



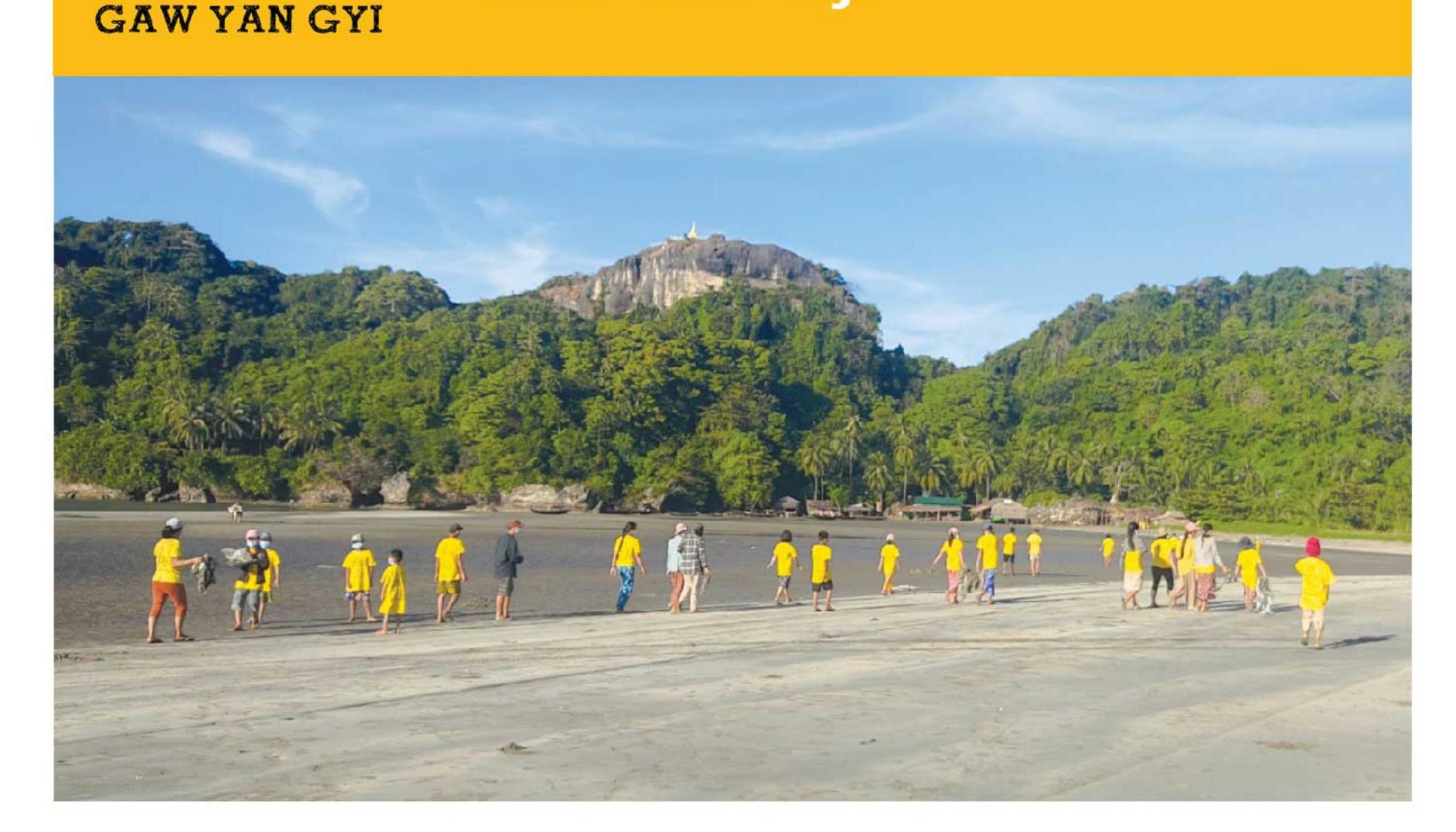
Maung Swan Yee Htet
Grade-9 Student
Basic Education High School (Sub)
Kyway Chaing Village

There are 180 students in our school. Students and teachers are using the handwashing station donated by M&AOSB's CSR Program. The new station is used not only for washing hands but also for filling drinking water bottles.

Before M&AOSB's donation, for senior students like us, it was very inconvenient as we had to wash our hands at the small and portable sinks. Now, at the new handwashing station with eight taps, students are more eager to wash their hands and pay more attention to hygiene now than before at these designated washing stations.

Currently, M&AOSB and hotels around our region come to donate what is needed for the school or the village. I would like to express my gratitude to M&AOSB's CSR Program for providing the handwashing station that is very much needed for our school. I wish M&AOSB continues with its community development initiatives so that we have a better and safer environment.

TRASH Gaw Yan Gyi



Trash Hero Gaw Yan Gyi Chapter organized three cleanup sessions in October and November 2022. Trash Heroes collected and cleaned trash along the Gaw Yan Gyi Beach and the main road of Nanttharpu Village Tract. A total of 91 heroes including 17 adults and 74 children took part in the cleanups and collected 200 kg of trash (40 bags). M&AOSB's CSR Program and Nanttharpu Community provided necessary support to Trash Hero Gaw Yan Gyi's cleanups.







TRASH ITASI FERO Minbu

MINBU



In October and November 2022, Trash Hero Minbu Chapter conducted a total of 11 cleanup activities with the kind support of MPRL E&P's CSR Program and Mann Field Communities. A total of 163 heroes including 17 adults and 146 kids joined the Trash Hero Minbu's cleanups around Aye Mya, Nan U, Mei Bayt Kone, Lay Eain Tan and Pauk Kone Villages and collected 255 kg of trash (51 bags).

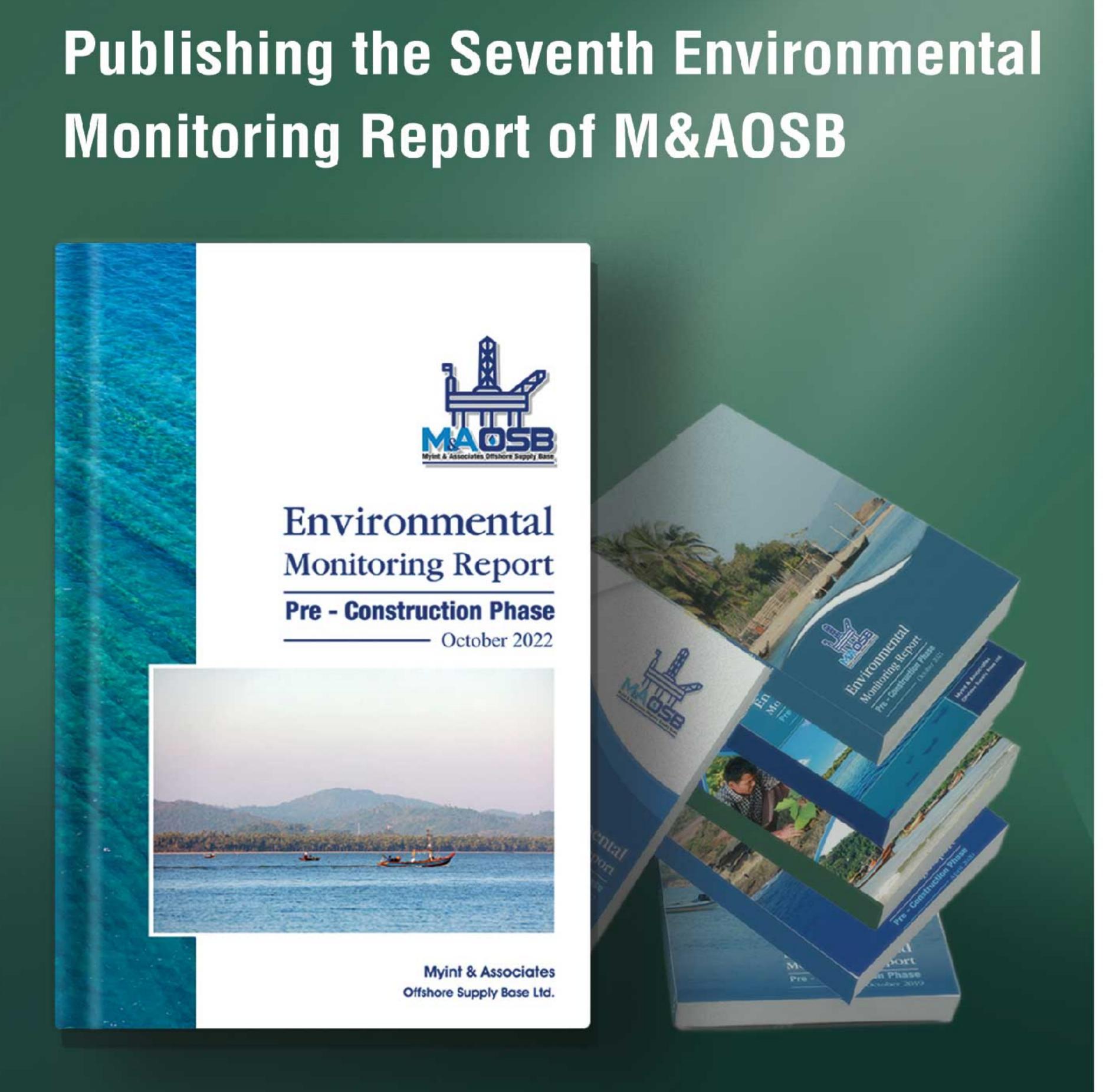






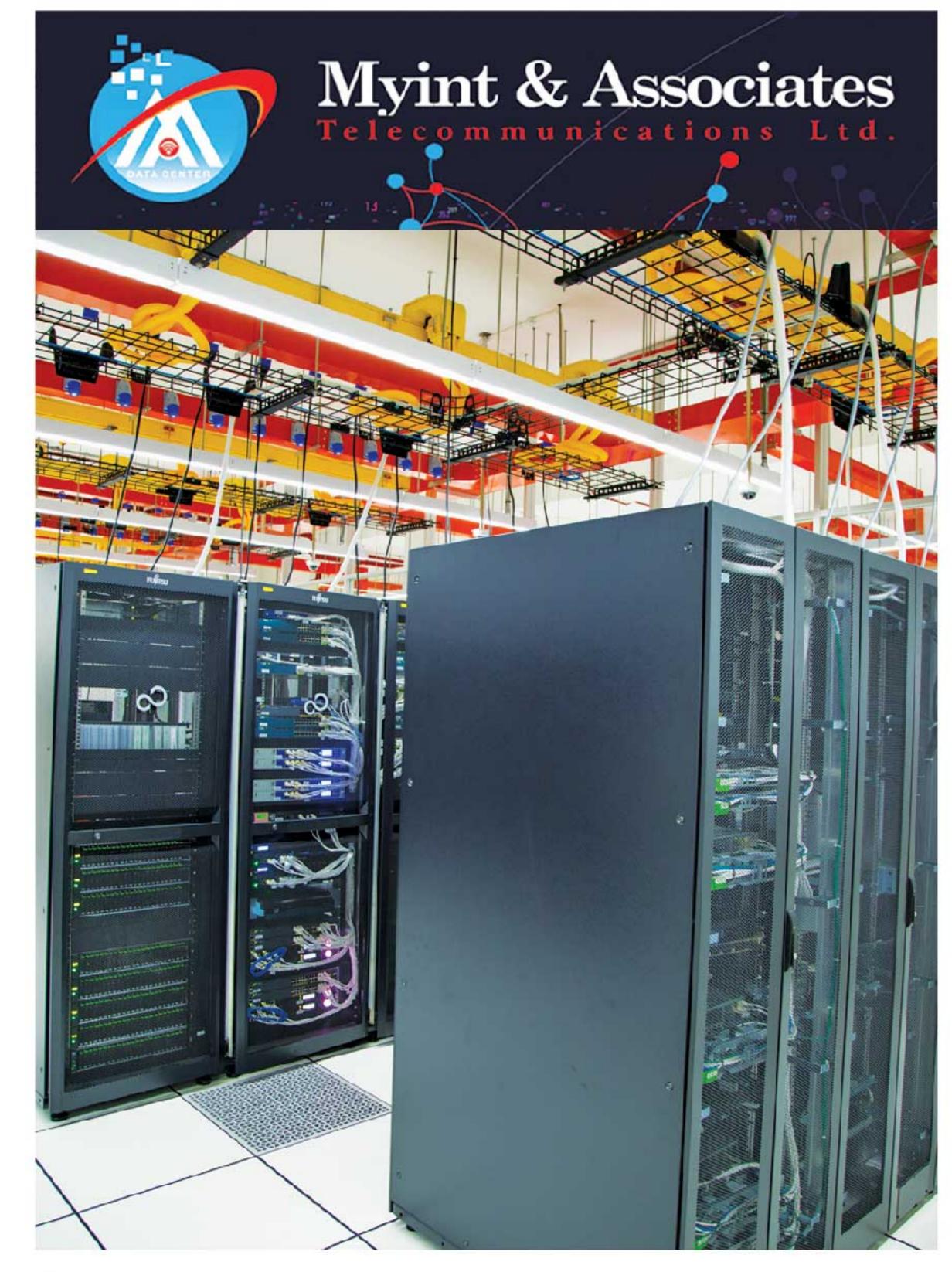






Unleashing M&A Data Center: The One-Stop Shop for all Customers

Hnin Wynt Zaw



As the information technology sector has changed the world since 2000, Myanmar has been increasingly focusing on improving its technological infrastructure with many collective efforts from the government and foreign operators. To ramp up the technological development and needs of the country, both public and private sectors of various organizations play a key role in setting the foundation for information technology and accessibility. Part of nation-building and prosperity includes technological advancements and reformations to have a more connected and competitive country on the global front. To further support the development of a more robust tech industry, MPRL E&P Group of Companies' information technology arm, Myint & Associates Telecommunications Ltd. (M&A Telecoms), founded Myint & Associates Data Center (M&A Data Center) in 2015 to fulfill the needs of the government, businesses, and society at large.

When Vantage Tower, the state-of-the-art Grade A office space, was being built, Myint & Associates Construction Co., Ltd. managed to include the country's first international standard data center as part of the layout plan in the sophisticated design and build. Being the first innovative data center in Myanmar in a newly constructed technologically advanced building, M&A Data Center boasts as the pioneer of a technology complex where safety and security come first.

One of the most crucial considerations when constructing a data center is the physical location. It should be able to sustain natural disasters with a high level of security and must have an earthquake resistance safety system, fire prevention system, and evacuation system. M&A Data Center is well maintained and monitored using Environmental Monitoring System (EMS) and is equipped with Very Early Smoke Detection Alarm System (VESDA), Water Leak Detection System, UPS Monitoring System, FM 200 Fire Suppression System, and Network Monitoring System. Occupying a strategic location on Pyay Road, located 11.7 km from Yangon International Airport and 8.0 km from downtown, M&A Data Center is easily accessible from all prime locations in Yangon.

Further, one of the highlights of this Data Center is that it is the first certified Uptime Institute Tier III Data Center in Myanmar. The Uptime Institute is recognized worldwide for the creation and administration of Tier Standards and Certifications for data center design, construction, and operational sustainability. This certification represents that design, redundancy, security, and safety compliance are at the highest standards. Being a Tier III Data Center, M&A Telecommunications is proud to deliver a 99.98% on the facility and no more than 1.6 hours per year for end-user downtime. This also includes a reliable and efficient backup power supply and distribution system including several high-power

generators for backup power sources. M&A Data Center's UPS system is designed with N+1 redundancy and can cover the full power load capacity of all data center equipment. Further, the M&A Data Center is strictly controlled and maintained by three Computer Room Air Conditioning CRAC units to control and monitor temperature and humidity, air pressure, and water leak detection.

Next, M&A Data Center provides a tight 24/7 physical security system. Customers are able to access their physical equipment anytime during the day or night as long as they have the right credentials to pass the security which includes having valid proof of identification and visitors must pass through security systems — CCTV, biometric access, control card access, dual layer door access control, mantraps and unique key lock for each rack. Customer support is available 24 hours a day, 7 days a week, 365 days a year.

M&A Telecommunications' portfolio of clients is from various sectors including government, financial, telecommunications, and energy sectors which all require high-level security standards. The M&A Data Center is a one-stop shop for all businesses and organizations as they receive headache-free benefits and services inclusive of Colocation Service, Virtual Private Server Service, Cloud Computing, IT Infrastructure, and IT Service Management. For more information, visit https://myintassociatestelecom.com



From Page 12

and sustainable sources of materials for example. Materials that are strong, reliable, and durable require less maintenance work and frequent repairs, at the same time, save time and money over the long term (referred to as green engineering). It enhances environmental safety, social welfare, and quality of life while sustaining the economy. Also, sustainable civil engineering can help improve housing and shelter, waste disposal and management, pollution reduction, water supplies, transportation, renovation, and environmental conservation. Civil engineers play a critical role in devel-

oping green structures and public work / community projects to minimize air, soil, and water pollution.

What would happen to the world if there were no civil engineers?

We would still be living and trying to survive in the stone age. As human beings, we need food to live, shelter to stay in, and clothes to cover up. The modern world needs civil engineers who will contribute to the betterment of the community and livelihood. Can you imagine living in a world with

no safe and comfortable homes, infrastructures, and sanitation systems, for example? To support the growing population, we need civil engineers to fulfill the needs and requirements in a sustainable way.

Any motivational words for the young engineers?

Focus on your goals. Never stop learning. Talent wins games, but teamwork and intelligence win the championship. Always think positively and develop success from failure.

From Page 13

Development section of HR. "We have the gap analysis, succession planning, and training programs implemented already but all these programs could become a full complete circle if IDP was implemented," says Ei Ei Khin who strongly believes that IDP can help employees meet their personal and professional goals as well as the organizational needs. She further claims, "It will point out to the employees what knowledge and skills are needed to achieve their desired career position. The time-specific action steps of IDP will narrow the gap between where they are and where they want

to be. Nevertheless, the investment in these training programs must be financially supported to provide a continuous learning environment at work so that we stay competitive among our peers."

HR Department has been asked to rethink some processes during the pandemic, and Ei Ei Khin has gone through this experience of coming up with new ideas and strategies at the workplace from budgeting to using more online platforms. At the same time, she recognizes the importance of maintaining employees' dedication, motivation, and

zest to further succeed at work during challenging times like this. With a dedicated mindset to promote and foster employee development, Ei Ei Khin looks forward to a more collaborative work environment where she can further contribute to employee incentive and retention programs as well as training courses and workplace wellness sessions. Always remember the saying: "There are no limits to what you can accomplish, except the limits you place on your own thinking."

Meet the Mushroom Farmer from Chin Taung Village

Pyae Pyae Phyo

It has been eight years since MPRL E&P, a socially responsible business organization, has invested in its generous contributions to the sustainable development and livelihood opportunities of the host communities in Mann Field. MPRL E&P always tries its best to create meaningful and sustainable impacts in the local communities through various social investment activities.

As most of the communities in Mann Field derive their livelihoods from agriculture, MPRL E&P's CSR Program pays a keen focus and investment on agricultural development initiatives to ensure the sustainable livelihoods of the communities. Under those initiatives, a farmer from Chin Taung Village shared his straightforward story of how he benefited from the mushroom model farm project supported by the CSR Program. Let's meet the mushroom farmer and further explore this wonderful initiative together!

I am Nay Zaw, who lives in Ching Taung Village and works in mushroom farming. In 2019, I started working in the mushroom model farm after attending the Mushroom Cultivation Training course provided by the MPRL E&P's CSR Program along with 19 other trainees from Mann Field. In order to start up the model farm project, the MPRL E&P's CSR Program provided mushroom spawns worth MMK 750,000. For the development of mushroom farms, I received the CSR Program's support of MMK 800,000, and these start-up loans were repaid in monthly installments.

The building size of the pearl oyster mushroom farm is 30 feet long, 15 feet wide, and 15 feet high and the straw mushroom farm building is 18 feet long, 11 feet wide, and 10 feet high. The buildings were constructed in line with the number of mushroom spawns to be planted.

I am currently growing and selling pearl oyster mushrooms. In addition, I also produce mushroom spawns for those who want to cultivate mushrooms themselves. There is a difference between cultivating pearl oyster mushrooms and straw



mushrooms. Pearl oyster mushroom is less profitable but lasts longer. For instance, if it isn't sold today, it can be kept until the next day. As for the straw mushroom, the cultivation steps are easier. It has a good price point, but it will not last long. It can also cause either more profit or more loss. Nevertheless, they are easier to grow and produce. Straw mushrooms are more popular, there is an attractive demand and a good price tag. Due to recent findings of the benefits of pearl oyster mushrooms, which help control high blood pressure and diabetes, there is now more demand from consumers and increases market shares.

I was the only farmer in the mushroom farming business around this area, but recently a total of nine farmers—one from Taungdwingyi Township, one from Minbu Township, one from Kyauktan Village, one from Lay Eain Tan Village, two from Chin Taung Village and three from Mann Kyoe Village—purchased mushroom spawns from me, so the market has expanded.

In October 2022, we were able to produce 1,000 mushroom spawn bags, and each bag was sold at MMK 800. The rest of the unsold mushroom spawns were grown in the mushroom model farm. We can easily reap mushroom weight of 50 ticals per bag.

When the mushroom farming business started in 2019, there were some logistical problems. The mushroom spawns were damaged and losses were incurred. Later, after I got to understand the business nature, the loss decreased and I started to make a profit. The first difficulty I encountered when starting this business was market penetration. And nowadays, there are other problems that we are facing like the high prices of gasoline and raw materials.

In the first year of the business journey, we only

collected MMK 630,000 out of the capital MMK 750,000, but in the following years, we earned MMK 928,000 out of the capital MMK 330,000, hence we earned some profit from our mushroom farms. The mushroom growing season is from July to April, and the price becomes higher in March when mushrooms are scarce. In the beginning, I managed the mushroom farming business together with my wife, but when customer orders started to multiply, we hired three women from our own village as day laborers to help out with our business.







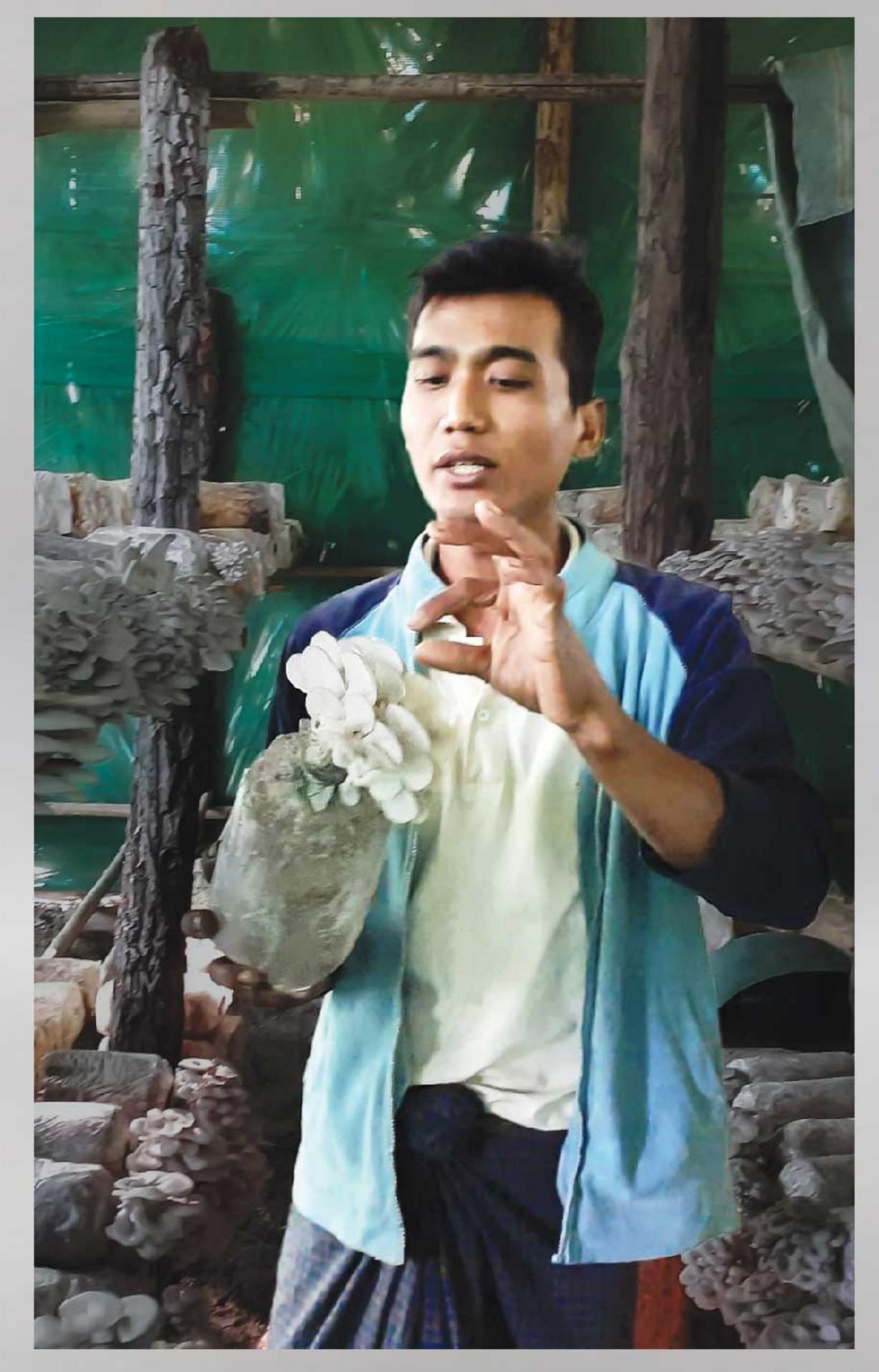
I am happy that my business not only provides for my family's livelihood but also benefits my community. It can be said that mushroom farming is a valuable business because it not only generates income but also allows consumers to eat something with nutritional value. With the support of MPRL E&P's CSR Program, I had an opportunity to attend these agricultural training courses like Mushroom Cultivation Training, Fish Amino Acid Making Hands-on Training, Horticulture Training, Compost Making Training, Mushroom Spawn Production Training, etc. Besides, I had the opportunity to go on cross-learning visits to various farms in other communities under the support of the MPRL E&P's CSR Program.

In addition to the mushroom cultivation business, I also produce Fish Amino Acid organic fertilizer for my farms and also sold to local customers at a reasonable price. These training courses have been helpful to my personal business and growth.

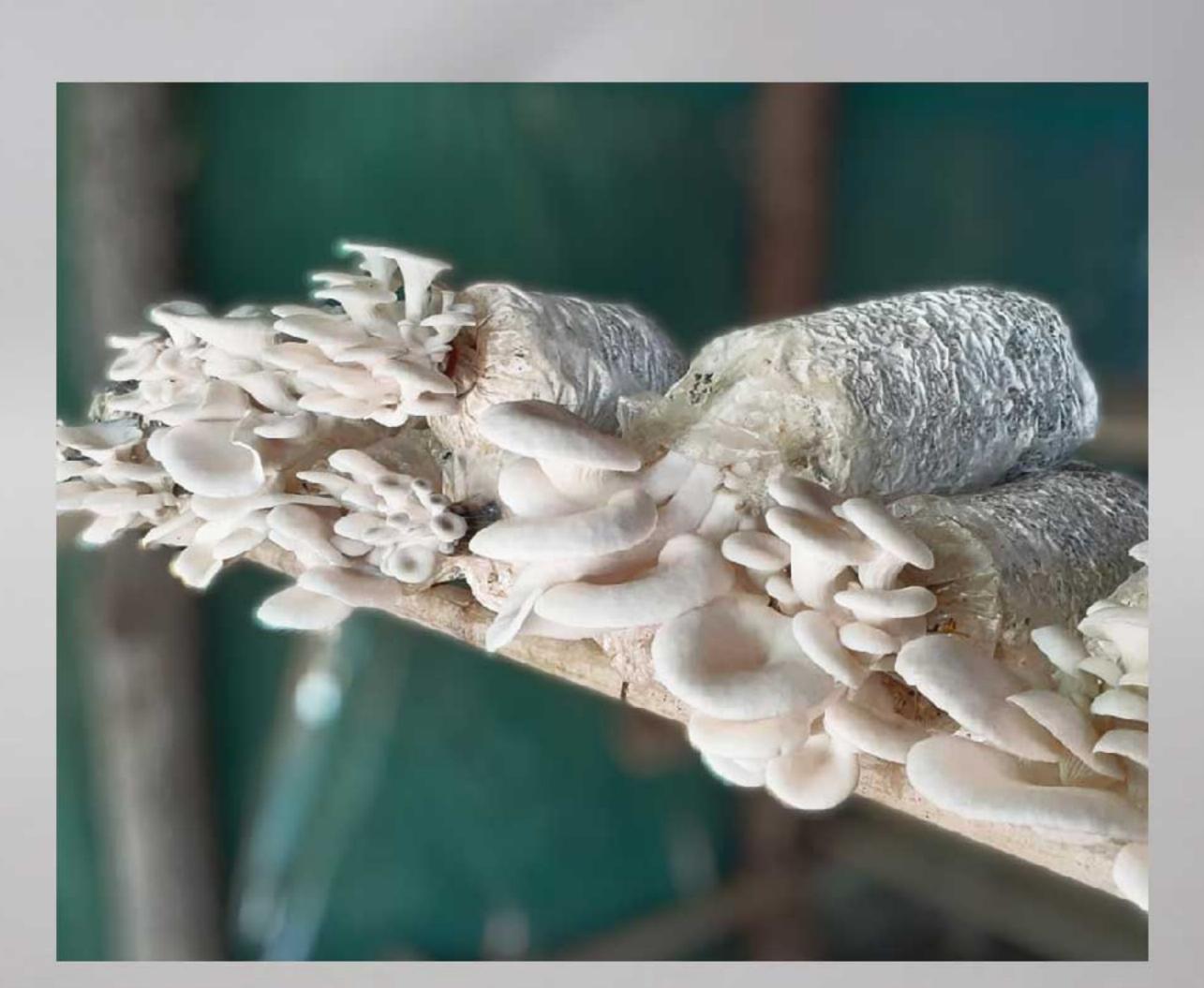
Since this mushroom model farm can be done successfully with the support of the MPRL E&P's CSR Program, I do my best to help people who want to grow mushrooms. I have shared my knowledge and experience with the new farmers in terms of mushroom cultivation methods, linking market connections, and selling reliable mushroom spawns.

As the breadwinner in the family, I have to make sure I have a reliable source of income so that I can support my family and as a community member, I have a responsibility to do my best to fulfill the needs of the community. And as a community volunteer of MPRL E&P's CSR Program, I have to ensure there is a good balance between my personal business and community collaboration and development programs. I would like to express my heartfelt gratitude to MPRL E&P and its CSR Program for their continuous support and provision of various training opportunities that are beneficial for our sustainable livelihoods.











Inside Southern California's Hidden Gem of Art, Gardens, and Books

Hnin Wynt Zaw

While writing is what I love, traveling is something I enjoy passionately. Not only I get to explore new places and meet new people, I also get to experience and see the contrast, and appreciate the contrast—the differences in all aspects of life. Here, I am sharing one of the spectacular places in California that I fell in love with: **The Huntington**.

The Huntington Library, Arts Collections, and Botanical Gardens is located in San Marino, Los Angeles County, 12 miles from downtown Los Angeles. "San Marino Ranch" with more than 500 acres was purchased by Henry E. Huntington (1850-1927) and his wife Arabella (1851-1924), and it was in 1919 that they turned their 55,000 square-foot Beaux-Arts mansion into a research and educational institution. It opened to the public in 1928 and the estate houses a library, an art museum, and approximately 120 acres of botanical gardens. Henry E. Huntington was a famous railroad magnate of 19th-century California history. He contributed to the urban and suburban development of Los Angeles Country through transportation efforts to connect communities while enhancing tourism, commerce, and recreation.

The Huntington couple was a collector of rare books, manuscripts, fine art, and distinctive botanical specimens, all of which are carefully curated at the Huntington Library. Are you ready to fall in love with this picturesque hidden gem in Southern California?



The Huntington Library

It is one of the world's great independent research libraries, with more than eleven million items spanning the 11th to 21st centuries (huntington.org). According to Wikipedia, the library houses 7 million manuscript items, over 400,000 rare books, and over a million photographs and prints. It is where one of eleven vellum copies of the Gutenberg Bible known to exist along with the Ellesmere manuscript of Chaucer (ca. 1410), and letters and manuscripts by George Washington, Thomas Jefferson, Benjamin Franklin, and Abraham Lincoln. It is the only library in the world with the first two quartos of Hamlet; it holds the manuscript of Benjamin Franklin's autobiography, Isaac Newton's personal copy of his Philosophiae Naturalis Principia Mathematica with annotations in Newton's own hand.

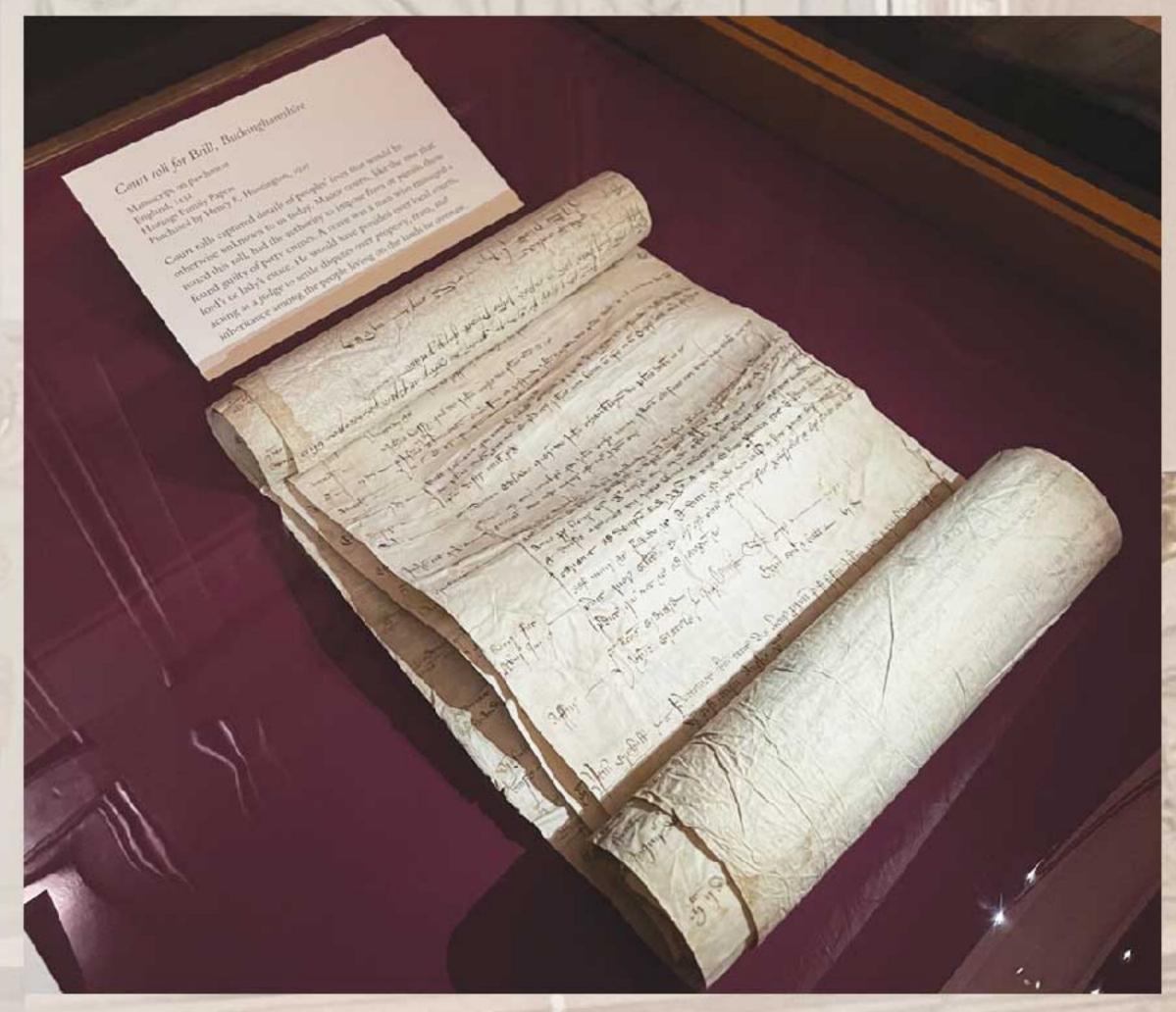








Photo wall of the Huntington Family, the Huntington Library



Formerly the residence of Henry E. Huntington (1850–1927) and his wife, Arabella Huntington (1850–1924), the Huntington Art Gallery opened in 1928 (Wikipedia)

The Art Museum

The museum features British, European, American, and Asian art spanning more than 500 years and includes more than 45,000 objects. Huntington Art Gallery is the original residence of Henry and Arabella Huntington, now many Italian and Northern Renaissance paintings and 18th century French tapestries, furniture, and porcelain are displayed. The gallery also hosts many smaller exhibitions throughout the year.

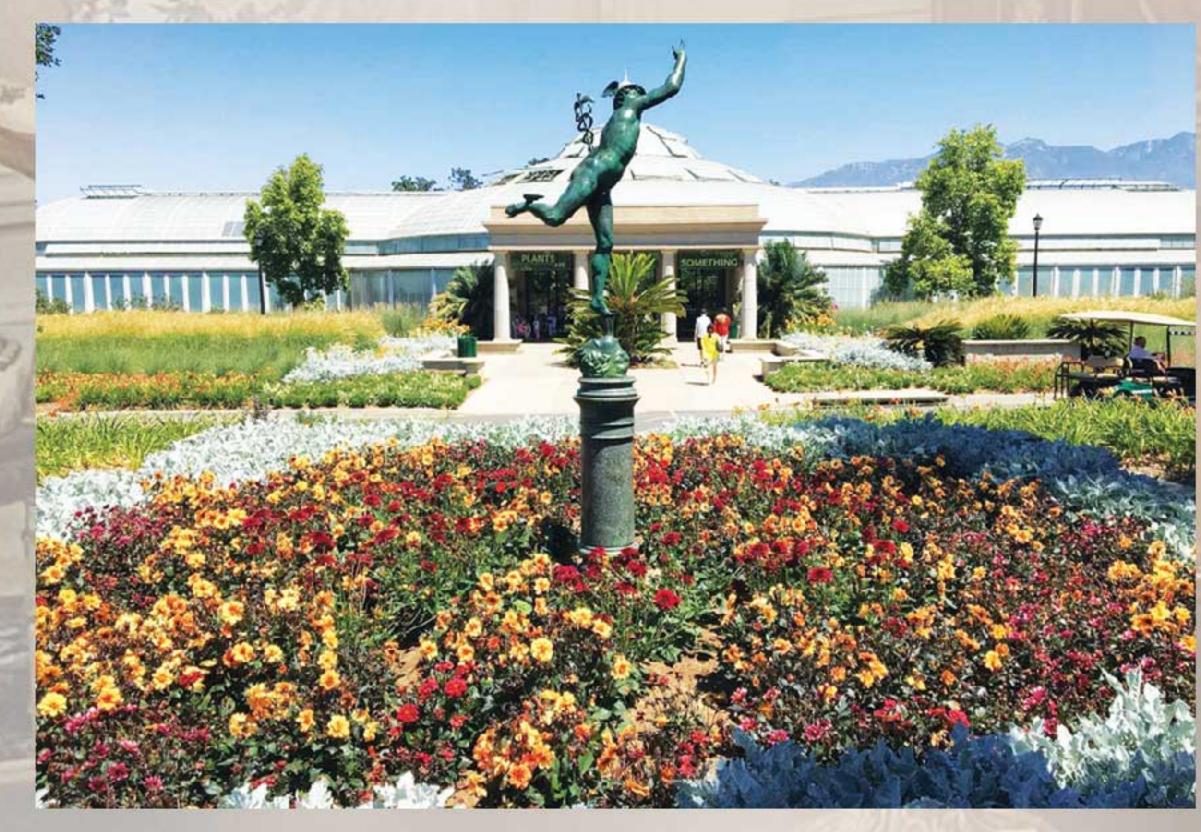


The Huntington Art Gallery's library with a huge wall of rare books, the Huntington's residence



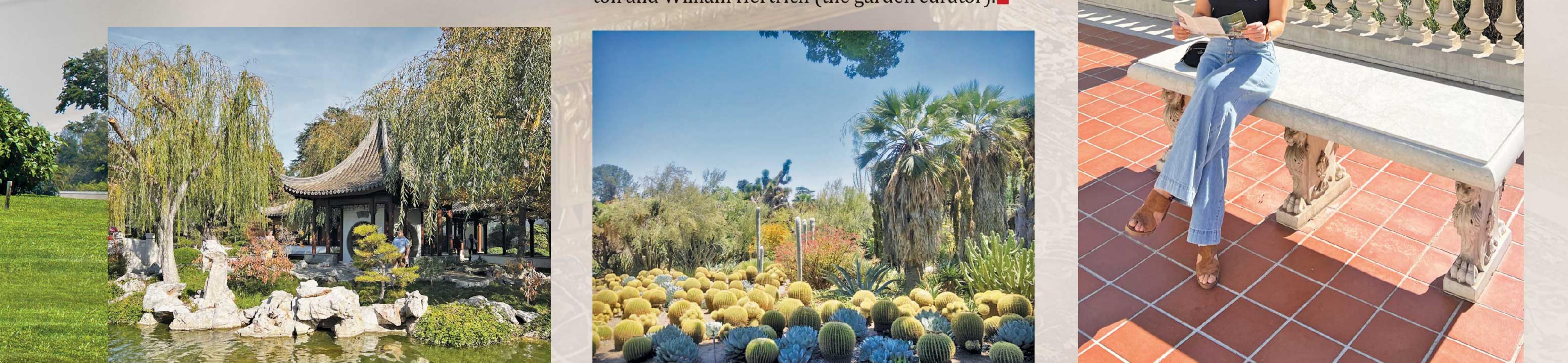
Botanical Gardens

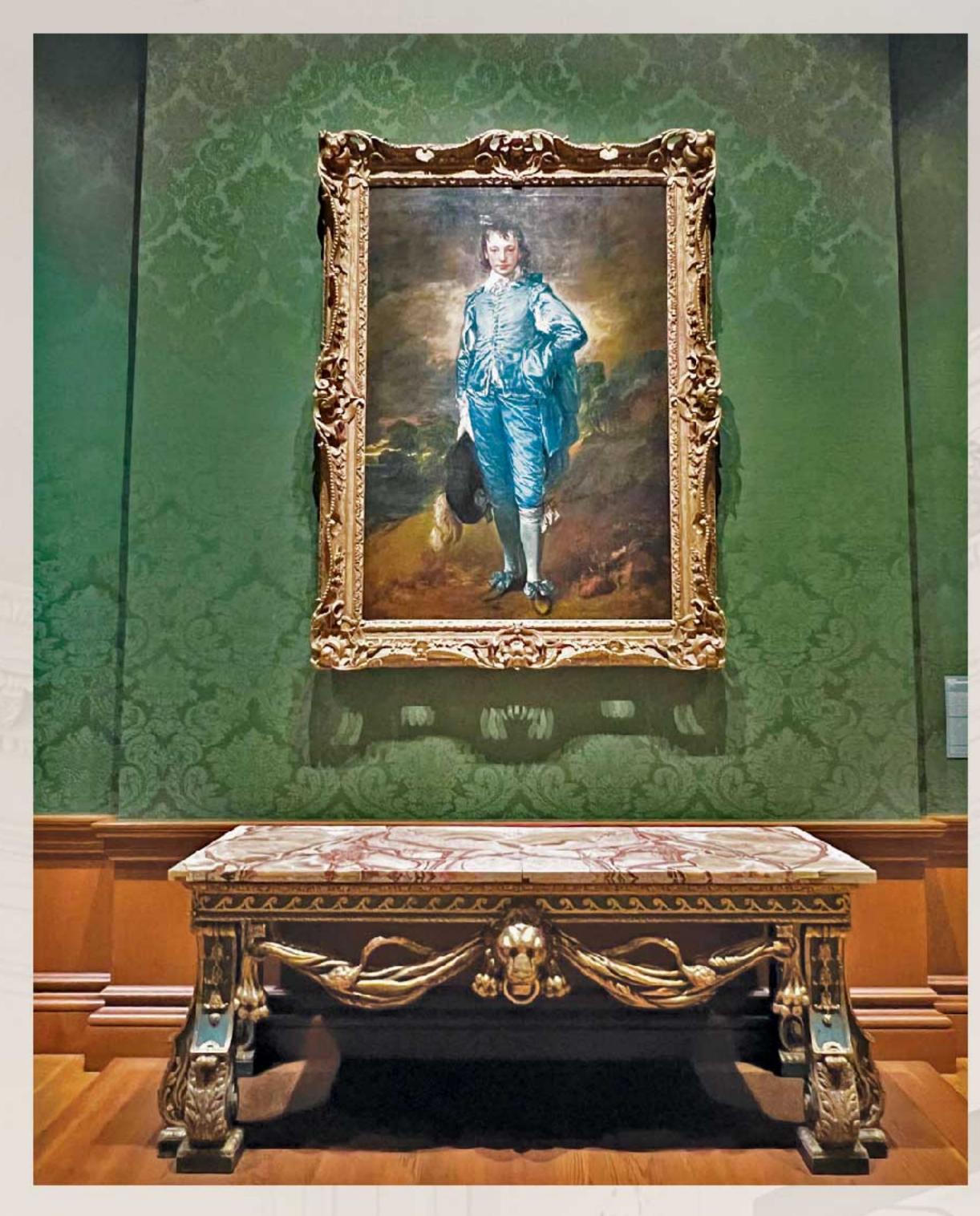
The 130 acres botanical gardens feature 16 stunning themed gardens with more than 83,000 living plants including rare and endangered species, and a laboratory for botanical conservation and research.



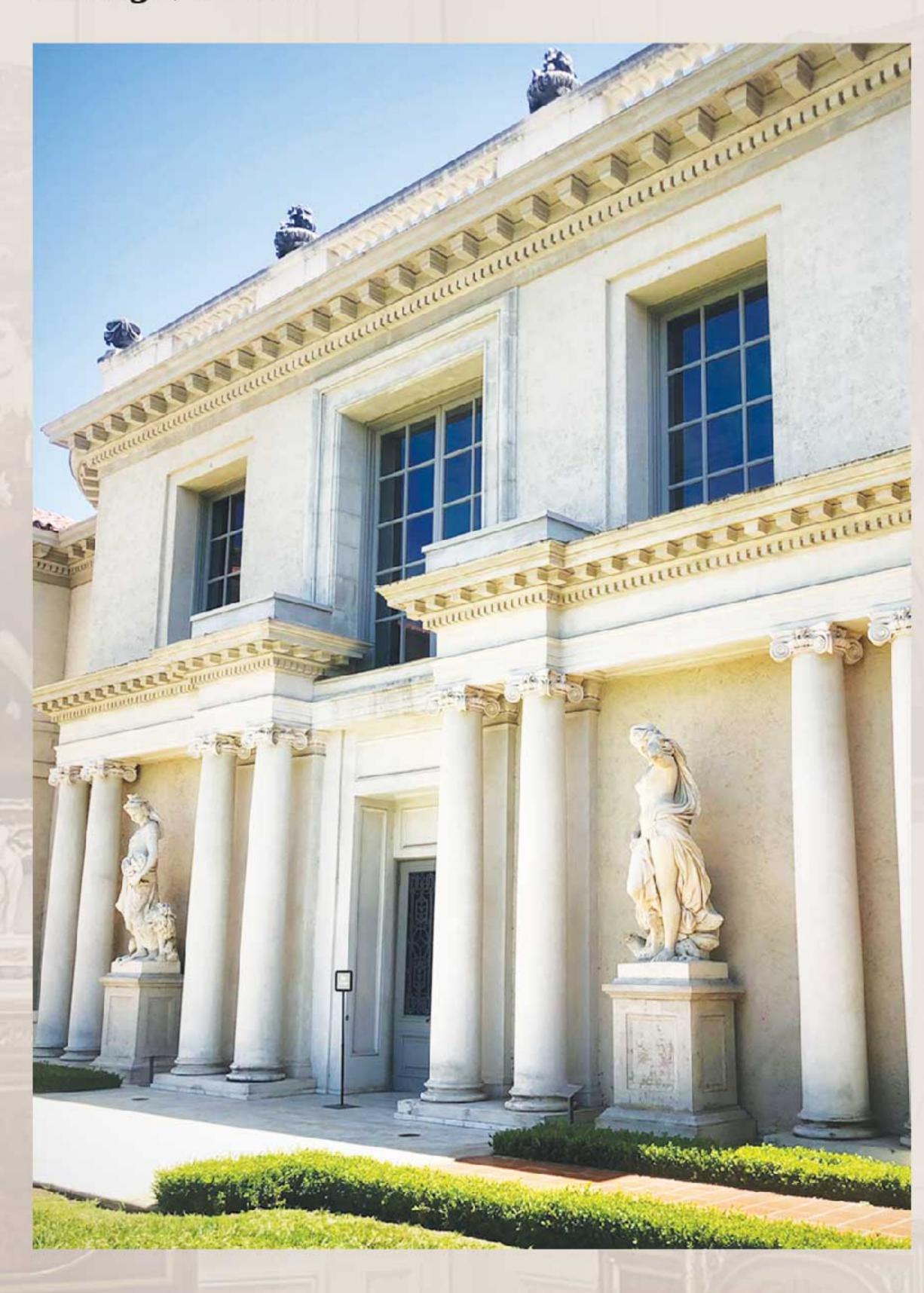
Conservatory (Wikipedia)

Japanese Garden has a bonsai collection and zen court surrounded by the Japanese style landscapes and temples.

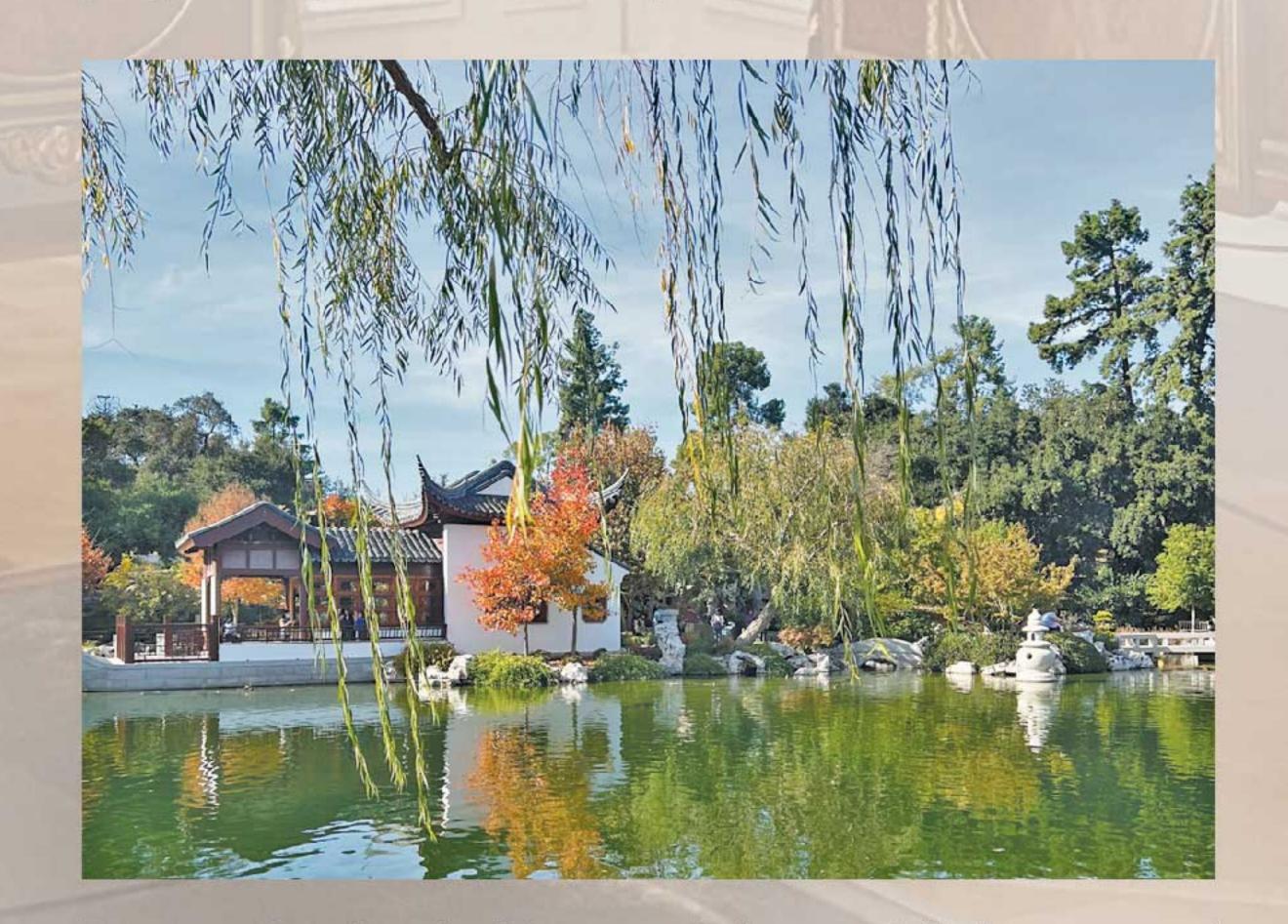




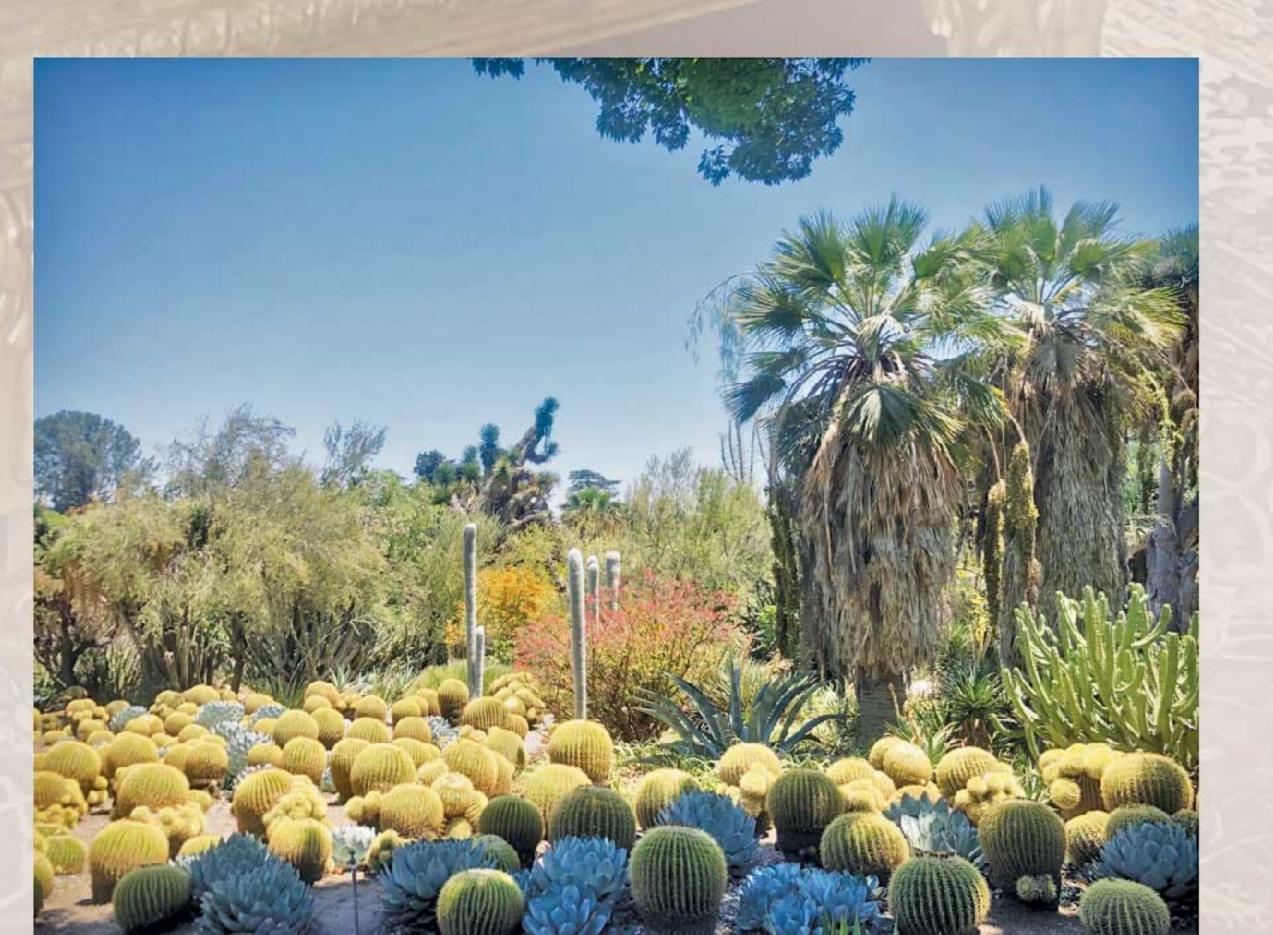
The iconic The Blue Boy painting by Thomas Gainsborough, c. 1770



Chinese Garden is the largest outside of China with man-made lakes, pavilions, and bridges. It also displays many collections of penjing plants.



Desert Garden holds one of the world's largest and oldest collections of cacti and other succulents, many of which were acquired by Henry E. Huntington and William Hertrich (the garden curator).









One of the many pavilions at The Huntington (Wikipedia)

