



Insight!



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MPRL E&P Newsletter

20 March 2023

Myanmar New Year Thingyan Greetings

———— Myanmar Era 1385 ————

As we turn the page on another year and welcome Myanmar Era 1385 during the month of April 2023, I wish to express my heartfelt gratitude to each and every one of you. Your dedication, hard work, and unwavering commitment have been the driving force behind our company's achievements and successes this past year.

Our upstream energy industry has faced another year of unprecedented circumstances, particularly with regard to the conflict in Eastern Europe. Despite the changing energy landscape, our industry remains a key cornerstone of the global economy and a core element within the global energy transition. Through the tremendous efforts of all our employees, we have been able to once again successfully adapt and evolve rapidly towards ensuring business success and continuing to fulfill our mission of improving livelihoods through the work we do.

As we move forward into the Myanmar New Year, I am confident that the future continues to hold meaningful opportunities for the industry and our beloved nation. The demand for energy is only going to continue to grow, and as a Myanmar-led operator in the upstream energy space, we will continue to play a leading role in securing and contributing towards a sustainable energy future for our country. I remain proud to lead a company, and ultimately all of you whom share a common vision with me; one that is focused on ensuring the long-term prosperity and well-being of Myanmar and our citizens. Our substantial offshore investments, ongoing exploration efforts, and talented workforce will continue to drive our progress towards a more sustainable future.

Together, we can and will continue to tackle the challenges that we face and seize the opportunities that lie ahead.

Wishing you all a happy and safe Thingyan and a healthy and prosperous Myanmar New Year! ■

U Moe Myint

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



More Stories

MPRL E&P's Sustainability Report 2022 Highlights Shifting Priorities in Pandemic Era

Feature 5 ➤

Book Drive: Equipping the Community Center with Better Reading Resources

Feature 7 ➤

Geothermal Energy: What is it? What is in it for the Country?

Feature 16 ➤

MPRL E&P Group of Companies Continues with Annual Tradition of Releasing Fish into the Inya Lake

News 21 ➤

Road Safety Achievement: 1.2 Million Kilometers Driven without RTA and 11 Years without LTA

In the Group 22 ➤

MPRL E&P's Staff Expand Horizons through Student Exchange Program in Japan

Travelogue 26 ➤

From the Desk of the Editor

Dear Readers,

As the Myanmar Era comes to a close, I want to extend my warmest wishes for a happy and safe Thingyan festival to you and your loved ones. As a proud Myanmar citizen raised in a family with deep Buddhist roots, I eagerly anticipate the traditional Thingyan festival each April, which celebrates the past, present, and future through the symbolic washing away of one's sins and the performance of good deeds. As believers in reincarnation, we strive to follow the teachings of Lord Buddha to build positive energy and merit, ultimately breaking the cycle of rebirth. As we celebrate the new year, let us reflect on the past and set new goals for the future.

As the new financial year approaches, all departments have been continuously working hard and working together to overcome the many challenges we face on a daily basis, from the global pandemic to the surge in oil prices. Nevertheless, we remain committed to meeting our year-end goals with resilience, teamwork, and determination while also managing our personal lives.

As the editor of the company newsletter, it brings me great pleasure to highlight the exceptional efforts of MRPL E&P's CSR & Communications Department and HSE Department. Despite facing numerous challenges, they have remained steadfast in their commitment to prioritize sustainability, community investment, and employee development through a wide range of initiatives and training programs in Yangon and Mann Field.

One notable accomplishment of the CSR & Communications Team is the release of our Sustainability Report 2022, showcasing our sustainability performance for the Myanmar Financial Years 2020-2021 and 2021-2022. The detailed report is available on our website, and it is fascinating to see how we responded to the challenges of the past two years. It describes the policies, strategies, and practices implemented in the areas where we have the most significant impact on the economy, environ-

ment, and people. You can find a summary of the report on page 5 of this issue.

The continuous dedication of our staff is truly remarkable. They have taken part in a variety of achievements such as mid-term and annual award ceremonies and activities like the Book Drive and the Eye Health Pilot Program in Mann Field Communities. I am particularly proud of the personal contributions made by our employees to support underserved communities, including donating laptops to school children and providing financial assistance for Eye Health Pilot Program. These acts of kindness demonstrate the genuine community spirit and generosity of our staff, and we are incredibly grateful for their efforts.

As we approach the Thingyan holiday break, I would like to take this opportunity to encourage everyone to take a well-deserved moment to unplug and spend quality time with loved ones. I hope you all have a safe and joyous Thingyan festival. To celebrate, we have chosen a stunning cover photo of Inle Lake in Shan State, Myanmar's second-largest lake and the country's first designated place of the World Network of Biosphere Reserves by UNESCO. This photo perfectly captures the spirit of togetherness, unity, and camaraderie that the festival represents.

As Sonia Gandhi once said, "Together we can face any challenges as deep as the ocean and as high as the sky." Let us continue to work together with passion, motivation, and momentum to overcome any obstacles that come our way. Your dedication and hard work have helped us provide informative and engaging content to our readers, and for that, I am grateful.

Have a safe and happy Thingyan Festival! ■

Cheers,
Hnin W. Zaw

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Happy International Women's Day 2023

"Empower a Woman, Uplift a Community"

#EmbraceEquity

Your Opinion: Why Setting Goals is Important in Life



Thadde Thant
Environmental Officer
Pyitharyar Integrated Project Department

We all have our dreams and desires, but only a few people know exactly what they want to become and how to make it happen. For some, setting a vision and mission in life is crucial to realizing their dreams. And goal setting is a vital component in achieving them.

To me, having goals means having a clear idea of what you want to achieve in the future and committing to a plan of action to make it happen within a specific time frame. It is important to set goals that are meaningful to your personal and professional growth and that align with your overall path in life. Additionally, achieving your goals can help you build mental and physical strength and motivate you to keep going. So, take the time to think about your goals and make them a priority. With a little effort and determination, you can achieve anything you set your mind to.

At the end of every year, I like to review my progress, identify areas for improvement, and set new goals for the upcoming year. It is a great way to stay motivated and focused. To ensure that my goals are effective, I use the SMART method, which stands for Specific, Measurable, Achievable, Relevant, and Time-bound. I prioritize five key areas in my life: maintaining a healthy lifestyle, pursuing hobbies, nurturing relationships, managing finances, and advancing my career.

Setting goals is just the beginning. The true challenge is working hard towards them with determination and persistence, even when things get tough. It is crucial to remain enthusiastic and committed to your goals, despite any setbacks or roadblocks that come your way. With hard work and dedication, you can accomplish anything you set your mind to. Having strong goal-setting habits instills confidence and allows you to enhance your skills and abilities over time. It is important to keep exploring and believing in yourself, so that you can continue to grow and develop in your own unique way, just like I have shared above. ■

“It is important to set goals that are meaningful to your personal and professional growth and that align with your overall path in life”



Sandi Aung Moe
Monitoring, Evaluation and Learning Coordinator
CSR & Communications Department

From my perspective, "goals" are the things we imagine and plan for, which we dedicate ourselves to achieve in the future. They can be individual or group-oriented and have a time frame that determines their outcomes. We can have short-term goals, lasting for a few days or weeks, or long-term ones that stretch over several months or years.

Goals give us purpose and direction in life, helping us move towards our ultimate desires. They keep us motivated and on track, making sure we do not lose sight of our targets. It is like shooting an arrow without knowing where it is going to land if we do not have goals to aim for. Next, having goals provides us with a list of actionable steps we can take to move our lives from where they are now to where we want them to be. It is an efficient and effective way to achieve what we desire in life.

Setting goals can also be incredibly motivating. When we have specific goals to reach, we are inspired to continuously improve and move in the right direction. It gives us a sense of purpose and direction, which is needed for our personal and professional growth. So, go ahead and set those goals!

In my life, I make it a point to set goals and strive towards specific outcomes. When I set goals, I usually ask myself questions like what I want to achieve and how much time I need to get there. Once I have my goals and timeline sorted, I jot them down somewhere I can see them every day. This way, they are always on my mind and guide my decisions and actions. I have noticed that when I set goals for myself, I am way more motivated to work towards them, and I am more likely to achieve them. Plus, it gives me a confidence boost and makes me feel capable of tackling even the most challenging goals. To sum it up, setting goals helps us prioritize things in life. We could just aimlessly wander through life, but where is the fun in that? Setting goals is crucial to living the life we truly desire so let us get started on those goals and make our dreams a reality! ■

“Goals give us purpose and direction in life, helping us move towards our ultimate desires”

Hospitals in Yangon and Magway Regions Accepting the Donation of Surgical Masks

Moe Thu Zar Soe

On behalf of U Phone Kyaw Moe Myint, Daw Awn Seng, and Family, MPRL E&P's staff members handed over the donation of 80,000 disposable surgical masks to the Minbu General Hospital and the Magway Regional Hospital in November 2022 and 30,000 disposable surgical masks to the Ear, Nose, and Throat Hospital (ENT) in Yangon along with 60,000 disposable surgical masks to the staff members from MPRL E&P Group of Companies in February 2023. ■



At A Glance: The Devastating Impact of Food Waste on the Environment and Society

Han Myo Aung

Simply put, food is vital for our health and wellbeing. It provides us with essential nutrients and energy needed for growth, development, and maintaining bodily functions. However, it is alarming to learn that approximately one-third of the global food produced for human consumption, equivalent to 1.3 billion tons, goes to waste every year, according to the UN's Food and Agriculture Organization (FAO).

What is worse is that food loss and waste occur in both industrialized and developing countries, with poor countries losing most at the start of the production and supply chain, while medium and high-income countries discard food that is still suitable for human consumption.

The United States Environmental Protection Agency (USEPA) defines food waste as any inedible food such as plate waste, spoiled food, or peels that are either sent to feed animals, composted or anaerobically digested, or landfilled or combusted with energy recovery. On the other hand, food loss refers to unused products from the agricultural sector, such as unharvested crops.

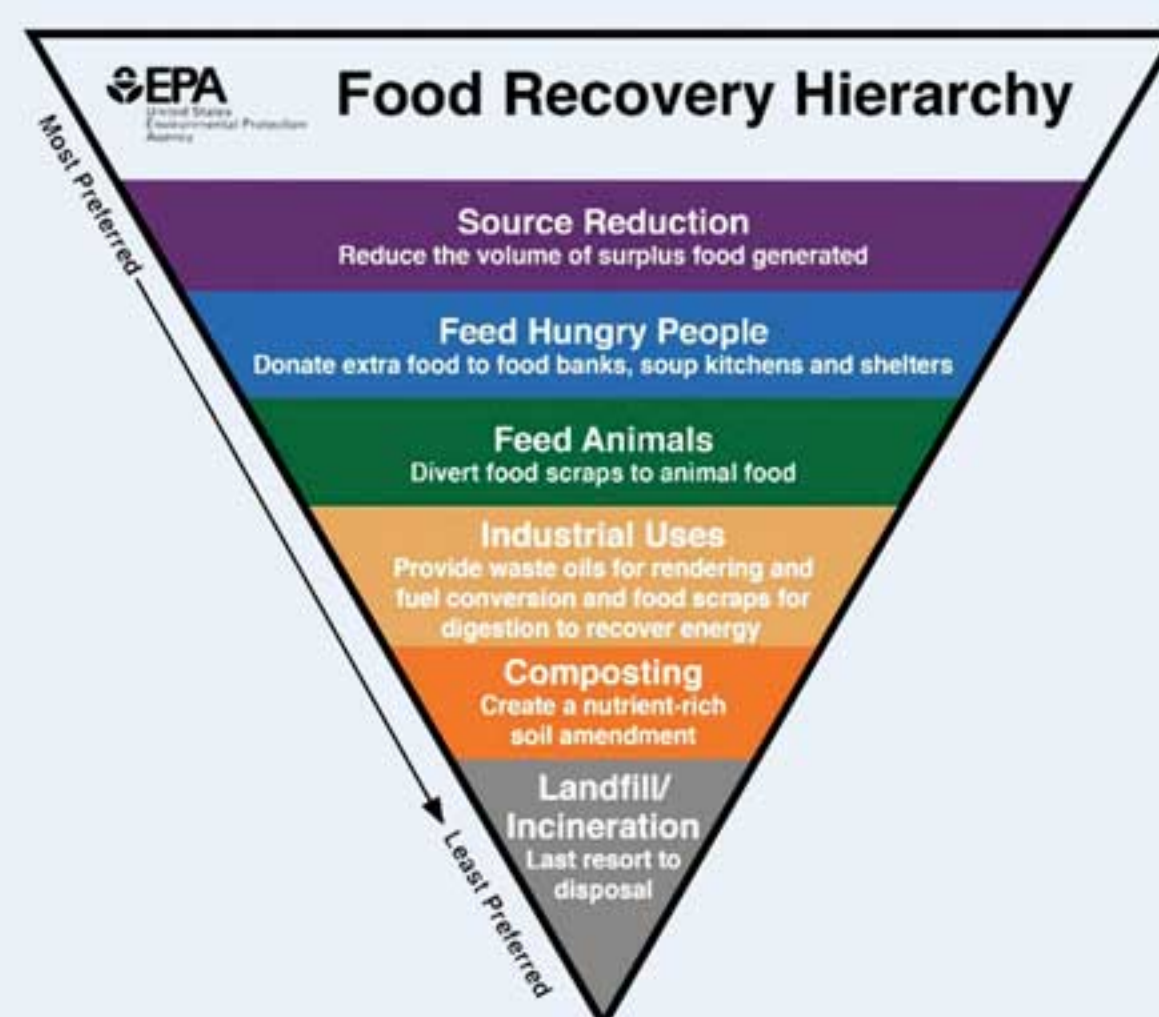
Moreover, food waste is not only a social issue that affects food insecurity and poverty but also an environmental issue as it increases greenhouse gas emissions and contributes to climate change. In 2018, 11.1% of U.S. households experienced food insecurity at some point during the year, while wasted food remains the largest stream of materials in American trash.

Food insecurity is a major issue, and wasting food only exacerbates the problem. The FAO reports that the world is not doing well when it comes to ending hunger or ensuring safe food access, especially in light of slowing economies, conflict, and the COVID-19 pandemic. It is also concerning to know that climate change threatens food production, and some estimates say that global crop yields could go down by 30% by 2050.

Reducing food loss and waste is critical, especially in a world where millions of people go hungry every day. By reducing waste, we show respect for the precious resources that go into producing food, including labor, effort, investment, water, and feed. It is up to each of us to take action and make a positive impact on our environment and society.

The Food Recovery Hierarchy recommended by the USEPA is a great way to prioritize actions to prevent and divert wasted food. Not only does it benefit the environment, but it also positively impacts society and the economy.

As individuals, there are several practical habits that we can adopt to reduce wasted food. Firstly,



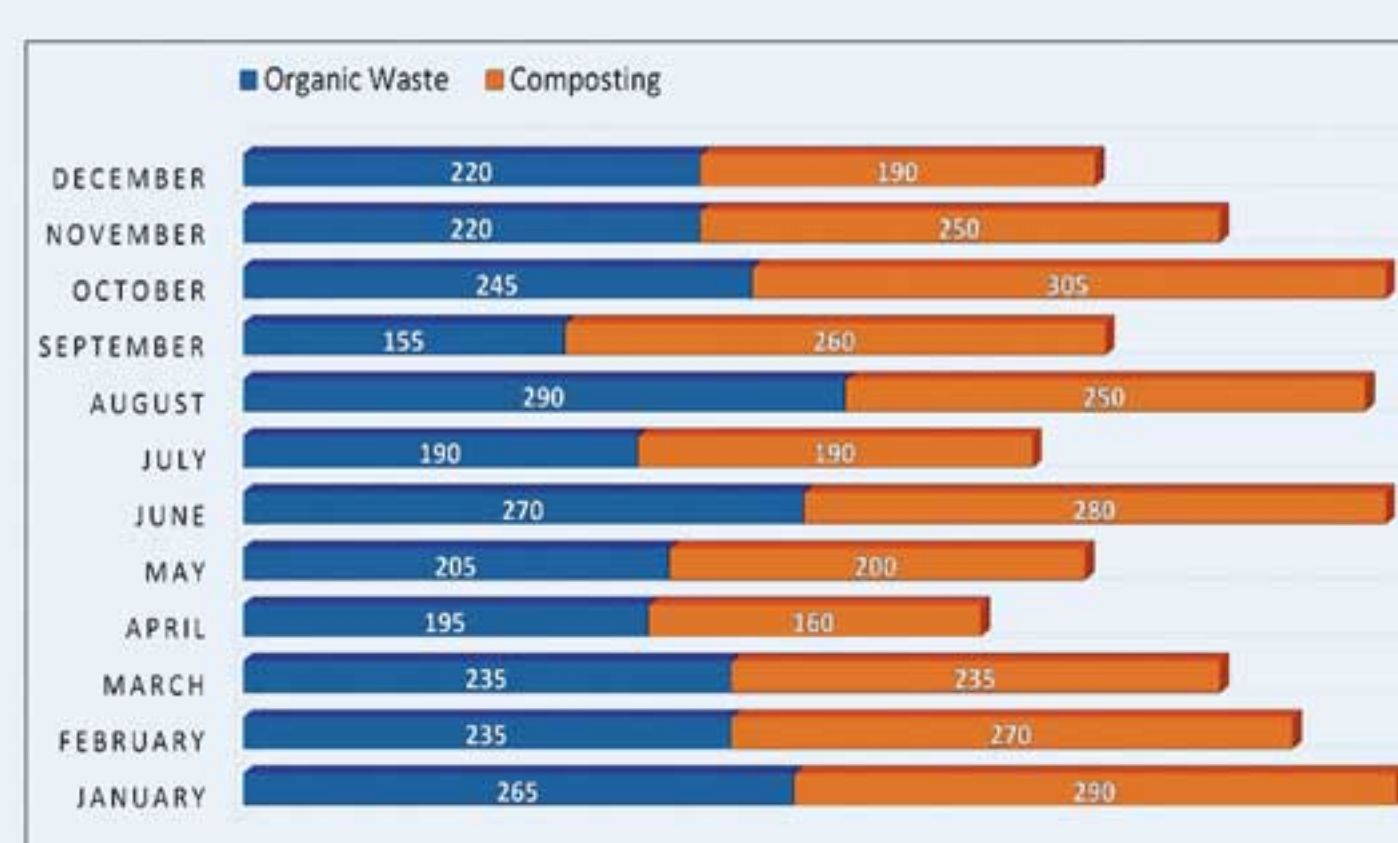
Ref: <http://www.epa.gov>

we can make a conscious effort to buy only what we need, thereby reducing the likelihood of excess food going to waste. Additionally, we can store food wisely, understand the different storage requirements of different foods, and take steps to ensure they stay fresh for longer.

It is also essential to understand food labeling, as this can help us make informed decisions about the food we consume. We can take smaller portions of food and love our leftovers by using them for future meals. Moreover, instead of throwing away food scraps, we can compost them and use them to fertilize our gardens.

Respecting food is another important habit we can adopt. This means valuing the resources, labor, and effort that go into producing food, and using it in the best possible way. We can donate food or feed animals with food that would otherwise go to waste. This helps ensure that food is used in the most effective way possible, and that it is not given to the millions of people who go hungry every day. By adopting these habits, we can all do our part to reduce food waste and create a more sustainable future.

The monthly composting from wasted food data in 2022 is presented below:



Composting at Waste Management Compound (2022) (KG.)

As an Environmental Officer, I am proud to work for a company that is committed to respecting the environment in the areas where we operate. One of the ways we do this is by managing our food waste in a sustainable way. At Mann Field, we collect organic waste with designated bins and dispose of it at the Waste Management Compound for composting.

Since MPRL E&P's HSE Team initiated the Food Waste Management initiative in 2015, we have been actively segregating waste items and collecting food waste at the Waste Management Compound in Mann Field. Our company's environmental policy, management plan, and waste management procedure guide this practice, and we have installed designated organic waste bins in Mann Field to dispose of organic waste, which is the most commonly generated waste at the base camp.

As an employee, I have observed that food waste in Mann Field is mostly collected from MPRL E&P's base camp, is mainly comprised of plate waste and kitchen waste from food preparation. I am proud that our Waste Management Compound is where the composting process takes place, with two hardworking crew members who turn the waste into nourishing compost for our gardens and plantations.

Composting is an eco-friendly and sustainable solution to the problem of food waste. At MPRL E&P's Waste Management Compound in Mann Field, we have implemented a waste segregation practice where food waste is collected and turned into compost. Our Environmental Officer or Site HSE Officers manage this process, with support from the Field Operations Team and HSE Team as needed. The food waste is mixed with other organic waste like fallen leaves and clipped grasses, and after 3-4 months of composting, we obtain high-quality, dark-brown compost that is used to nourish and nurture our gardening and plantations.



Our compost is used to grow a variety of plants, including guava, dragon fruit, jasmine, rose, eggplant, roselle, lettuce, mango, tomato, chili, pumpkins, and papaya. The flowers are used for decoration and fruits and vegetables are consumed and shared among the Waste Management Compound Team and other crew members.

This initiative not only benefits the environment, but it also educates people on the importance of waste segregation and the impact it has on creating a sustainable future. I am proud to work for a company that values environmental stewardship and takes concrete steps to make a positive impact on the world around us. ■

Source: <http://news.un.org/en/story/2021/09/1101532>



MPRL E&P's Sustainability Report 2022 Highlights Shifting Priorities in Pandemic Era

Thal Sandy Tun

As the world is emerging from the shadow of the coronavirus pandemic, attention to the importance of corporate transparency has been renewed. This entails two key aspects of how companies have responded to the daily priorities and how they are contributing to "build back better". MPRL E&P's Sustainability Report 2022 – now available on the website – came out to fulfill these twin objectives.

The second edition of this report adheres to the Global Reporting Initiative's (GRI) recommended three-step methodology, with a focus on materiality assessments and stakeholder engagement as fundamental components. Our materiality assessment has been extensively revised to examine the areas where sustainability impacts and business risks have converged in light of the COVID-19 pandemic.

In the materiality refresh survey, social and governance topics have taken precedence, indicating MPRL E&P's internal stakeholders' belief that the company has the greatest potential impacts on these theatres. They are also viewed as topics that have the greatest potential to impact the company's day-to-day operations and future growth plans.

It's important to highlight that while the GRI Oil and Gas Sector Standard 2021 identifies topics such as "Climate Change" and "GHG emissions" as potential material, MPRL E&P's 2020 assessment and 2022 review have concluded otherwise. This is primarily due to the influence of ratings provided by internal stakeholders during the review process. In general, the sustainability reporting landscape has seen companies shifting towards a greater inward focus in their evaluation of business risks and opportunities.

In terms of content, this report details information on MPRL E&P's approach to preparing, responding

to, and recovering from the impact of the coronavirus pandemic and domestic socio-economic challenges during the reporting period, Myanmar Financial Years 2020-2021 and 2021-2022 in line with its business continuity framework. The events created significant disruptions to business operations, as a result, the company undertook an extensive reprogramming exercise in real-time by refocusing its fund and programs towards safeguarding the health, safety, and security of its employees and communities, demonstrating its responsiveness to the top priorities of the day.

To meet some of the reporting criteria including consistency, completeness, and accountability, the report provides comparable year-on-year data and strives for the same level of coverage on sustainability performance as the first report prior to COVID-19. It also sheds light on critical decisions made during the period and provides explanations and future plans where relevant, leaving no stone unturned.

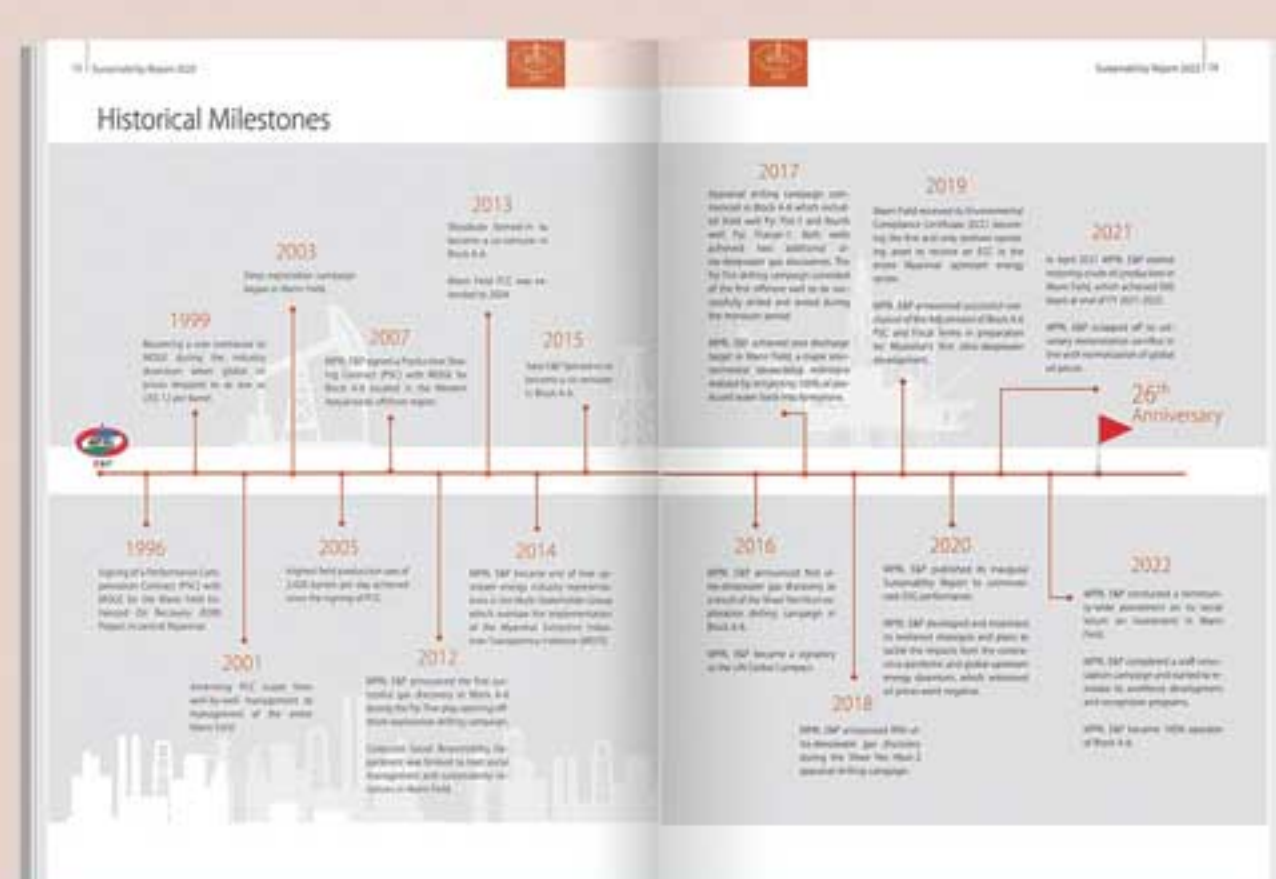
We are pleased to be able to evaluate and disclose MPRL E&P's material topics and sustainability performance for the Financial Years 2020-2021 and 2021-2022 with the use of Global Reporting Initiative (GRI) Standards after a delay on the ground of the pandemic. The report will also become our sixth Communication on Progress to the UN Global Compact in line with its new policy. As we prepared the report and engaged in a moment of introspection, we have come to acknowledge the numerous ways our world has changed over the past two years and how a non-financial issue like COVID-19 can shake the very core of the financial foundation of businesses. Additionally, it illustrates that environmental, social, and governance (ESG) risks extend beyond a wide range of social and environmental areas.

By extension, our world today is confronting complex geopolitical, social, and governance issues – one of the spillover effects from the outbreak of the Russo-Ukrainian military confrontation in early 2022. It will be increasingly challenging for businesses to thrive in a divided world where political risks have elevated to a new level, and change is no longer predictable and transparent elsewhere. Worst, the divided world may end up forcing countries to take a side and eventually companies to do the same.

On the economic front, some developing countries are expected to fall behind their developed counterparts due to a combination of the cost-of-living crisis and the impending economic recession in 2023. Furthermore, if the world continues to witness a lack of progress in global climate action, as was the case at COP27, any disorderly shift towards sustainable practices would only serve to exacerbate social inequalities and governance risks. This could result in an unpredictable policy environment, creating the potential for frivolous litigation.

Businesses, at some point, will find themselves in the crossfires as the fundamental elements of human society have increasingly come under attack from all directions, a fait accompli. As suggested by some ESG experts, it is important to keep building on business resiliency by leveraging the tools of scenario thinking and planning well ahead in the face of growing sustainability challenges in the years to come. We are indeed recovering, but we cannot afford to be complacent. ■

**MPRL E&P's Sustainability Report 2022 is now online:
Learn about our commitment to sustainable development!**



Contributing to the Betterment of Our Communities

Moe Thu Zar Soe

Employees are one of the most pivotal stakeholders of an organization because they can be influenced by—and also influence—the organizational activities, thus playing an essential role in organizational effectiveness. MPRL E&P's Site Doctors continue providing essential healthcare services not only to all Field Operations Team members as part of their main responsibilities but also to the Mann Field Communities because they believe in CSR activities and Community wellbeing. The following is an interview with two Site Doctors from MPRL E&P's HSE Department who share their experiences regarding the Mobile Clinic Program and health talk sessions for Mann Field Communities.

“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute” — Simon Sinek



Dr. Kyaw Ye Htut
Site Doctor/HSE Officer
HSE Department

Before I started my employment as a Site Doctor at MPRL E&P in 2021, I was working for Asia Drilling Pte Ltd. for about three years as an HSE Officer at Drilling Site. My responsibilities are mainly HSE-related, plus First Aid and supportive medical treatment for all kinds of illnesses for Field Operations crews. Also, I am tasked to share health knowledge on seasonal and common diseases as well as pandemic-related diseases with vulnerable communities. I check and inspect the health and hygiene status at Field Camp every week. Besides, I conduct as a trainer for First Aid training, Stretcher Team training, and other work-related training sessions, and participate in Health and Safety Campaign like Heat Stroke knowledge sharing sessions, and many more at the Field Camp.

As a responsible employee working in the oil and gas industry, I am interested to learn more about the Company's CSR Program. I want to be a part of the solution through my contributions to the company as well as the respective communities. With the full support of the CSR Team, I am proud to perform as a medical practitioner for Mobile Clinic in Mann Field Communities.

I am now one of the healthcare providers running five Mobile Clinic sessions at six locations in Mann Field on a weekly basis. Although Mobile Clinic reopened on 21 February 2022 after twenty-two-month hiatus, I have joined the clinic sessions starting from 22 June 2022 coupled with another Site Doctor. Before we participated in this program, a local medical doctor and other Healthcare Assistants took responsibility for running all clinic sessions. Based on my general practices within the Mann Field Communities, we noticed that there are common health problems such as hypertension, diabetes, and joint and back pain in local elderly patients. To solve this matter efficiently, we discussed with the CSR Team to provide health education along with necessary healthcare assistance to Mann Field Communities. My colleague and I provided 21 health talk sessions on common diseases like “Hypertension” and “Diabetes” before starting each clinic session from August to mid-December 2022 and a total of 428 participants had already joined the sessions.

To make this initiative happen, CSR Team provided necessary IEC materials such as pamphlets that indicate dos and don'ts for each disease and other worth-to-know facts. We would go into detail about the nature of the diseases, how to deal with and manage the symptoms in their daily lives, and what medications to take along with how to maintain a healthy lifestyle with simple examples. We also do Q&A sessions to assess their understanding and how they make use of their newfound knowledge after the health talk sessions. Each Mobile Clinic has an average of 30 patients from the clinic-located village and other adjacent villages daily. We see that most of the patients respond well after getting their first treatment and show interest in changing their lifestyle and participating in health talk sessions. As a result, the number of community members is increasing at our Mobile Clinic sessions as they look forward to health consultations with the Site Doctors.



Dr. Hlaing Min Htet Kyaw
Junior Site Doctor
HSE Department

After reaching a nearly two-year stint with MPRL E&P, I am now helping as a medical practitioner in Community Healthcare Program initiated by the CSR & Communications Department apart from my routine duties at the Field Camp. MPRL E&P's Mobile Clinic Program is so crucial and beneficial for these kinds of communities where medical assistance and knowledge are limited. I am so delighted to be part of this program in helping the vulnerable community through my provision of health talks and real-life care. Along with my colleague Dr. Kyaw Ye Htut, CSR Team, Community Volunteers, and other Healthcare Assistants, we are glad to witness sustainable and healthy outcomes in these communities.

During my clinical experiences, most of the elderly clients come to the clinics with back pain and multiple joint pains, including spondylosis and osteoarthritis due to old age and their working behavior and environment. But the most significant problems among elderly clients is hypertension and diabetes if they take it lightly, it could lead to hospitalization and serious complication in near future. We always ensure that they are taking their medication regularly. We also make sure to provide necessary health information and knowledge whenever we encounter a new patient with diabetes or hypertension, especially those who are not taking the treatment regularly or seriously.

To prevent further serious health problems, our team would prepare health talks with the patients. We need to make sure we are creating two-way communication with the communities who are encouraged to participate and ask questions on the practical subject matter. I think that Mobile Clinic and its free-of-charge services have reduced many barriers to efficient healthcare access and services. Overall, I am glad to be contributing to the betterment of the communities. ■

Book Drive: Equipping the Community Center with Better Reading Resources

Pyae Pyae Phyo

MPRL E&P, a socially responsible business committed to making a difference in communities through Community Investment Programs, recently conducted a book drive as part of its Community Capacity Building initiatives. The initiative aims to help equip Aye Mya Community Center and Nan U Library with better reading resources for local kids and adults and support the community's access to quality reading materials, nurturing the joy of reading.

Books play a vital role in our lives, providing us with knowledge, entertainment, and a sense of companionship. They can also offer peace of mind during difficult times. Unfortunately, many children and young people living in underserved communities across Myanmar face significant development challenges due to a lack of access to quality books. Many people in low-income families have limited access to books, making them a rare commodity. Libraries, community centers, and information hubs are often insufficient in these areas, and many families lack consistent internet access and basic technology infrastructure. As a result, these communities miss out on the benefits of reading and struggle to access educational opportunities.

Book Drive for Community Center!

5 to 15 December 2022

Can we count on you in our effort to support community members in Mann Field through the donation of books, new or gently used?

Suggested book types:

- Picture Books
- Early Reader Books
- Poetry and Children's Classics Books
- Interactive Books
- Young-Adult Novels
- Periodicals
- Non-fiction books

MPRL E&P's CSR Program is currently looking for the donation of new or gently used books for schoolchildren in Mann Field to help nurture their love for reading and support their learning journey through quality reading materials.

This is part of our community initiative involving the upgrade of a village library into a community center, complete with new learning facilities and fitness areas for children, youths and the rest of the communities in Mann Field.

We are happy to receive books written in Myanmar or English and are open to a range of book options.

Drop off:

Naw May Pale Htoo @Pale
CSR & Communications Department
9th Floor, Vantage Tower

For further inquiries, please call the extension 1168.

To solve this issue in Mann Field Communities, MPRL E&P's CSR Program engaged in a book drive to support literacy and give back to the communities. The campaign was part of the Community Center Pilot Project in the Fiscal Year 2022-2023, which aimed to provide conducive learning environments in the Mann Field area. Under this project, the CSR Program upgraded the local library in Aye Mya Village into the very-first community

center in Mann Field, complete with library furniture, a fitness area, and some workout equipment. The CSR Program also collaborated with iGroup's mangoSTEEMS Myanmar to offer an Online English Learning Program for young children.

MPRL E&P prioritizes sustainable development in all of our corporate practices and promotes collective efforts from all stakeholders to ensure a sustainable journey. In December 2022, MPRL E&P Group of Companies (GoCs) staff were invited to support the community members in Mann Field



by donating new or gently used books through the "Book Drive for Community Center" campaign. The campaign ran for ten days and collected a total of 1,420 new and gently used books written in Myanmar and English. Employees' contributions, both in monetary and book donations, made a big impact on the youth in Mann Field, sparking their curiosity and instilling a love of learning in the earliest learners.

On 19 December 2022, the CSR Team organized the book donation events at Aye Mya and Nan U Villages, where they handed over all the books and a cash value of MMK 115,000 each to Aye Mya Community Center and Nan U Library equally as the center operating fund. The event was attended by the Village Administrators, Village Development Committees, Women Groups, and community children.



Book Drive in Mann Field Communities

Writing a new chapter of hope for underserved communities, one drive at a time.



The book drive is a meaningful event as it not only helps fulfill the community's needs but also fosters a new learning environment for the community members, serving as a sustainable action to help the next generation in underserved communities. ■



Learning Club Program Hosts Successful Soft Skills Game Event

Pyae Pyae Phyoe

MPRL E&P's Learning Club Program is committed to fostering a supportive and productive learning environment that encourages staff members to engage in reflective practices through soft skills activities. In an effort to promote these goals, the Learning Club Organizing Team recently conducted a "Soft Skills Game Event" at the company's Yangon Office in January 2023.

The event was the second "Learning Club" event of Fiscal Year 2022-2023 and marked the first physical group activity of the Learning Club Program since December 2020, when the Program was temporarily suspended due to the COVID-19 outbreak. The event was well-attended, with 40 registrants from MPRL E&P's Yangon Office participating in the activities.

On 25 January 2023, the Learning Club Organizing Team members organized two sessions of soft skills games at the seventh floor of Vantage Tower. The game activities included the Memory Game, Pen Ball Challenge Game, Blindfold Posture Game, Blind Field Game, and Logo Jigsaw Game. Each session featured five game stations with four players per team, and each team played for five minutes. At each game station, participants were presented with a distinct set of challenging games designed to promote the development of interpersonal skills, motor skills, creativity, teamwork, time management, as well as independence and resilience.

The primary goal of the event was to encourage participants to reflect on their teamwork, collabora-

tion, and soft skills during the games. By considering what factors contributed to their success or failure in each game, participants could better understand their strengths and areas for improvement in these essential soft skills.

The Soft Skills Game Event was a tremendous success, and participants reported that they had gained valuable insights into their own capabilities and areas for improvement. The Learning Club Program looks forward to organizing future events and activities that promote the ongoing development and enhancement of soft skills among MPRL E&P's staff members. ■



Group Photo at the Event Session-1



Group Photo at the Event Session-2



Learning Club Organizing Team



Winning Team at the Event Session-1



Winning Team at the Event Session-2



Clear Eyesight for Happy Life: Launching Eye Health Pilot Program in Mann Field

Pyae Pyae Phy



Our world is a beautiful place, filled with colors, patterns, and shapes that are brought to life by our eyesight and vision. These precious senses are essential for our everyday activities, and they allow us to connect with our surroundings in meaningful ways. Sight and vision, while distinct, are interdependent and essential for our daily lives. Our eyes collect up to 80% of the information our brain receives from our environment, highlighting the critical role they play. Therefore, it is imperative that we prioritize the protection and preservation of our eyesight and vision, as they are fundamental to our overall well-being and happiness.

However, despite their importance, according to the World Health Organization (WHO), at least 2.2 billion people worldwide are visually impaired, and nearly half of them suffer from preventable or treatable conditions due to lack of access to eye care. The Myanmar National Eye Health Plan (2017-2021) also mentions that visual impairment and blindness are serious public health issues, particularly in rural areas where nearly 70% of the population resides in Myanmar.



Mann Field is situated in the central dry zone of Myanmar, characterized by hot, dry, and dusty conditions and limited access to water. This makes the area prone to blindness, which is a common health issue in rural communities across the country. While we have not conducted a rapid needs assessment on health issue in the Mann Field Communities, patients who have visited our Mobile Clinic sessions have reported experiencing blurred vision and hearing impairment. As such, it is crucial for us to provide appropriate healthcare services and consultation to the community to ensure their well-being.

As part of our CSR initiative, MPRL E&P has launched the eye health pilot program named as "Clear Eyesight for Happy Life!" in 14 Mann Field Communities with the monetary support of an expatriate from our company and the budget of CSR Program. The program aims to reduce the prevalence of avoidable blindness and visual impairment among local school children and communities. The CSR Team has partnered with the Department of Public Health (Minbu) to deliver cost-effective eye healthcare services to the area.

After conducting a series of meetings and discussions with stakeholders in December 2022, the program began providing access to basic eye healthcare services, including treatment and referral for local school children attending schools in ten Mann Field villages - Mann Kyoe, Chin Taung, Let Pan Taw, Lay Eain Tan, Mei Bayt Kone, Let Pan Ta Pin, Auk Kyaung, Pauk Kone, Kyar Kan, and Ywar Thar villages. The CSR Team organized school eye screening and education activities in January and February 2023, where health officials from the Trachoma Control and Prevention of Blindness Program under the Department of Public Health (Minbu) educated schoolchildren, teachers, and parents on general eye health and common eye problems.

The eye health talk sessions aimed to raise awareness among the targeted beneficiaries about various topics related to eye health such as blurred vision, types of vision problems, diabetic retinopathy, symptoms of eye problems, treatable eye diseases, and dos and don'ts for maintaining good eye health. The ultimate objective of the sessions was to provide knowledge about eye structures, common eye problems, risk factors, and methods for sustaining optimal eye health.

Furthermore, during the vision screening, a total of 1,847 schoolchildren and 74 teachers had their vision checked, and 52 individuals were identified as experiencing vision problems and needing eyeglasses. Most of the symptoms included blurred vision, eyestrain, headaches, and squinting. The eye health program ensured that vision screening services were accessible with a particular focus on children in local schools.



In mid-February 2023, the CSR Team escorted students and teachers who showed signs of vision problems, based on the initial screening results, to the Minbu General Hospital. There, Dr. Ei Ei Aung, an ophthalmologist from the Department of Public Health of Minbu General Hospital, conducted eye health examinations on a total of 48 students and teachers. Of these, 29 were prescribed spectacles, 15 were provided with eye drops, one needed to take eye supplements, and two required eye surgery. The program provided the necessary support according to the doctor's prescriptions, and it is hoped that the students and teachers with poor vision will now have clear eyesight and improved vision with the use of spectacles and other aids.

The "Clear Eyesight for Happy Life!" program is a commendable initiative that has made a significant impact in the Mann Field Communities. The program's success is a testament to the CSR Program's commitment to sustainable efforts and dedication to improving the quality of life for community members. Going forward, the eye health program is expected to expand its services to include elder members of the community, who are at heightened risk for age-related eye diseases and problems. The impact of this program will undoubtedly extend beyond the vision of young community members, enriching their lives and enhancing their connection to the world around them. ■

Outstanding Performer Award Recipient: Myat Su Lwin

Hnin Wynt Zaw



MPRL E&P seizes the opportunity every year to acknowledge and celebrate its exceptional employees who have made significant contributions to the growth and success of the company. It gives us great pleasure to showcase Daw Myat Su Lwin, who serves as the Executive Secretary to the Deputy Country Manager and Technical Manager, for being selected as one of the recipients of the Outstanding Performance Award for the first six months of Fiscal Year 2022-2023.

“No matter what happens or how many challenges are thrown her way, she always wears a smile on her face and greets everyone with respect and kindness. She is a very pleasant neutralizer to the stress that is associated with delivering a monumental project, and serves as a constant reminder to the rest of us for how we should behave as a team”

Brian Logan
Development Team Leader &
Deputy Country Manager

What is the extent of your work experience in the Administrative and Support field since the beginning of your professional career after graduation?

Following my graduation, I initially worked in the Hotel and Tourism sector. I then undertook further studies in Singapore and spent three years working in the same industry. Subsequently, I began my first professional role in the oil and gas industry with Rimbunan Petrogas Limited. Since joining MPRL E&P in 2014, I have accrued over 10 years of experience in the Administrative and Support field.

What are the primary duties that you fulfil in your role, and what areas do you oversee?

As part of my job, I provide comprehensive support for all administrative functions related to the expatriate members of the Pyitharyar Integrated Project (PIP) Team. Additionally, I am responsible for managing all MSA and WO tasks associated with the PIP Team, and function as the coordinator for

PIP tendering procedures. Moreover, I oversee the account payable process for the PIP Team.

What would you say is your most significant achievement in your team or department?

I would say, with over eight years of administrative experience working at MPRL E&P, I am the go-to person for everyone on my team. And I feel honored to know that I am dependable, efficient, and good at multitasking. Additionally, I am proud to have taken on the role of PIP Team tendering process coordinator, which also plays a big part of my daily responsibilities.



What inspires and drives you in your work?

My work presents me with a diverse range of challenges on a daily basis, particularly as our team and projects are rapidly expanding. I am fortunate to work alongside a highly supportive team who share a common goal of achieving success, and who consistently demonstrate their hard work and determination to overcome any obstacles that arise. Witnessing the team's collective effort and collaboration is a constant source of motivation for me.

How has your professional development evolved since your initial days at MPRL E&P?

Initially, I applied for an Administrative Assistant position in the Administration & Contracts Department. However, during my interview with the Technical Manager, he offered me the opportunity to work as his assistant in a secretariat role. From that point forward, I began to learn more about the technical aspects of the job and the associated terminology. In 2018, I was promoted to the role of Executive

Secretary, and since then, my professional growth has continued to progress. Recently, I was promoted to the role of Executive Secretary to the Deputy Country Manager and Technical Manager.

In your view, what is the significance of teamwork and collaboration for your department?

Teamwork and collaboration are essential components in our department, particularly given the high-pressure nature of our project and the urgent tasks we must complete on a daily basis. Failure to function cohesively as a team within my department and other departments will impact our progress and interfere with the success of our project. I often have to collaborate with other departments, such as Administration & Contracts and Finance. As an Executive Secretary, I rely on these departments for support with contract completion and timely payment processing.

Could you describe a situation where you went above and beyond in your job?

Before my transfer to the PIP Team, I was responsible for supporting the entire Technical Team, as well as the Deputy Country Manager (DCM). After the creation of the PIP Team, I was tasked with supporting both the Technical Team and the PIP Team, and had to work efficiently to complete all necessary tasks within tight deadlines. This was an extremely challenging period in my career, but I felt a deep sense of satisfaction when I reflected on my achievements at the end of each day.

One of the most demanding experiences of my professional career was when I was involved in the RSF-5 Withdrawal Contracting Process. The DCM and I were required to complete the contract within a tight timeframe. Despite the numerous challenges we faced, we were able to complete the contract on time, and it remains one of my most notable accomplishments.

What are your greatest strengths?

When faced with daily challenges and pressures, I strive to maintain a positive attitude and avoid becoming overwhelmed. By approaching difficulties with a smile, I can help to alleviate stress not only for myself, but also for those around me. I believe that my optimistic personality and ability to remain positive in the face of adversity are among my greatest strengths.

Outstanding Performer Award Recipient: Myo Thant Zin

Hnin Wynt Zaw



MPRL E&P seizes the opportunity every year to acknowledge and celebrate its exceptional employees who have made significant contributions to the growth and success of the company. It gives us great pleasure to showcase U Myo Thant Zin, who serves as the Site HSE Officer at Mann Field, for being selected as one of the recipients of the Outstanding Performance Award for the first six months of Fiscal Year 2022-2023.

“He has consistently achieved targeted goals and exceeded expectations with exceptional performance in promoting a behavior-based safety culture within our organization, conducting quality inspections, surveys, and generating reports. He demonstrates continuous monitoring and follow-up, paying full attention to all findings and HSE concerns in a timely manner. His outstanding motivation and proactive approach are evident in his active involvement in operational activities and individual actions, which have significantly improved teamwork and organizational development. Moreover, he effectively applies his safety and technical knowledge to all his work and collaborates with his team, sharing his expertise to ensure that all team members follow the correct protocols. His leadership and dedication to safety have significantly contributed to the success of targeted field operational performances”

Nay Myo Aung, HSE Manager

Can you tell us about your work experience in the HSE Department at MPRL E&P since you started your career there?

I have been working in the HSE field since I started my career after graduating with a Bachelor's Degree in Engineering. I am proud to say that I have accumulated almost 10 years of experience

in this HSE field and almost 7 years of experience in Myint & Associates Co., Ltd. and MPRL E&P.

What are your primary responsibilities at Mann Field?

At Mann Field, my main responsibilities include conducting mandatory HSE training sessions, distributing monthly safety alerts and awareness posters, promoting a Safety Awards scheme, setting HSE KPIs for Mann Field and Yangon offices, conducting emergency muster drills and hazard hunts, and facilitating on-site HSE knowledge sharing sessions. I also inspect all emergency HSE equipment, including hand tools and lifting equipment, and monitor and follow up on action reports as per EAP and EMP, including implementing corrective action items from incident investigations and HSE audit reports.

What motivates you to go to work every day?

I find excitement in the fact that every day is different at the worksite, and that there are various tasks to fulfill both individually and as a team. As an HSE professional, ensuring worksite safety is my top priority, and I am always happy to enforce this safe work environment with the help of my team and Management. The supportive team spirit we have at Mann Field is another motivation for me to come to work every day.

In addition, I take pride in promoting a behavior-based safety culture to the Field Team and onsite crew members. I use excellent communication skills to collaborate effectively with third parties and strive to ensure efficient processes that lead to quality outcomes.

What is your most significant contribution to your team or department?

One of my most significant contributions to my team and department is my involvement in quality inspections, surveys, and reporting. I am committed to ensuring that all operations meet the required quality standards, and I take ownership of minimizing our environmental impact by complying with regulations and taking responsibility for our actions. My effective approach to these tasks has helped to improve our overall performance and contributed to the success of the team and department.

What is your ultimate career goal?

My ultimate career goal is to continue evolving as a better professional, on whom my team, department, and company can depend. I am committed to sharing my HSE knowledge with my colleagues and anyone working in this sector, and I aspire to become a mentor and strong leader in the HSE department. I am determined to achieve this goal by continually improving my skills and being a role model for others in the HSE field.



Myittar Yaung Chi Saytanarshin Group Supports Online English Learning Program with Laptop Donation

Moe Thu Zar Soe



On 20 February 2023, Myittar Yaung Chi Saytanarshin Group, a charitable organization founded by employees of the Field Operations Department of MPRL E&P, donated four brand new laptops to the Online English Learning Program initiated by the CSR &

Communications Department in collaboration with mangoSTEEMS Myanmar, a member of iGroup (Asia Pacific) Limited, to support the program's sustainability and local students in their English language learning journey.

The donation of these laptops, which are Dell Latitude (7390, 7290, 7490 series) 8th Generation and Dell 5200U i5, totaling MMK 4,160,000 in value, was presented by Field Operations Manager U Myo Win during a handover ceremony. Daw Lai Lai Khaing, the Field CSR Coordinator from the CSR & Communications Department, received the laptops on behalf of the program's participants.

The laptops will be used by students in the Online English Learning Program, which is being implemented at the Aye Mya Community Center with the support of two Community-based Educational Facilitators. During the pilot program, there are three training classes with each accommodating five students only to optimize quality online learning experience and each student has been provided with a laptop loaded with the application. Up to February 2023, a total of 14 laptops are accessible for the program. MPRL E&P's CSR Team played a critical role in making the initiative a success, and they are now exploring the possibility of expanding their training programs to other Community Centers in the surrounding villages at Mann Field.

The Myittar Yaung Chi Saytanarshin Group was formed in 2016 with the aim of supporting local school children in Mann Field. The organization collects charity funds monthly to make donations and provide support to underserved students. ■

From Page 10

Have you received this award before, and how do you feel about being recognized as an Outstanding Performer?

This is my first time receiving this award, and I am extremely pleased and honored to be recognized for my hard work and dedication to both my department and the organization as a whole. I was pleasantly surprised when the Senior HR Manager contacted me to inform me that I had been nominated for the Best Employee Award for the first six months of 2022-2023.

Do you believe that company could do more to incentivize and reward outstanding employees?

While our company already has an award program for the best performers or employees, I believe it would be beneficial to have additional recognition and appreciation programs for the top 10 outstanding employees if possible. Such incentive programs can help motivate and inspire employees to strive for excellence and feel valued and appreciated for their hard work and dedication.

Do you have a hero or mentor that you look up to?

Yes, I do have a hero or mentor that I look up to at work and that person is the JV Business Manager. I admire her working style and efficiency, and how

she handles lot of pressure at work while still managing to work really fast and efficiently. She is always on top of her daily tasks, and I have never seen her stressed or pressured at work during my time at MPRL E&P. ■

“When faced with daily challenges and pressures, I strive to maintain a positive attitude and avoid becoming overwhelmed. By approaching difficulties with a smile, I can help to alleviate stress not only for myself, but also for those around me”

From Page 11

Congratulations on winning the Outstanding Performer Award! What was your first reaction when you found out about your win?

When I first found out that I had won the Award, I was overjoyed and even got a bit emotional because I was so surprised and excited. Field Operations Manager informed me about my win, and I promised myself and the HSE Department that I would continue to work hard and give my best. Winning this award has inspired me to strive for even greater achievements in my career.

Why do you believe you won the Outstanding Performer Award?

I believe that I won this Award due to my good PMP evaluation, which was cross-voted by the Department Heads, and the positive feedback I received through 360-degree feedback. However, I know that I could not have achieved this award without the help and support of my HSE and Field Teams. I would like to express my sincere appreciation to all of them, including my superiors and the Executive Management.

What do you consider to be your greatest strengths?

They are my ability to create a close-knit team environment and collaborate effectively with my colleagues. I enjoy sharing my work experiences and knowledge with my co-workers to help us all grow together professionally. Additionally, I possess qualities such as patience, empathy, and the ability to provide encouragement and motivation to my team members. I believe these strengths have helped me to build strong relationships and achieve successful outcomes in my career. ■

MPRL E&P Empowers Community Leaders in Mann Field

Moe Thu Zar Soe



Over the course of two days, from February 18 to 19, 2023, Village Administrators and Members of Village Development Committees from 14 villages in Mann Field participated in a capacity building training course. The program aims to build the capacity of community leaders to manage the sustainable development of their communities provided by MPRL E&P's CSR Program in collaboration with Capacity Building Initiative (CBI Myanmar).

The two-day training sessions were held at the Min Min Hotel in Minbu and led by certified trainers Daw Nilar Lin Aung and U Aung Hlaing Aye from CBI Myanmar. The program focuses on four critical areas—Community Mobilization, Community Leadership, Accessing Local Needs and Resources and Analyzing Community Problems. The participants engaged in group discussions and exercises on the existing challenges faced by their respective villages, with the aim of better understanding how to manage sustainable development in their communities. A total of 29 trainees including Village Administrators, Village Development Committee Members and CSR Field Staff Members participated in this course.

One member of the Village Development Committee from Ywar Thar Village reflected on the training, "Through these training sessions, I learned about leadership, mobilization, and communication skills, which are critical areas of implementing community development projects."

Another participant, the Village Administrator from Nan U Village, shared that the course had helped them improve their administrative skills and gain new knowledge on how to contribute to community development while building better relationships with community members and stakeholders. "From this course, I have improved in terms of administrative skills and new knowledge of understanding of what we are capable of. I am now confident in contributing to community development and building



better relationships with community members and respective stakeholders."

MPRL E&P has been running its CSR Program in Mann Field Communities in collaboration with the Government, Local Authorities, and Local Stakeholders including Village Administrators, Village Development Committee Members, Community Volunteers, and Community Members since 2014. The program has implemented social investment activities with full support and social license to operate from local stakeholders in 14 surrounding communities.

CBI Myanmar is a nationally recognized organization providing quality training, facilitation, consultancy, and other services to individuals and organizations working for the development of Myanmar. In October 2022, MPRL E&P's CSR Program also organized the Participatory Learning and Action Training for Community Volunteers from Mann Field in collaboration with CBI Myanmar.

Overall, this training program has provided valuable skills and knowledge to community leaders in Mann Field, empowering them to manage sustainable development in their communities more effectively. ■





Capt. Holger Rolfs, Rater Fleet Captain

What is a “rater”? It is a sailing Dinghy crafted by the famous boat builder Linton Hope in 1909, and it was built completely from teakwood. A lot of his rater designs were built and even exported worldwide, with the first raters arriving in Yangon back in 1919. Nowadays, most Sailing Clubs prefer plastic boats because the knowledge of how to maintain wooden boats nearly vanished, and it is costly to upkeep boats made from teak. In fact, in Britain, only one Linton Hope Rater is left, and she is kept in a dark storage room at the Maritime Museum in Falmouth.

It is a different story at the Yangon Sailing Club. There are 15 raters in pristine condition, and they are happy to enjoy their time in broad daylight on a mooring buoy, eagerly waiting to be raced on the weekends. And this since over 100 years. These raters just “stay” around, and thus the event name “Rater Stay Day”.

MPRL E&P’s continuing support and sponsorship of sailing and the growth of the sailing community in Yangon since the get-go has been influential; it has enabled many youths from all socio-economic backgrounds to have an opportunity to participate in sailing. I am proud and honored to be part of this active community that has participated in many competitions across Asia, with its first achievement in 1961 at the 2nd Southeast Asian Peninsular Games here in Myanmar for Rater and Sharpie class competition that brought two golds for the country.

Rater Stay Day 2023

Words from the Rater Fleet Captain

Deeply rooted in preserving wooden boats over 100 years old, MPRL E&P plays a pivotal role in supporting and promoting the sport of sailing in Myanmar. On 15 January 2023, Yangon Sailing Club (YSC) held the annual “Rater Stay Day” event to honor the raters, their Captains, and Helmsmen, who significantly contribute to their upkeep. Here, Rater Fleet Captain, Holger Rolfs, shares some enlightening insight on the event and history of raters at YSC.

Here are some of the photos of the annual Rater Stay Event at the Yangon Sailing Club.



The event started with a Skipper Briefing by the Rater Fleet Captain explaining the agenda. It is a tradition that during this event, Rater Captains who passed away will be honored with a “whistle of honor” and a minute of silence.



Next, a group photo was taken with the Rater Captains holding brass plates with the names of the boats they were sailing or assigned to on this auspicious date, followed by a picture with all the participants in this event.



After that, it was time to take out all the raters. Our present Commodore Sithu Moe Myint led the formation, followed by all raters in the sequence of their respective sail numbers.



It is traditionally called “All raters sail in an orderly manner”, which means forming an organized line of boats. However, there was not much wind on that day to properly trim the sails on the boats, which could sometimes result in an “unorderly manner” or formation.



The sailing was concluded with a “pass by”, meaning the Commodore’s rater was placed on a mooring buoy with all raters passing by to bid farewell to the outgoing Commodore. For the Commodore, it was the final opportunity to see that all raters were well-maintained during his time of service.



Next up was the handover of the Rater Stay Cup, which was sailed the day before. This time, the Rater “Avocet” won, and the trophy was duly handed over from the Captain of the Rater “Fulmar” to the winner.



With the sailing part officially finished, the members and participants switched to what the YSC calls “Bar Sailing”. It simply means socializing and enjoying food and drinks.



Today’s event started with a couple of rum shots to honor the late Captain Than Sein. The Commodore personally poured each glass for the Rater Captains, who lined up “in an orderly manner” like the raters on the lake before, followed by steak and side dishes prepared and served by the Catering & Beverages

Department of Myint & Associates Co., Ltd. Commodore Sithu Moe Myint also sponsored barbeque for all staff members and their families organized by the YSC’s Boat Department. Other Rater Captains contributed individually by providing a Dinghy full of beer, cocktails for the ladies, desserts, ice cream, etc., or by filling up the club community cash box.



It was a very successful event again, and Rater Captains are looking forward to participating in next year’s event, which will coincide with the 100th Anniversary of the Yangon Sailing Club.

As the Captain of Boats, I can’t foresee who will show up next at “Rater Stay Day” but I can assure you that the famous Yangon raters will be there on their mooring buoys. They just “stay” there as they always do for over 100 years. ■



Geothermal Energy:

What is it? What is in it for the Country?

Dr. Eloi Dolivo (OGDR)

When talking about energy, the buzzword is "renewables". Renewable energies are those that are continuously replenished as they are used, essentially including:

- Water: whether stored behind dams or used along streams (in less invasive "run-of-the-river" installations);
- Sun: via photovoltaic panels that convert light into electricity by pushing electrons out of silicon, or via simply warming up water;
- Wind: blowing on turbines;
- Biomass: including wood or agricultural waste: burnt to be converted mostly for household needs, or fermented as bio-fuels for transport, and last but not least:
- Geothermal energy: using the heat of the underground either directly or to convert it into electrical power.



Why does geothermal energy matter in Myanmar?

Simply because it is the only renewable energy that is continuously available day and night that does not depend on whimsical weather, and therefore can be used as baseload to produce electricity continuously and reliably.

Simply because it does not require the sophisticated technology that other renewable energies require, and is well adapted to mini-grids, to provide power to areas of the scale of townships to districts.

Meanwhile, petroleum, whether oil or gas, is not a renewable source of energy, as it does not replenish once produced, at least not in the scale of a human life. Yet, let's not forget that oil and gas are also feedstock such as for plastics or fertilizers. Petroleum is also blamed for global warming, and

associated natural disasters. Nuclear energy is technologically complex, and produces radioactive wastes that last for dozens of generations, long after a nuclear powerplant is decommissioned. Hydrogen, much of a buzzword too, whether green when derived from water or blue when extracted from natural gas, is still in infancy and requires a complex technology.

Why could it be of interest to MPRL E&P?

Admittedly in the next generation, may be...simply because it uses the same exploration and production basic techniques as oil and gas that are well known by many professionals in this country. No need for fancy metals, plastics, materials, equipment and technologies that are produced by only a few countries, even though Myanmar is very richly endowed in some of this material indispensable for these new technologies, such as rare earths, but that is another story.

What is geothermal energy?

The Earth is a hot planet; nothing to do with global warming which is a problem of atmosphere. Of the nearly 4,000 miles beneath our feet to the center of the Earth, only the top 60 miles are cooler than liquid steel (figure 1). In other words, 95% of planet Earth is warmer than 1,500°C (fifteen hundred degrees centigrade, enough to turn steel into a sizzling liquid). And the boiling temperature of water is usually reached barely two miles beneath our feet. Imagine the Earth as a mango, we are barely protected from this tremendous heat by the thin outer skin of this mango.

Luckily, thinner than the skin of a mango, the Earth's crust is good enough at protecting our feet from this scorching hell. Everywhere? No! The skin, here and there, and most notably along the Ring of Fire around the Pacific Ocean (figure 2), is cracked with peepholes through which this heat is eventually reaching the Earth's surface under the form of volcanoes. Frequently not far from volcanoes, steam, and hot water gush through associated cracks, or faults as we call them.

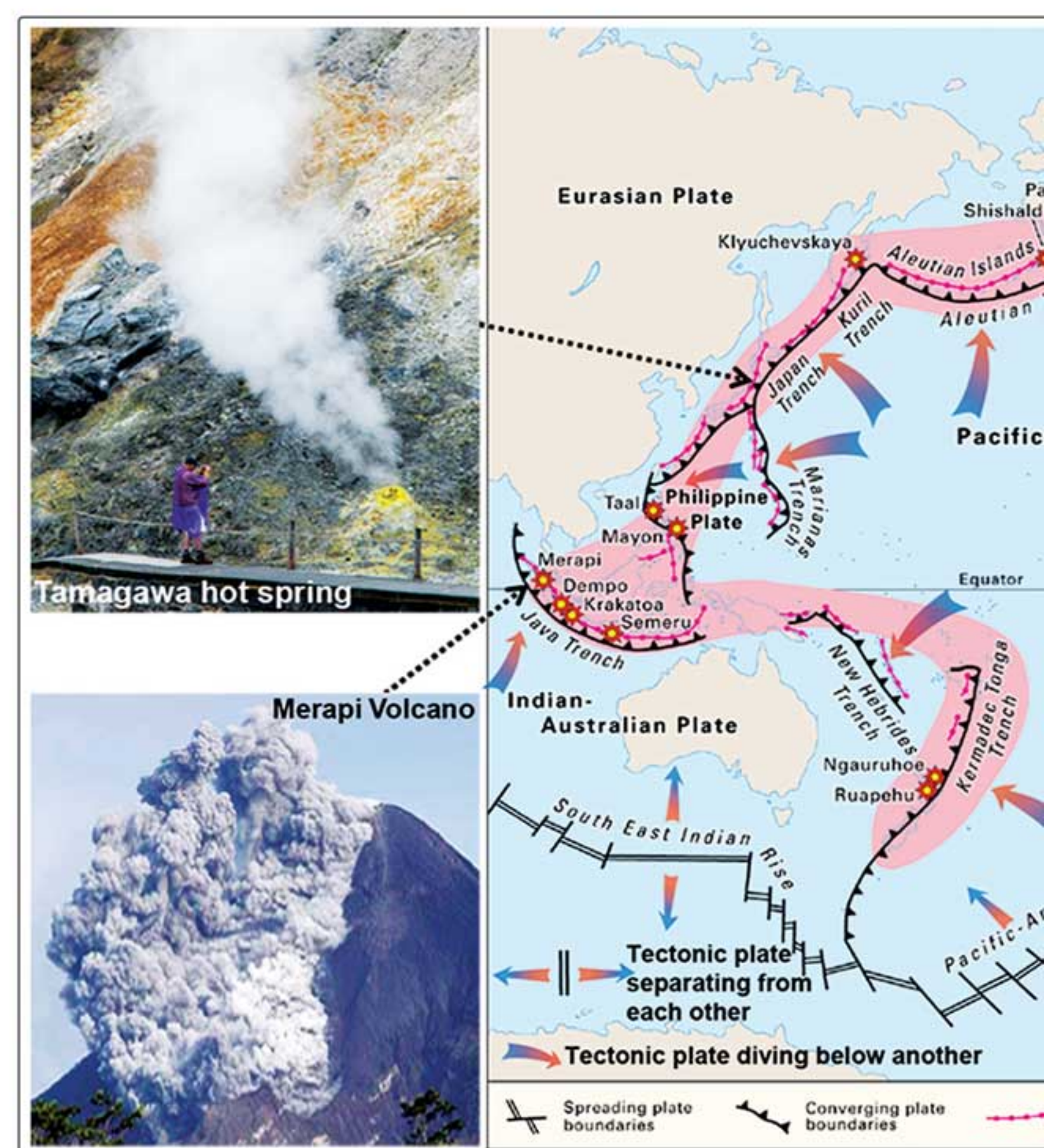


Figure 2: The Pacific Ring of Fire with landscapes of volcanoes and steam parks

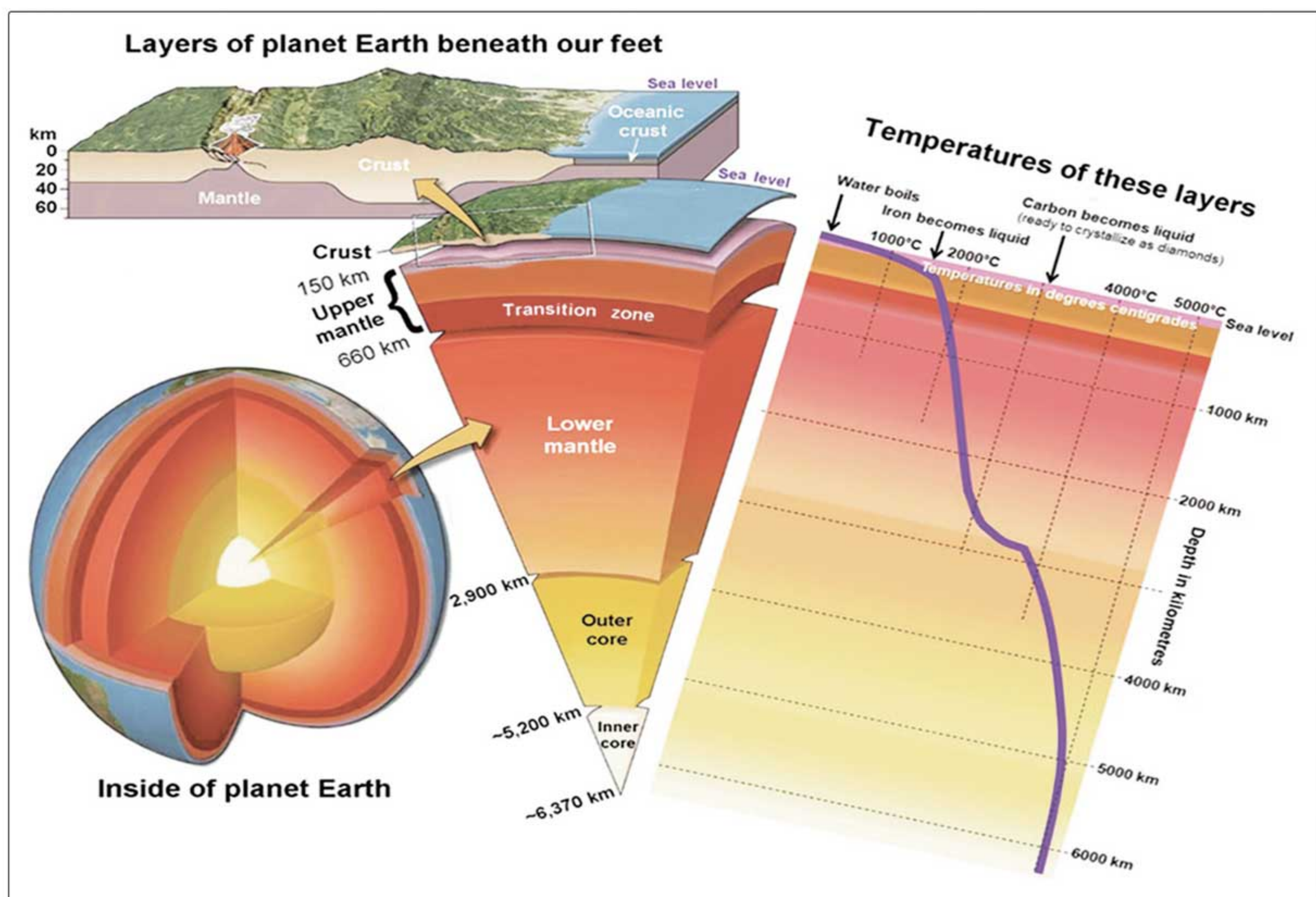


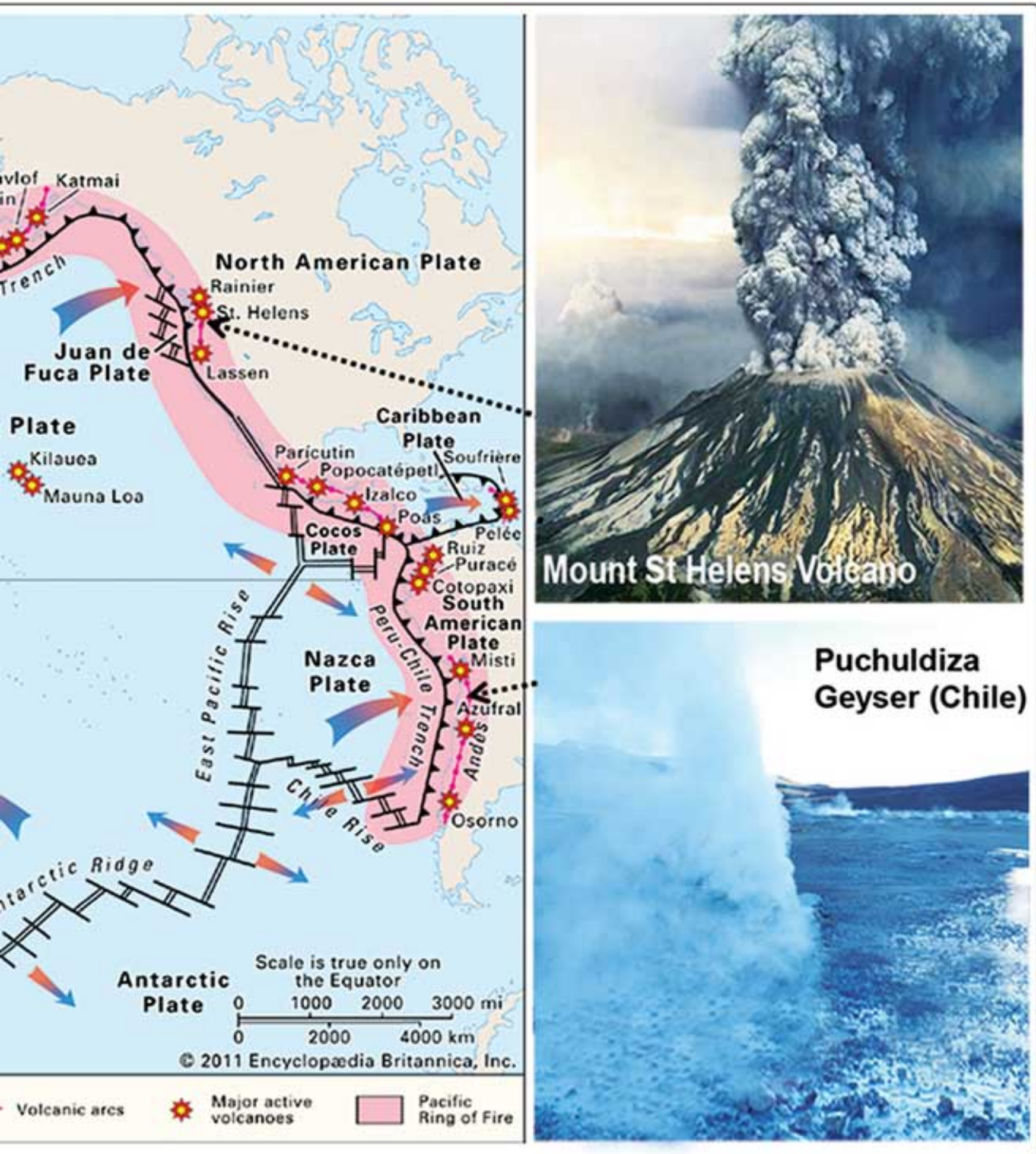
Figure 1: Our hot planet Earth

Most active faults eventually are known as active not only because of earthquakes and/or volcanoes, but because springs of hot water, and sometimes even steam, are aligned along their path as tell-tales of their presence.

How is electricity produced from geothermal energy?

Producing electricity from geothermal energy, just like producing electricity from gas, is to transform heat into power. Heat converts a liquid, such as water, to an expanding gas, steam in the case of water, the expansion of this gas is then used to turn turbines to produce electricity via a generator. There are three methods to that effect by using geothermal energy, which depends on the temperature of the hot water coming from the underground. The hotter the water, the more efficient the system.

- (1) **Dry steam power stations:** the water comes out of the underground as super-heated over-pressured steam between 250 and 300



degrees centigrade (°C), much more than water's boiling point. This steam is captured directly to drive a turbine that turns an electric generator to produce electricity. The steam is then released into the air, or diverted for some other heating use in industry or housing, such as for hot water.

- (2) **Flash steam power stations** (figure 3): The water comes out to the earth's surface in a liquid state at high pressure and a temperature of around 200°C from a well and vaporizes, or "flashes", as steam while coming out. The generated steam drives a turbine very much like in figure 3. The rotation of the turbine actions the electric generator. Meanwhile, the steam condenses back into water that is reinjected at high pressure into a second well. This water is heating up while circulating into natural or induced fractures towards the first well to be produced again, closing the cycle.

- (3) **Dual-cycle power stations** (see below figure 4): First cycle: The hot geothermal water is pumped from a dedicated well one or two miles deep at around or below 150°C, still above boiling point, but substantially cooler than in the above two geological situations. While the steam may expand strongly enough to

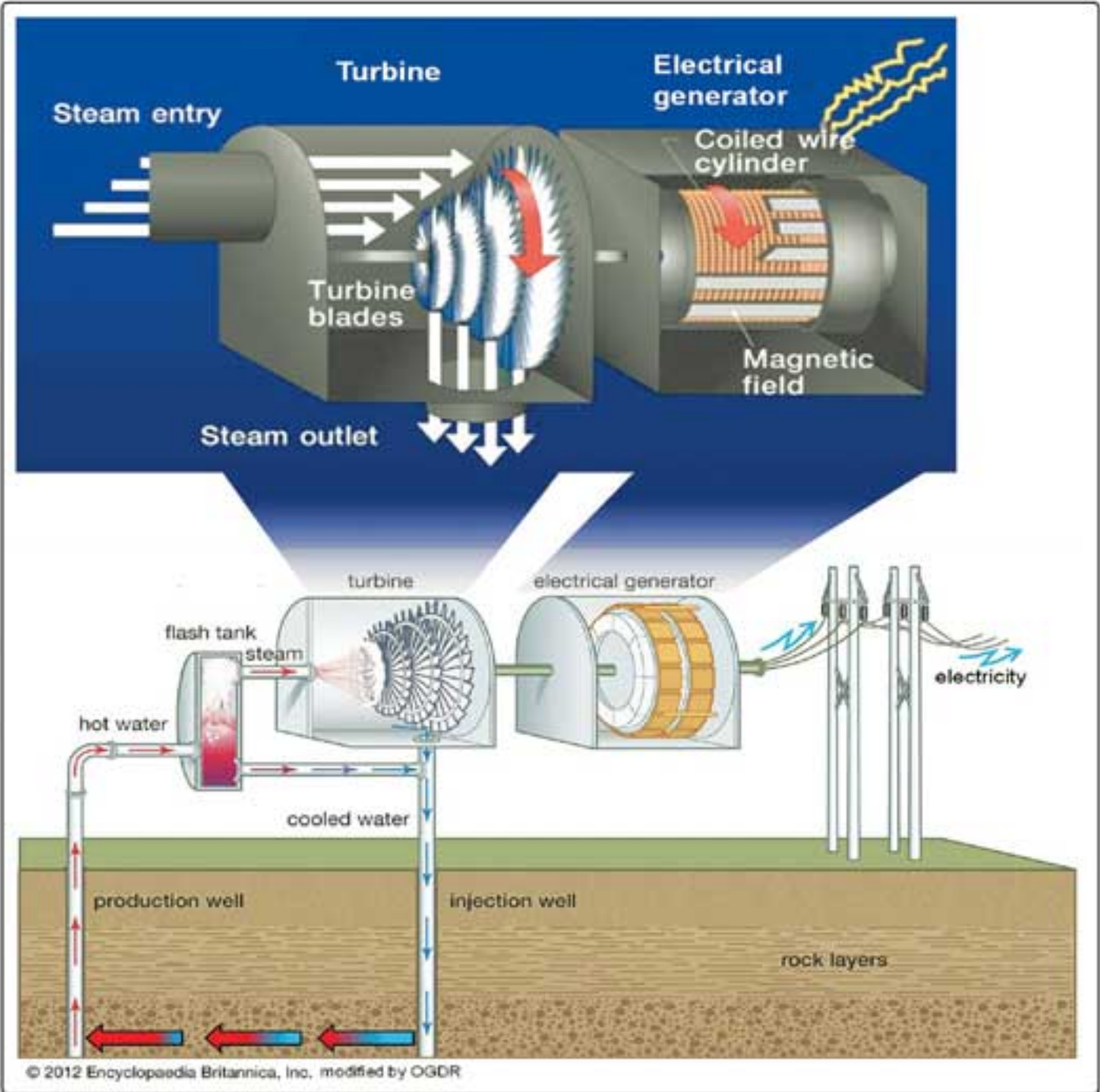


Figure 3: How does a geothermal flash steam power station produce electricity?

drive a turbine-like in the above flash steam power station, it is also used to heat a liquid, the so-called "working liquid" with a lower boiling point, in an adjacent pipe loop. The geothermal water has cooled while warming the working liquid is recycled in the hot rock by a second well to become warm again while circulating into fractures between the two wells, thus completing the first cycle.

- (4) **Second cycle:** Meanwhile, the working liquid - typically a light petroleum liquid with fluorine and chlorine, the same family of liquid that is used as the coolant of our refrigerators—vaporizes at some 30°C. It is the steam of this liquid, produced by the heat of the geothermal water which drives the turbine. As the steam cools back as liquid, it is recycled to be heated again, thus completing the second cycle.

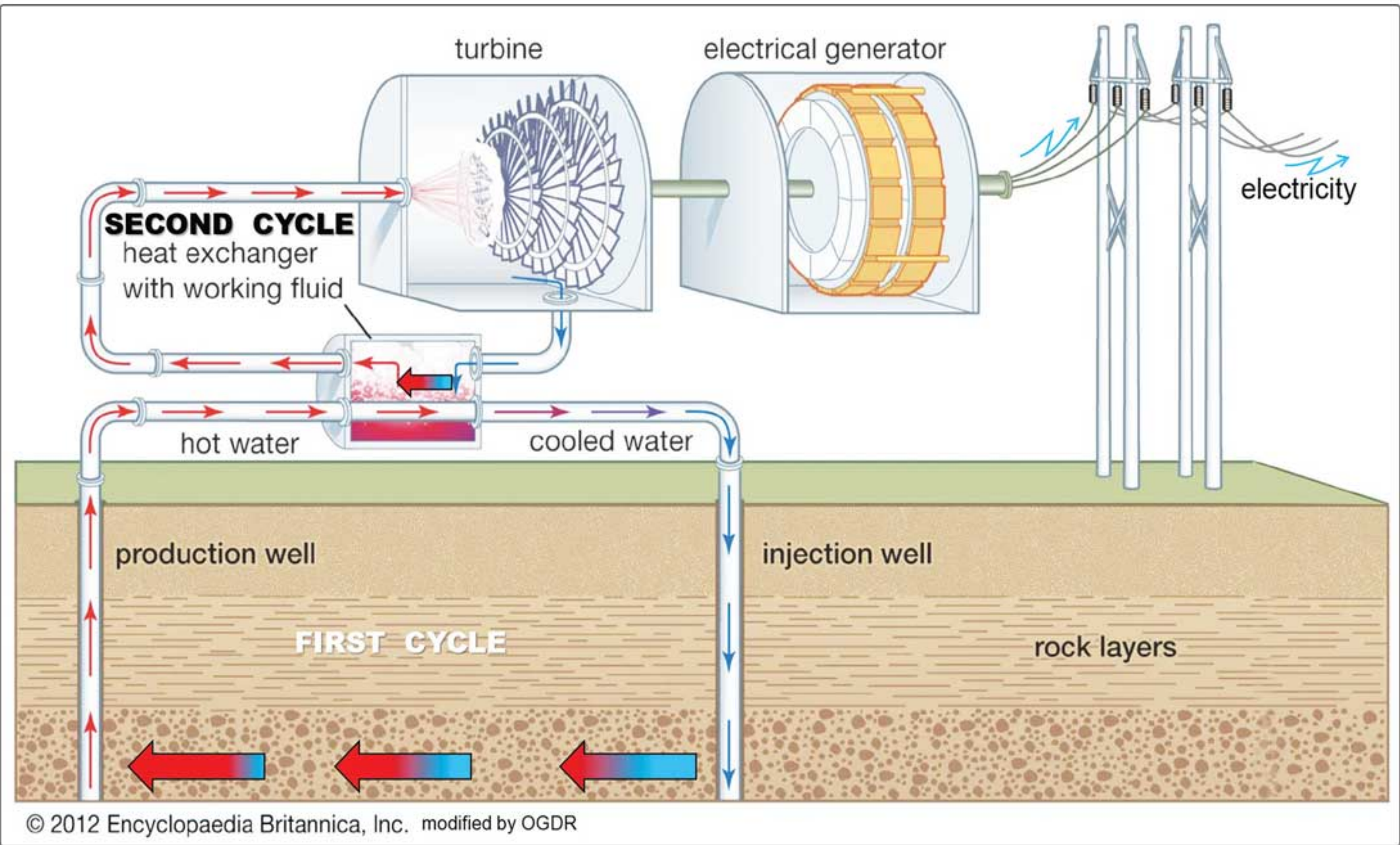


Figure 4: How does a geothermal dual-cycle power station produce electricity? Note that if the hot water is hot enough to flash steam, it can also drive its own turbine and generator

The first and second types of power stations are common in active volcanic areas, such as in Indonesia or the Philippines in the ASEAN region. The most common geothermal power plants in the rest of the world are of the third type, which does not need such steaming water and are located on fault systems where water is surging as hot springs.

At what cost? Figure 5 shows various sources, indicating that producing electricity from geothermal energy is as cheap as producing it from gas in combined cycle.

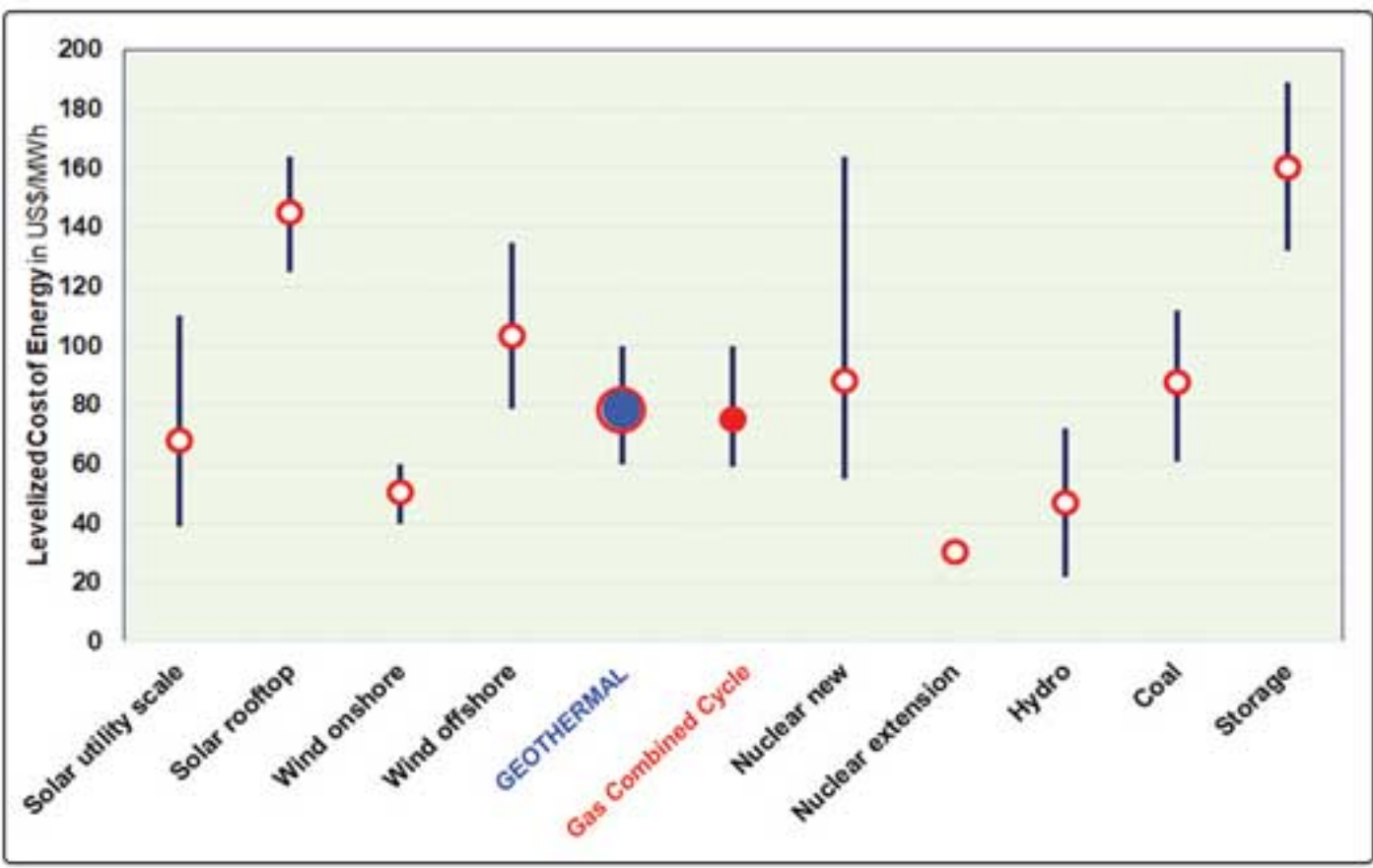


Figure 5: Electricity from geothermal energy costs just as much as from gas; the levelized cost is the minimum constant price at which electricity must be sold in order to break even over the lifetime of the power-producing project, typically 20 to 40 years.

Figure 6 compares the most common types of energy and shows that apart from depending on the presence of hot enough water at a reasonably shallow depth, geothermal energy is efficient, with a small footprint per unit of energy produced, induces very minimal pollution, produces electricity at all times and most of the technology and material is available in the country, while only some critical components may have to be imported, such as the turbines.

How can we explore and produce geothermal energy?

One of the beauties of geothermal energy beneath our feet is that it borrows very much its techniques from petroleum, whether for exploration or production. The major difference is that geothermal exploration is eventually seeking just what the petroleum industry generally tries to avoid—drilling into faults. We need these faults to facilitate the circulation of the water from the injection well to the production well.

On the other way, fault zones are also those zones with a high risk of losing much or even all the drilling mud, which makes geothermal wells on average one third to half more expensive than petroleum wells. The main mitigation is to inject cement in the loss zones and refracture these zones at the time of completing the well. But recently, new materials to add to the drilling mud and specially designed for hot geothermal wells have been successfully experimented with, such as beads of ceramics or smart degradable rubbery plastics.

For the rest, geothermal wells resemble very much gas wells, with successive strings of cemented casings, perforated at the level of hot water reservoirs.

What is the geothermal potential of Myanmar?

Already in 1934, Professor Harbans Lal Chhibber of the Department of Geology and Geography of the University of Yangon mapped more than 40 hot springs throughout the country (see figure 7). U Win Khaing's paper for the Myanmar Engineering Society in 2008 mentions 93 locations, some 80% of which along the alignment along the Shan Plateau and the coast southwards from the Shan Plateau to the Mon State through the Kayah State, Kayin State, and Tanintharyi Region. Another ten locations are known in the Sagaing Region. Of the 43 locations studied by MOGE in 1986, no less than 22 have interpreted temperatures at a depth exceeding 100°C, making these locations candidates for investigating the potential for a hydrothermal and/or a hot dry rock geothermal power station, not to mention the potential for tourism and curing mineral waters.

Sustainability	Energy type	Scale	Energy efficiency?	Environmental & social issues, incl. land rights	Footprint of installations?	Available everywhere?	Intermittency (always available?)	Pollution (excl. construction)	Technological intensity
RENEWABLE	Hydro-power, dammed lakes	Large	High	Severe Often covers best agricultural land and involves massive population displacements with related social issues of lower standards of living, lesser quality of agricultural land, etc	Very high	Very location specific	Seasonally	Low	Most technology, equipment and material available in country
	Hydro-power, run-of-the-river			Fair-to-low Needing access to river banks		Location specific			
	Solar energy	Micro-medium	Poor	Fair-severe in agricultural land Low in badlands or deserts unsuitable for agriculture	Low-medium	Mostly	Variable per hour / day		Some technology, equipment and material available in country
	Wind energy		Fair	Fair Onshore: noise issues, alleged damage on wild birds population; "NIMBY" (not in my backyard) issues. Offshore more acceptable					Most technology, equipment and material NOT available in country
	Biomass (wood and waste)	Micro-small	Poor	Fair to severe Enhances deforestation if poorly managed	Low	Location specific	Seasonally	Low-high (depending on technology)	Most technology, equipment and material available in country
	Biomass (bio-fuels)	Small-Medium		Severe Generally competing with food production, threatening food security	Low-medium		Always available, suitable for baseload	Fair (depending on technology)	
NOT RENEWABLE but tolerable for transition to "green" energy	GEOTHERMAL ENERGY	Micro-medium	High	Fair to low May trigger earthquakes	Low	Very location specific	Always available, suitable for baseload	Low	Most technology, some equipment and most material available in country
	Gas	Medium-large	High (if combined cycle)	Severe Blamed for contribution to climate change		Very location specific	Always available, suitable for baseload	Fair-High (CO2 emitting)	Most technology, some equipment and material available in country
	Nuclear energy	Large	Fair	Severe Waste takes ten of thousand years to degrade Security issue in earthquakes (Fukushima)/human error (Three Mile Island, Chernobyl)	Low	Location specific along rivers or large water expanse for cooling	Always available, suitable for baseload	High (Radioactive waste takes thousands years to decay)	All technology, most equipment and material to be imported

Figure 6: Pros and cons of geothermal energy vs other sources of electricity

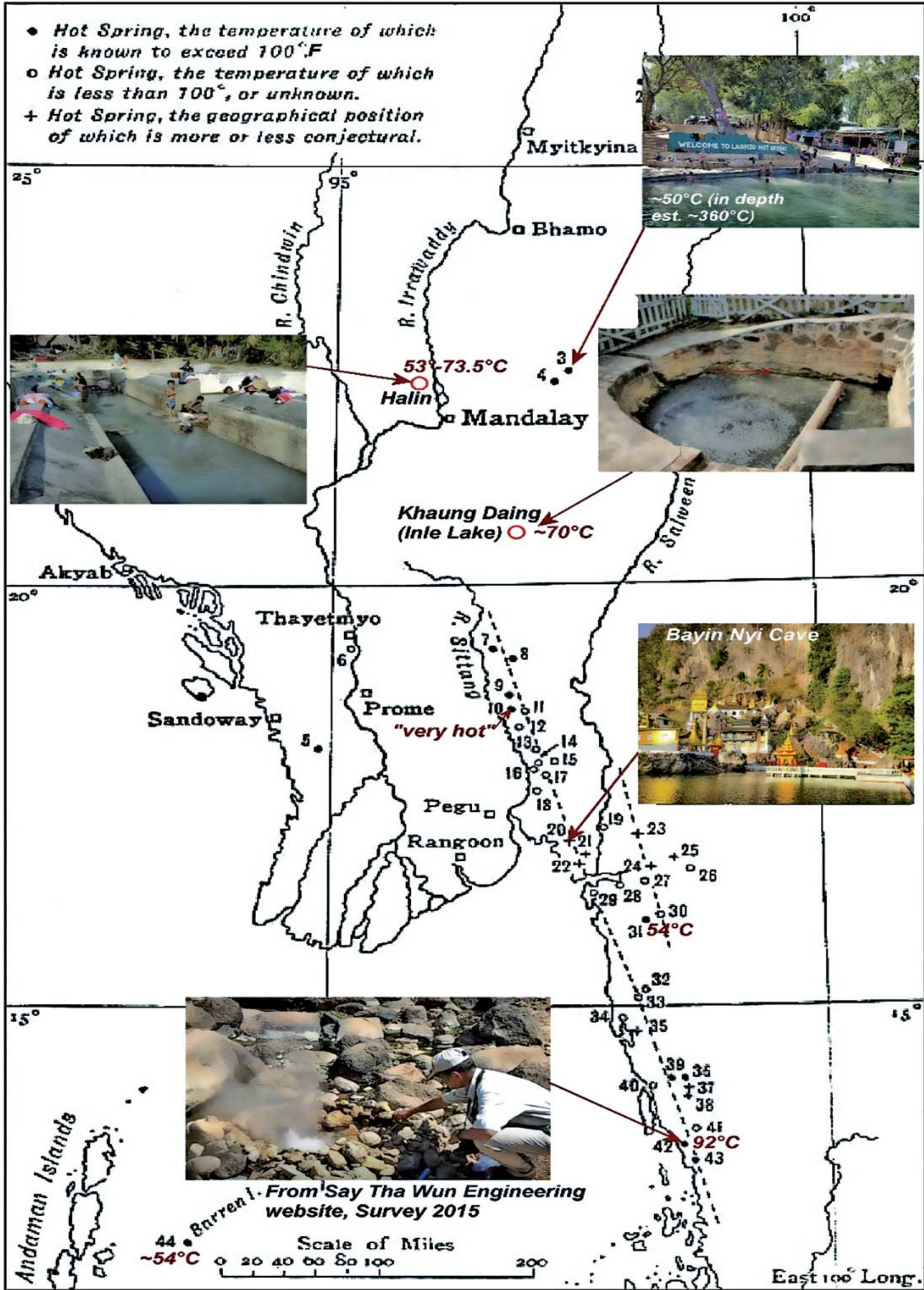


Figure 7: Chhibber's 1934 map of Myanmar hot springs, and a few more

Want to know more?

Hot springs of geothermal waters have had and still have many more uses all over the world and at all times. Geothermal waters surge in hot spring bathing and spas, whose name comes from the town of Spa in Belgium (Western Europe), a health resort for some seven centuries; Japan is probably the world leader in the use of these hot waters for health.

Geothermal resources are used worldwide to boost agricultural and fish production, whether in greenhouses to help grow vegetables and other crops or natural warm water to speed up the growth of fish, shellfish, reptiles, and turtles.

The heat from geothermal water is used worldwide for industrial purposes. Some of these uses include drying fish, fruits, vegetables, and timber products, washing wool, dying cloth, manufacturing paper, pasteurizing milk, or even extracting gold and silver from ore.

Wikipedia has been the source of most information, in particular for the subject in the title, but also for the very complex subject of prices of energy. U Win Khaing's paper is another source of inspiration.

May the geothermal fun go on! ■



TRASH
HERO

MINBU

Trash Hero

Minbu

In 2023, the Minbu Chapter of Trash Hero organized a series of 17 cleanup activities with the support of MPRL E&P's CSR Program and Mann Field Communities. These cleanup efforts were conducted at various villages in the area, including Aye Mya, Nan U, Let Pan Ta Pin, Lay Eain Tan, Auk Kyaung and Mei Bayt Kone.

Over 365 heroes participated in the cleanup activities, including 43 adults and 332 children. Together, they successfully removed 505 kg of trash, which amounted to 101 bags. The cleanup activities were conducted with the aim of raising awareness about the importance of keeping the environment clean and preserving the beauty of local villages.■

Trash Hero Minbu Cleanup Statistics since September 2017



TRASH
HERO

GAW YAN GYI

Trash Hero

Gaw Yan Gyi

With the support of M&AOSB's CSR Program and Nanttharpu Community, the Gaw Yan Gyi Chapter of Trash Hero conducted four cleanup sessions in 2023. Trash Heroes focused on removing trash along the main road of Nanttharpu Village Tract and the Gaw Yan Gyi Beach.

A total of 131 heroes, including 28 adults and 103 children, participated in the cleanup activities and together, they removed 205 kg of trash, which amounted to 41 bags. This partnership demonstrates a shared commitment to promoting sustainable practices and preserving the natural environment.■

Trash Hero Gaw Yan Gyi Cleanup Statistics since December 2020



Events

Emergency Evacuation Simulation Drill Exercise





Tenth Edition of Sar Yai Tan Mae Donation from the Staff Family Members of Myint & Associates Co., Ltd. at Ma Soe Yein Shwe Kyin Tike Thit Monastery on 31 December 2022



Donation for 201 Orphan Children and Students of Myittar Mon Monastery at Barlar Village, Hlegu Township on 28 January 2023 from the Staff Family Members of Myint & Associates Co., Ltd.



MPRL E&P Group of Companies Continues with Annual Tradition of Releasing Fish into the Inya Lake

Hnin Wynt Zaw

MPRL E&P Group of Companies, a Myanmar-based business operator that deeply values and respects the country's rich cultural heritage and traditions, recognizes the significance of the annual water festival in April, known as Thingyan. This festival celebrates the Myanmar New Year and features nationwide displays of cultural performances and religious ceremonies, including the cleansing of past misgivings with water.

The festival spans four to five days, and on New Year's Day (Hnit Hsan Ta Yet Nei), it is customary for younger generations to pay their respects and homage to their elders, monks, and pagodas. Along with these visits, many people engage in meritorious deeds such as participating in the tradition of releasing animals, such as birds and fish, as a form of earning merit.

One of the traditions, known as "Nga Hlut Pwe", involves rescuing fish from lakes, ponds, and streams that are drying up due to the summer heat. The fish are then kept in glazed earthen pots and jars before being released into larger bodies of water with a prayer and a new year wish. MPRL E&P Group of Companies has been releasing weed-eating Carp species (Myet Sar Nga Gyin) into the Inya Lake every year to mark the new year and preserve the cultural heritage. After the ceremony was put on hold since 2019 due to the pandemic, the company is delighted to resume this tradition especially with all the new GoCs staff members this year.

The event was held at the premises of the Myanmar Yachting Federation on 15 March 2023 and was attended by the Senior Management Team and staff members across the Group of Companies to honor this noble tradition of releasing fish into bodies of water.

This merit-making event is an old Buddhist tradition by the Myanmar people, a country with a profound cultural legacy spanning almost 1,000 years. The people of Myanmar are known for their empathy, compassion, generosity, and benevolence, which define and differentiate them as a nation. It is essential as dutiful citizens to continue to practice these ancient traditions so that they do not

become extinct or vanish due to cultural and societal reforms as part of modernization.

The Inya Lake has a rich history; it is a man-made lake created by the British to provide water to the City then known as Rangoon Proper. To maintain its cleanliness and safety, the Rangoon Municipal Act was established, which prohibits commercial businesses around the lake or using the lake for any commercial purposes. Furthermore, from an ecological standpoint, releasing certain types of fish into the lake helps keep it clean as they eat algae and weeds, which can quickly take over if left unchecked.

The old tradition of releasing fish is a powerful merit-making act. With this merit-making, MPRL E&P Group of Companies wishes all fellow citizens a refreshing Myanmar New Year filled with compassion, serenity, resilience, and success. May all their aspirations and wishes come true in the New Year! ■





Road Safety Achievement: 1.2 Million Kilometers Driven without RTA and 11 Years without LTA

Moe Thu Zar Soe

Myint & Associates Co., Ltd. (M&AS) recently held two ceremonies to celebrate their commitment to driving safety. The organization places great emphasis on creating a safe workplace because not only it protects workers from harm but also leads to reduced costs associated with illnesses or injuries, lower absenteeism and turnover, improved productivity and quality, and increased employee morale.

As part of MPRL E&P Group of Companies (GoCs), M&AS endorses GoCs' focus on four fundamental factors to ensure the safety of the transportation process—Safe-Driver, Safe Vehicle, Safe Journey, and Safe Passenger. To endorse a safety culture at work, M&AS has implemented several measures inclusive of evaluating drivers based on their physical and psychological well-being, conducting regular alcohol and drug tests, and organizing an annual Defensive Driving Training course. In addition, the Ruler Drop Test is also conducted regularly every six months to check the drivers' reaction time.



To promote safe driving practices, M&AS developed the Safe Driver Award Program in collaboration with MPRL E&P's HSE Department. The program awards drivers who consistently practice safe driving as part of their daily operations. The recipients are selected based on several factors: the weekly-submitted scores on safe driving behavior by observers and the safe driver selection criteria—making sure accident or incident free in the prescribed period, free from any disciplinary action taken, following HSE requirements such as adhering to Defensive Driving Technique in accordance with all applicable National Traffic Rules and Regulations in day-to-day operations, well-disciplined in maintaining the assigned vehicles, contributing towards HSE initiatives by reporting CARE cards, consistently participating in HSE training sessions, actively participating in monthly safety talks without fail, and maintaining smooth and good relationship—set by the HSE Department.

The organization also has a Behavior Change Program where volunteers closely monitor drivers' behavior to ensure safe driving practices are being followed. With the aim of promoting HSE culture, on 07 December 2022 at Vantage Tower, M&AS held a Certification and Celebration Ceremony to recognize the drivers' achievement of 1.2 million Safe Kilometers without Road Traffic Accidents (RTA) due to drivers' error. At the ceremony, the





and U Sat Paing Soe Lwin from Myint & Associates Co., Ltd.—were honored with Safe Driver Awards for their outstanding commitment to safety, as well as the longest and most consistent clean driving records in the cities around Myanmar.

These awards are significant milestones for the awardees, highlighting their excellence in service and dedication to maintaining a strong safety culture. M&AS is proud to recognize these awardees for their critical role in keeping people safe and supporting their mission to save lives and prevent injuries. ■



Senior General Manager of Myint & Associates Co., Ltd. acknowledged their critical role in keeping people safe.

"I want to sincerely thank and congratulate all drivers for their achievement this year," said U Soe Khine, Senior General Manager of Myint & Associates Co., Ltd. "Their outstanding work is critical to keeping our people safe, and M&AS is proud to recognize these awardees for honoring and supporting our mission to save lives and prevent injuries, both in the workplace and beyond."

Similarly, on 10 February 2023, M&AS held another event "Certification and Celebration Ceremony for 11 Years without A Lost Time Accident (LTA)" at Vantage Tower. At the event, M&AS announced and awarded the Best HSE Performers to Daw Yu Yu Tun, U Myo Kyaw Thet, and Daw Khaing Thazin Tun, the Contributors to Daw Yu Yu Tun, Daw Thu Thu Aung and Daw Su Mon Aye, the Most CARE Card Submitter in 2022 to U Myo Kyaw Thet, Daw Khaing Thazin Tun, and Daw Kay Khine Soe, and Recognition Certificates to the HSE Team members for achieving 11 Years without LTA. Likewise, the three employees—U Min Aung-2, U Myo Nyunt Khaing



Celebrating OUTDOOR CLASSROOM DAY in Mann Field Communities

Moe Thu Zar Soe

Spending time outdoors is not just enjoyable — it is also necessary. Many researchers agree that children who play and learn outside are happier, healthier, and less anxious than those who spend more time indoors. Being outdoors and interacting with each other and nature not only fosters a greater connection with mother nature, it also promotes teamwork and creativity. These days, children are attached to digital devices, and it is evident that technology use contributes to poor self-esteem and insolation at a younger age.

Spending time outdoors offers many benefits, one of them is responsibility. For example, if the children are in charge of watering plants, they learn that they are responsible for keeping them alive. Being outside gets children moving, too. Regardless of what they are doing, there is usually more exercise involved than sitting on the couch watching TV or playing on a tablet. Not only physical activity promotes overall health and wellness, it also improves mental health and stress reduction.

MPRL E&P acknowledges the importance of Capacity Building Initiatives as part of its social management activities in Mann Field Communities, through its CSR Program implemented by CSR & Communications Department. On 29 November 2022, an Outdoor Classroom Day for school children in Mann Field was organized by CSR Team with prior discussions made with the Head of School and School Development Committees including parents, teachers, and students of Let Pan Ta Pin School. The goal was for the school children to benefit from learning experiences in the



outdoor environment such as the Green Schoolyard and playground areas on the school campus. The initiative also promotes awareness for Mann Field Communities about how spending time outdoors is essential for overall health and wellness.



CSR Team led the program by providing help in making this Outdoor Classroom Day activity happen through the provision of knowledge sharing sessions on Planting and Gardening, Games, Vegetable Tempura, and Tomato Salad Making Competitions. There were five teams — each team consisted of one teacher, twelve students, and three parents. A local Let Pan Ta Pin School together with the Green Schoolyard Program was selected for this year's event and throughout this collaborated learning time, the school children were made aware of what "Outdoor Classroom Day" was about and they were given priorities to choose activities that are meaningful and relevant to them, driven by their interests. The schoolchildren enjoyed visiting different stations and participating in mental and physical activities that allowed them to actively mingle with each other in the outdoor environment.

The second part of the activities was to compete in the making of two well-known traditional dishes called the "Vegetable Tempura" and "Tomato Salad" where local produce was used. As part of building community spirit and supporting anything local, the initiative ensures that some produce comes from the local community. Additionally, this collaborative activity enhances team spirit among the children and engagement between the adults and kids where creativity and personal development skills are explored and tested. The competing five teams namely Shwe Nyar Thu, Moe Ma Kha, Than Yaw Zin, Poe Thar Phyu, and Pann Pyo Latt participated in the competition. Three out of five teams were awarded First, Second, and Third Prizes respectively, and the rest of the participants were gifted by MPRL E&P's CSR Team.

We hope that this Outdoor Classroom Day allows the schoolchildren in Mann Field to explore without restraint from the confinement of indoors while extending their learning and knowledge. Outdoor Classroom Days strengthen social skills especially for younger schoolchildren by providing opportunities to collaborate, share, take turns, lead, and follow. Kudos to everyone involved in this special day who helped make this event a success!

Program Brief Story - Outdoor Classroom Day is a global campaign to celebrate and get children outdoors to play and learn at school and as part of their everyday lives. The main purpose is to ensure that play is a part of the lives of children all over the world. This movement started in England in 2012 and has now grown to over a hundred countries and more than 3.5 million children. Outdoor Classroom Day is celebrated twice a year. ■



MPRL E&P's Staff Expand Horizons

through Student Exchange Program in Japan

Yu Nandar Myat

MPRL E&P sponsors five staff members for a one-year Professional Master's Degree Program at the Asian Institute of Technology (AIT) in Bangkok, Thailand, as part of the employee development program. My name is Yu Nandar Myat, and I work as a Junior Engineer at Mann Field Operations. I feel privileged to have been chosen as one of the five individuals sponsored by MPRL E&P for a one-year Professional Master's Degree Program at the prestigious Asian Institute of Technology (AIT) in Bangkok, Thailand. This program is a crucial part of MPRL E&P's employee development initiative, and I am excited to share my personal experiences as a member of the program's first batch of students.

The exchange program, known as the Global Project Based Learning (gPBL) Program, is held annually between the Geotechnical and Earth Resources Engineering (GTE) Department of the Asian Institute of Technology (AIT) in Bangkok and the Shibaura Institute of Technology in Tokyo. The

program gathers students from different universities to work together on problem-solving projects presented by professors, Japanese corporations, and organizations.

"I had the privilege of immersing myself in a multiplicity of cultures, perspectives, and novel customs, whilst forging new acquaintances and gaining invaluable experiences during this exchange program. I also gained first-hand insight into the pioneering and sophisticated technologies employed by Obayashi Cooperation, as well as their operational protocols. Overall, this program was an eye-opener for all of us"—Htet Paing Oo

As part of this exchange program, we had the opportunity to collaborate with students from various universities, including Shibaura Institute of Technology, Kasetsart University, Suranaree University of Technology, and Hanoi University of Civil

Engineering. We worked together on group projects and received lectures and hands-on experience from Japanese construction companies.

"My experience with the gPBL program in Japan was truly amazing and unforgettable. Doing group activities at Shibaura Institute of Technology gave me a unique opportunity to immerse myself in Japanese culture and daily life. From trying Japanese food to exploring historical sites, I gained a new appreciation for Japan"—Khin Yadanar Nwe

Our 10-day conference, held from 28 February 2023 to 08 March 2023, culminating in a group project where we had a chance to work with students from other universities to present our findings to the audience. This program not only expanded our perspectives and communication skills but also strengthened our sense of independence and self-confidence as we navigate in a new and unfamiliar environment. We made new friends and



it was exciting to meet people from different backgrounds and experiences.

“Collaborating with participants from Thailand, Nepal, the Philippines, and Japan provided a unique opportunity to exchange ideas and learn from each other's perspectives, enhancing our understanding of each other's cultures. From visiting disaster prevention facilities to engaging with local communities, I gained a deep appreciation of Japan's proactive approach to disaster prevention and mitigation. Overall, this program was a great way to develop skills and knowledge that are essential for achieving the UN's Sustainable Development Goals while fostering cross-cultural understanding and collaboration”—Htet Aung Kyaw

Challenges are an opportunity to discover our strengths and weaknesses, and by working on projects with people from diverse cultures, we learned how to adapt to different situations and cope with unexpected problems and difficulties. We learned about group work and team spirit. Moreover, we gained exposure to different styles of education and working atmospheres from top-ranked companies in Japan.

As for me, participating in this student exchange program is an eye-opening experience that broadens my horizons—I made meaningful connections with students from different countries. We also had an opportunity to learn about the latest Japanese innovative technologies, environmental studies, and sustainable development practices in areas like renewable energy, waste management, urban planning, natural disaster prevention, and mitigation, which can serve as a model for other countries around the world.

Some of the highlights of the trip were the site visit to Obayashi Corporation Technology Research



Institute, Fuji Mountain, and the Lake Kawaguchi and Museum of Art houses.

“Visiting the Obayashi Research Institute was an incredibly exciting and informative experience for me. One of the highlights of my visit was the Institute's innovative engineering technology about Laputa 2D (the world's first super-active vibration control technology) to mitigate the damage of earthquakes. I was impressed by the level of innovation and expertise demonstrated by the researchers and engineers, and I learned a lot about the latest developments in engineering and environmental studies”—Pyae Phyto Paing

Overall, participating in the exchange program was an enriching experience that allowed us, aspiring engineers and geoscientists, to learn, grow, and form lasting relationships with fellow students and industry professionals. We can't wait to return to our office and exchange our knowledge and experiences with our colleagues! ■



Striving for Success: The Importance of Goal Setting and Performance Reviews in the Workplace

Zin Mon

As an employee at MPRL E&P, I strongly believe in the importance of setting goals and conducting performance reviews in the workplace. At the start of each new year, I am excited to establish my personal and professional goals for the upcoming year. While many people make New Year's resolutions, setting specific goals is the key to achieving success. It can be challenging to break old habits, but with a strong mindset and determination, anything is possible.

Unlike resolutions, goals have a specific endpoint and require a plan of action to achieve them. For example, instead of merely intending to study harder, I set a specific grade I want to achieve and create a plan to get there. The same goes for financial goals; it is not enough to simply say, "I'll build a better budget." I need to establish a clear goal for how much I want to save by the end of the year.

Setting goals and creating plans is not just important in our personal lives, but also in the business world. At MPRL E&P, we understand the value of setting clear direction with strategic planning to achieve both long-term and short-term goals. Our Management defines our organizational goals and strategies and then shares them with each department. Each Department Head presents his or her team goals for the coming year, and feedback and suggestions are shared through interactive

discussions with peers. After the departmental goal-setting process is finalized, these team goals are cascaded down to the respective employees before the individual Performance Management Process (PMP) goals opening process.

As employees, we recognize the significance of our individual goals and how they contribute to the collective success of the organization. That is why MPRL E&P conducts a PMP every year to review our goals and skill gaps, and to nurture us to become best-in-class performers. The PMP is also a structured framework to build our career path and

align it with the organizational strategy. We execute this exercise efficiently and regard it as an essential step in the year.

With the start of the financial year and Myanmar New Year, we are ready to kick off the year with strong determination to achieve our goals. As they say, "Without a goal, you can't score." At MPRL E&P, we are ready to score big by setting clear goals and creating actionable plans to achieve them. I firmly believe that goal setting and performance review processes are essential for personal and professional development, and I am excited to see what we can achieve as a team. ■

SETTING SMART
APPROACH VISION MISSION PRODUCTIVITY
SPECIFIC TIME-BOUND
CORPORATE ALIGNMENT
MEASURABLE GOALS
KEY PERFORMANCE INDICATORS
ACHIEVEMENT
PEOPLE
TARGET KPI
REALISTIC
PLANNING
WORK
STRATEGY SUSTAINABILITY
MANAGEMENT RESOLUTION
ATTAINABLE

