

Insight!



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MPRL E&P Newsletter

04 December 2023

May the New Year bring you
waves of strength, love, and light,
guiding you
toward a positive destination.

MPRL E&P
Group of Companies



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Insight!

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From the Desk of
the Editor

Dear Readers,

As we approach the close of 2023, I want to express my gratitude to the Editorial Team, Design Team, Multimedia Team, contributors across GoC, and most importantly, to all the readers, near and far, who consistently and actively engage with us in every issue of Insight! Newsletter. Our current standing would not be possible without the collective teamwork, guidance, advice, and support of each individual who works with us. I am proud to say that our engagement and readership growth are on the rise, thanks to all of you.

Reflecting on this year, our team has overcome numerous hurdles, and I am confident that every employee from each department shares this sentiment. What remains constant is our unwavering commitment to our mission, the pursuit of our goals, and, above all, working together to enhance livelihoods by unlocking the energy needed to drive progress in our nation. Despite our diverse roles and fields, we share the same vision, interests, and drive, ensuring that we all benefit from and experience the end results together. It's a beautiful thing, and we must commend ourselves for never losing focus and consistently moving forward, even if it's one step back and two steps forward.

In acknowledging the challenges of these trying times, it's important to remember that the oil and gas industry is resilient. It's not just about profit; it's about the future of our nation. Our resources serve as the lifeblood for our economy, creating opportunities for countless individuals and improving the quality of life for many.

As we step into a new year, my well wishes for all of you revolve around one word: consistency. In moments when

progress feels slow or the temptation to give up arises, remember that it's the day-to-day consistency that adds to your success. Working as an Editor, I can attest that consistency is key—essential for maintaining professionalism, establishing a strong brand image, enhancing the reader experience, and upholding ethical and legal standards in newspaper journalism. So, be patient, take risks, challenge yourself, but above all, remain consistent. This long journey will be worthwhile.

In closing, I encourage you to flip through each page and read about our CSR initiatives in Mann Field, where we consistently contribute to the betterment of communities. Congratulations to the Field Operations Team and HSE Team for their consistent hard work, resulting in achieving 3 million man-hours worked without a lost-time accident. A shout-out to our Technical Team for consistently pushing efforts into enhancing Pyitharyar Integrated Project (PIP) strategic developments. Now, as we enter into FEED, it's an example of consistent efforts, patience, and determination on a long journey that will contribute to the better future of our nation and its citizens. Lastly, take a moment to read about the professional success stories of our staff members who have maintained consistency throughout their careers, now standing as successful employees.

Wishing you safe, restful, and enjoyable holidays. May 2024 bring you a new level of hope, blessings, good health, and success. ■

Cheers,
Hnin Wynt Zaw

Congratulations!

Field Operations Team
for Achieving 3 Million Man-hours Worked without a Lost-time Accident

Nay Myo Aung

On 02 November 2023, the Mann Field Production Enhancement Project celebrated a significant achievement by reaching 3 million man-hours worked without a lost-time accident. This accomplishment is a source of immense pride for our entire workforce.

In our industry, many companies invest significant effort in pursuit of this milestone, recognizing its rarity and the multitude of factors contributing to it, including operational, safety, and teamwork considerations. This achievement underscores our company's unwavering commitment to safety, operational excellence, and effective teamwork.

Furthermore, it serves as a testament to the dedication, extensive training, and hard work of the Field Operations Team, comprised of both staff and contractors. It also underscores the project's success in implementing top-tier practices in health, safety, and environmental management.

The key to Mann Field's success lies in its commitment to continuous improvement and adaptation. The facility consistently evaluates and refines safety protocols, drawing insights from near-miss incidents and safety events. Regular safety audits and inspections ensure that our processes align with industry standards. Mann Field remains resolute in upholding exceptional safety standards and continues its journey towards operational excellence.

Guided by a 'Safety First Culture,' we always prioritize the well-being of our workforce, resulting in this significant milestone. Let's celebrate this noteworthy accomplishment together as a testament to our collective workforce and teamwork! ■



Your Opinion: Importance of Self-care for Employees



Aung Ko Ko Oo
HSE Controller
Health, Safety & Environment Department

I understand that self-care is important for employees to take care of their own physical, mental, and emotional well-being. Our organization places significant emphasis on self-care, integrating it into our workplace culture and establishing connections with HSE, HR, and CSR programs. We firmly believe that taking care of our employees is essential for their overall success and happiness.

Self-care is crucial in the workplace because it directly influences employee well-being, productivity, and job satisfaction. It enables individuals to better handle work-related challenges and maintain a healthy work-life balance.

The benefits of self-care in the workplace include stress reduction, improved mental health, prevention of physical injuries, and boosted morale. Additionally, it fosters a culture of empathy and support among colleagues.

All employees should consider integrating self-care practices into their daily routines and activities, such as taking regular breaks, staying hydrated, effectively managing their workload, and working safely.

From an HSE professional's perspective, self-care is essential for accident prevention. When individuals practice self-care, they become more attentive, leading to fewer accidents and errors. Based on my personal experiences with self-care practices in the workplace, positive impacts can result. For example, self-care can lead to improved focus, reduced stress, better relationships with colleagues, and a lower risk of injury.

In conclusion, self-care is not merely a personal choice but also a collective responsibility within organizations. It is vital for employee well-being, safety, and productivity. ■



Htoo Suzan Lin
Junior HR Coordinator (L&D)
Human Resources Department

Self-care is a vital component of overall well-being, involving the practice and maintenance of both physical and mental health. It is essential for leading a fulfilling life and being productive in personal and professional endeavors. Self-care encompasses various activities, such as exercising, maintaining a regular sleep routine, and consuming healthy, nourishing foods for physical well-being. Emotional self-care involves spending time with family or friends and engaging in enjoyable hobbies, while spiritual self-care includes activities like meditation and expressing gratitude to those around you.

While everyone may define self-care differently, these behaviors generally contribute to good health and happiness. In today's fast-paced world, making time for us is crucial, even with the myriad responsibilities from work, family, and personal goals. Taking care of your body is essential for efficient functioning and recognizing the strong connection between your body and mind. By caring for both, you'll be better equipped to excel in both personal and work life.

Further, those who prioritize self-care in the workplace are better equipped to handle challenges, reduce stress, and contribute more effectively to their organizations. This, in turn, promotes a healthier, happier, and higher quality of life.

In my self-care routine, I prioritize healthier food choices, finding joy in cooking for my loved ones, and expressing care through food. Quality time with colleagues and engaging in open discussions enhance my social well-being. My day concludes with prayer, providing me with a peaceful night's rest.

I think self-care is a continuous journey, and it's essential to incorporate it into your daily routine. Start with small steps, like setting aside time for a daily walk, indulging in a good book, or spending quality time with loved ones. Over time, these practices will become habits that contribute to a healthier and more balanced life. ■

MPRL E&P Recognizes Employee Dedication with Service Years Awards

Pyae Pyae Phyo

For nearly a decade, MPRL E&P has proudly embraced the Service Years Awards Program, an integral part of the company's corporate culture, recognizing and rewarding employees for their long-standing service and firm dedication to the organization.

The award program's primary goal is to acknowledge and reward the loyalty and commitment of staff members. Eligible employees who achieve a 5-year service milestone within MPRL E&P are honored with the MPRL E&P Service Years Awards. Moreover, employees who have been transferred within the Group of Companies (GoC) are also eligible for the MPRL E&P GoC Service Years Awards.

At the monthly management meeting in September 2023, MPRL E&P recognized and celebrated 48 employees who have devoted a substantial portion of their professional lives to the organization. Among them, 19 employees were presented with the MPRL E&P Service Years Awards, while the remaining 29 were honored with the GoC Service Years Awards. These dedicated individuals have accumulated service tenures ranging from 5 to 30



years, showcasing their firm commitment to the company's growth and success.

Under the guidance of the Senior Executive Management, the company honors employees with 5 and 10 years of service by awarding certificates for MPRL E&P or trophies for the GoC. Individuals who have devoted 15 years or more to the organization receive acknowledgment beyond certificates,

including monetary rewards. In this year, the total cash awards amounted to MMK 111,300,000 (USD 53,000).

We extend our heartfelt congratulations to all the dedicated employees who have received the MPRL E&P and/or GoC Service Years Awards, recognizing their solid dedication and commitment are truly valued and deeply appreciated. ■

Stewardship beyond Limits: The Environmental Journey of Mann Field's ECC Extension

Han Myo Aung

Environmental compliance aims to support responsible and sustainable environmental management while permitting economic growth and human activities conducted with environmental responsibility. An Environmental Compliance Certificate (ECC) is an official document, typically issued by a government agency, that demonstrates a project's adherence to environmental laws and standards. It signifies that the project has undergone an environmental assessment to identify and mitigate potential environmental impacts.

Mann Field, discovered in 1970, currently boasts 374 wells. As of September 2023, 310 wells are in production, with the remaining ones temporarily shut down. To improve the field's performance and reduce its environmental impact, MPRL E&P is implementing a redevelopment program. This program encompasses various activities, including drilling new infill wells, deepening existing ones, performing remedial and workover operations, upgrading pumping units, refurbishing oil and gas collecting stations, rehabilitating inactive wells, re-perforating wells, and establishing a system for managing produced water.

In compliance with Environmental Laws and Regulations, MPRL E&P assigned and contracted Environmental Resources Management (ERM-Hong Kong, Limited), a certified third-party service, to conduct an environmental and social impact assessment (EIA) for Mann Field's Redevelopment and Enhanced Oil Recovery (EOR) Program on 01 October 2014. This comprehensive survey of the project area covered physical, biological, and socio-economic aspects. The baseline survey, including ambient air, noise, surface water, groundwater, and soils, was completed in May 2015.

MPRL E&P commissioned ERM to prepare the EIA report, which was submitted to the Environmental



Conservation Department (ECD) on 22 October 2016. Following the ECD's review of the EIA report, ERM conducted Stakeholder Consultation, Baseline Socio-economic, and Public Health Surveys at Mann Field from 08 to 13 January 2018. The purpose of these surveys was to revise the ESIA Report with a Health Impact Assessment (HIA) and Health Management Plan. The final ESIA report was submitted to ECD on 08 October 2018. After a thorough reviewing process, the Ministry of Natural Resources and Environmental Conservation approved our EIA report and granted the Environmental Compliance Certificate (ECC) in March 2019. This marks a significant achievement as the first onshore oil and gas project in Myanmar to receive an ECC.

MPRL E&P actively carries out the activities and measures laid out in the Environmental Management Plan and Environmental Monitoring Plan committed in the EIA Report and ECC. We take our environmental responsibility seriously, as evident in our regular Environmental Monitoring Reports. These reports encompass routine self-monitoring and dedicated measure implementation, even in

challenging circumstances. Initially, we sent Environmental Monitoring Reports to ECD every six months, except during the COVID-19 pandemic and travel restrictions. We also conducted environmental monitoring activities such as air, noise, soil, and water quality, following the required conditions and using available labs.

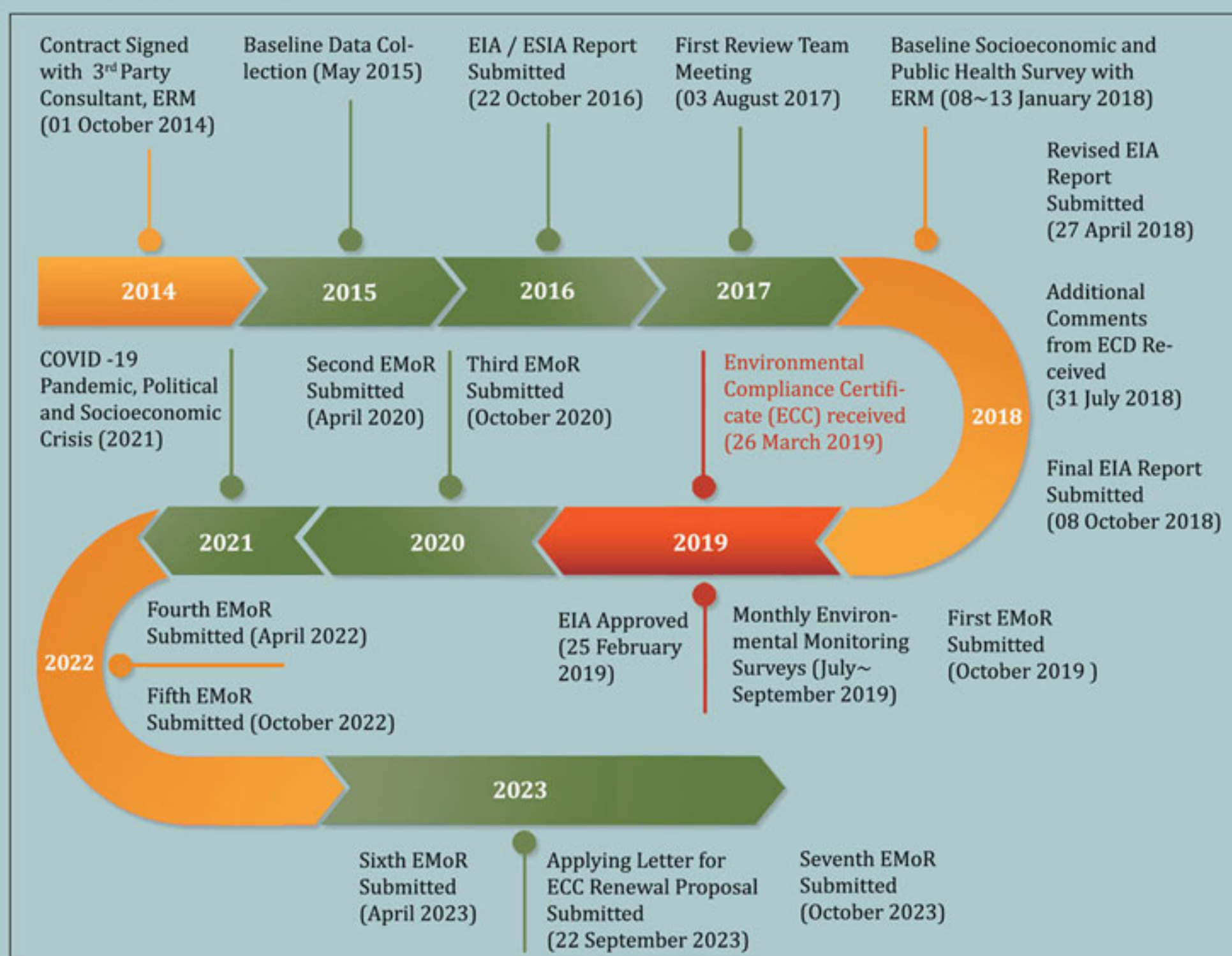
To date, we have consistently submitted seven Bi-annual Environmental Monitoring Reports to the Environmental Conservation Department (ECD). This illustrates our commitment to transparency, accountability, and adherence to regulations. These reports provide a comprehensive view of how we manage the environment, demonstrating our dedication to responsible stewardship.

Furthermore, we adhered to the rules outlined in Article (91) of the Environmental Impact Assessment (EIA) Procedure (2015). On 19 September 2023, we officially submitted the application letter for the extension of ECC to the Regional ECD (Magway). This letter requested the extension of the Mann Field project's ECC, set to expire on 22 March 2024. The application was prepared by the HSE Team in collaboration with respective departments such as Technical, Field Operations, and the CSR & Communications, meeting ECC requirements.

The extension of the Mann Field ECC is underway, and it promises sustainable development in the years to come. MPRL E&P is committed to honoring all promises and responsibilities outlined in the ECC and EIA. We will vigilantly monitor and evaluate our practices, upholding a strong commitment to following all rules and standards. This fundamental principle guides everything we do, demonstrating our dedication to responsible and sustainable practices as required by environmental standards. ■

“MPRL E&P actively carries out the activities and measures laid out in the Environmental Management Plan and Environmental Monitoring Plan committed in the EIA Report and ECC. We take our environmental responsibility seriously, as evident in our regular Environmental Monitoring Reports”

Journey of Mann Field's ECC



Chief Executive's New Year Message

As 2023 comes to a close, I wish to take this opportunity to extend my gratitude to my colleagues, all of my staff, our contractors, and our external stakeholders. I remain grateful for how we, together, overcame the challenges that we faced, achieved many shared successes, and continue to remain steadfast towards our mission of improving livelihoods through unlocking the energy needed to drive progress in our nation.

Approaching a quarter of the current century, it is now clear that our world is undergoing an unprecedented transition across various fronts, and at a scale and speed that has never before been seen. The most profound transition involves rapidly moving from a unipolar world towards a world that is multipolar; a world in which the distribution of power and influence will manifest in multiple nations; a world very different from what it was during the past 35 years when it was dominated by a single hegemon. As a result, within the worldwide energy sector, there are already material developments which consist of many nations adapting and realigning their interests and priorities for the purpose of realizing a more secure energy future. Myanmar's unique geographic location places our nation in a strategic location that serves as a land bridge for both ASEAN and the East Asian region to access the Indian Ocean; a location that provides the opportunity for Myanmar to serve as a vital epicenter for regional trade and energy distribution.

I am truly proud that our Pyitharyar Integrated Project (PIP) is now undergoing Front End Engineering Design (FEED), entering into another major milestone that brings us one step closer towards providing a

sustainable and reliable new source of energy for Myanmar and the region. I join my team in wholeheartedly looking forward to the challenge of developing what will be the ASEAN region's first upstream ultra-deep water project. In parallel with our FEED workstreams, I am also pleased to have commenced engagements with prospective joint venture partners to join us on our remarkable journey; prospective joint venture partners whom we trust will also resolutely share our commitment towards enhancing the energy security of Myanmar and the region, for generations to come.

I take this opportunity to extend to you all much Metta and best wishes for the year ahead. In closing and as we enter 2024, I wish to express that it is my sincere hope that our citizens of the world will be able to see past our differences, leverage our shared strengths, and collectively address and overcome the major global challenges of our time.

"So, let us not be blind to our differences but let us also direct attention to our common interests and to the means by which those differences can be resolved." ■

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



Healthy Minds, Thriving Teams: Workplace Mental Health

Dr. Kyaw Ye Htut

For a large proportion of the global population, mental health and work are integrally intertwined. Mental health is a state of mental well-being that enables people to cope with the stresses of life, to realize their abilities, to learn well and work well, and to contribute to their communities. Mental health conditions occur irrespective of whether work has causally contributed to them. Poor mental health has a negative effect on a person's cognitive, behavioral, emotional, social and relational well-being and functioning, their physical health, and their personal identity and well-being as related to work. A person's capacity to participate in work can be consequently impaired through a reduction in productivity and performance, reduction in the ability to work safely, or difficulty in retaining or gaining work. Presentism (or lost productivity, which is where the largest financial costs lie), absenteeism and staff turnover affect both workers and employers and, in turn, society's economy.

An estimated 15% of working-age adults have a mental disorder at any point in time. Globally, as of 2,019,301 million people were living with anxiety, 280 million people were living with depression, 64 million people were living with schizophrenia or bipolar disorder, and 703,000 people died by suicide each year. Many of these individuals were of working-age. The most prevalent mental health conditions (i.e., common mental disorders such as depression and anxiety), are estimated to cost the global economy US\$ 1 trillion each year, with the cost driven predominantly by lost productivity. People living with severe mental health conditions—including psychosocial disabilities (such as schizophrenia and bipolar disorder)—are, for reasons such as stigma and discrimination, largely excluded from work even though participation in economic activities is important for recovery.

Work is a social determinant of mental health. Meaningful work is protective for mental health; it contributes to a person's sense of accomplishment, confidence and their earnings, and contributes to recovery and inclusion for people living with psychosocial disabilities. However, harmful or poor working conditions, hazardous work environments and work organization, poor working relationships or unemployment—and the prolonged exposure to these, rather than to positive working conditions—can significantly contribute to worsening mental health or exacerbate existing mental health conditions. There is reasonable consensus on the influence of certain risk factors, also called psychosocial risks, on mental health at work. Emerging risks are seen as the culture of work changes over time or as the result of major societal events (such as a global pandemic or conflict or political situations).

Work can be a microcosm for amplifying wider issues which negatively affect mental health, including discrimination and inequality based on sociodemographic factors and their intersectionality, such as age, caste, class, disability, gender identity, migrant status, race or ethnicity, religious beliefs and sexual orientation. While addressing bullying in school-aged persons draws attention, the same cannot be said for the volume of abusive conduct (whether by third parties or between colleagues) experienced by adults at work. Most critically, the stigma surrounding mental health conditions re-

mains a dominant barrier to disclosure at work, to the implementation of support at work for people living with mental health conditions or, indeed, to the uptake of available support for workers.

Identifying Psychosocial Risks Affecting Mental Health at the Workplace

There are ten categories of risk factors that can contribute to poor mental health in the workplace:

1. Work Content and Task Design: Inadequate variety, short work cycles, fragmented or meaningless tasks, underutilization of skills, high uncertainty, and continuous exposure to people through work.

2. Workload and Work Pace: Imbalances between work overload and underload, machine-paced work, high time pressure, and constant exposure to deadlines.

3. Work Schedule: Factors such as shift work, night shifts, inflexible schedules, unpredictable hours, and long or unsociable working hours.

4. Control: Low participation in decision-making, lack of control over workload and pacing, and limited autonomy.

5. Environment and Equipment: Inadequate equipment availability, suitability, or maintenance, as well as poor environmental conditions like lack of space, insufficient lighting, and excessive noise.

6. Organizational Culture and Function: Challenges arising from poor communication, insufficient support for problem-solving and personal development, unclear organizational objectives, organizational changes, intense competition for resources, and complex bureaucracies.

7. Interpersonal Relationships at Work: Issues related to social or physical isolation, poor relationships with superiors, interpersonal conflicts, harmful workplace behaviors, and a lack of social support. This can include instances of bullying, harassment, mobbing, and macroaggression.

8. Role in Organization: Role-related challenges such as role ambiguity, role conflicts, and responsibilities for other people.

9. Career Development: Issues involving career stagnation and uncertainty, under-promotion or over-promotion, low pay, job insecurity, and a perception of work having low social value.

10. Home-work Interface: Challenges related to conflicting demands between work and home life, particularly for individuals with caregiving responsibilities. This can also encompass low support at home, dual career problems, and living arrangements that separate individuals from their families during work assignments.

MPRL E&P actively promotes sustainable activities and programs that nurture employee health, safety, and mental well-being:

MPRL E&P Group of Companies prioritizes "Health, Safety, and Environment" as an integral part of our business, with a strong focus on the physical and mental well-being of our employees at all times. Our commitment extends to creating a workplace that not only safeguards against work-related physical illnesses but also fosters a low-stress environment to prevent work-related mental health issues.

Our sustainable activities, programs, and supportive measures for mental health within our company include:

Knowledge Sharing and Educational Support: We promote awareness of the importance of Mental Health and Stress Management through training sessions conducted in collaboration with certified medical practitioners from Pan Hlaing Hospital. Additionally, our company doctors conduct Health Education and Awareness sessions for all GOC employees.

Support for Employee Medical Benefits and Health Insurance: We are providing health insurance and medical benefits to employees not only boosts morale but also ensures a sense of safety and security, reducing stress and pressure during work, indirectly preventing work-related incidents.

Periodic Medical Checkups for Employees: Regular and yearly medical checkups are enforced to reduce sickness-related absences, enhance staff satisfaction, lower staff turnover, improve productivity,



Steering Our Journey: MPRL E&P's First Six-month Reflection Workshop

Moe Thu Zar Soe



In the ever-evolving landscape of 2023 and beyond, MPRL E&P gathered its Heads of Departments (HoDs), Assistant Heads of Departments (AHOs), and Deputy Managers on 28 September for the first six-month reflection workshop of the Fiscal Year 2023-2024. The primary goal was to examine the company's performance and extract valuable insights that could guide us in our day-to-day operations.

During this session, each business support unit and the Technical Team seized the opportunity to explore what's working well and where we could enhance our efforts. Both technical and business

support units shared their accomplishments, progress, and the challenges encountered over the past six months. Participants also had the chance to explore lessons learned and best practices that emerged during this period. To adapt to the times, we conducted this workshop with the majority of HoDs and AHOs in attendance, fostering lively open discussions.

These insightful conversations and evaluations laid a solid foundation for the months ahead. As we reflect on the challenges of the past to navigate the future, we are committed to moving forward, implementing the knowledge gained to enhance

our business functions, making them more streamlined and efficient. The first six-month reflection workshop served as concrete evidence of our dedication to adapt, evolve, and thrive in a changing world. ■

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teamwork, morale, and employee loyalty. Health screenings reflect our company's dedication to the physical and mental well-being of our staff.

Comfortable Accommodations and Supportive Facilities: Recognizing the nature of our work that requires employees to be away from home for extended periods, we provide comfortable accommodations and living quarters, which are vital for their well-being during work. These facilities not only impact health and safety but also support higher productivity, mental health in the workplace, and overall satisfaction. Our amenities, including WiFi and TV rooms for recreation, further enhance the well-being of our employees.

Healthy Meals: We provide healthy meals that benefit both our business and employees by reducing stress levels in the workplace, improving mental health, increasing productivity, enhancing focus, and demonstrating our commitment to employee well-being.

Physical Activities: We offer various physical activities that have numerous mental health benefits, including stress reduction, improved mood, decreased symptoms of depression and anxiety, increased self-esteem and self-confidence, better sleep, enhanced cognitive processing, increased productivity, and social support. These activities, such as access to a gym, Sepak Takraw field, and table tennis, are available for employees to engage in after work hours. Our HSE Team also monitors BMI with Cooper's aerobic point system to maintain a healthy lifestyle for employees.

Employee Welfare Programs: Social welfare programs create positive working environments, protect employees from economic risks, and improve mental health, preventing stress. Our company organizes events and celebrations, such as New Year Eve and Christmas parties, Thingyan Festival, Nirvana Market, and Thadinkyut Festival, to foster employee engagement and enhance organizational performance.

Career Development and Skill-based Programs: Recognizing the importance of mental health in career development, we focus on continual improvement of our employees by upgrading their skills in various areas. This includes opportunities for further education abroad and provision of language improvement with programs like Rosetta Stone and Edulink for Business English, Young Lead-

ership and Leadership Skill programs, and specialized workshops like the Water Flooding Workshop.

Working Schedules: To prevent serious psychological distress resulting from continuous work schedules, our company allows employees to work for only 28 days and mandates a rest period of 14 days. This complies with the office rules and regulations of labor law and the Human Resources Department. It is a commonly used schedule in the oil and gas industry, aiming to provide sufficient rest and recreation time to safeguard mental health and prevent home sickness.

Our commitment to the well-being of our employees remains unwavering, ensuring a safe and supportive work environment that promotes physical and mental health. ■



Navigating Complex Logistics: Success in Supply Chain Management for Mann Field Operations

Ko Ko Naing

The Material & Logistics Department plays a crucial role in importing and supplying materials for the Mann Field Operations of MPRL E&P. Our procurement strategy involves sourcing materials both internationally and locally to meet operational requirements. We import general materials and oil well equipment from countries such as the USA, Singapore, and China, utilizing the International Commercial Terms (Incoterm) "CIF Singapore" as the basis. These materials are then imported into Myanmar, using either consolidated air freight or sea freight shipments once we have obtained the necessary import permit.

Upon arrival in Myanmar, we take responsibility for arranging material deliveries to Mann Field, both within the country and from overseas locations. These deliveries are made by either rivercraft or land transportation, ensuring that the materials reach their intended destination in a timely and efficient manner.

A noteworthy success case involved the procurement of an oversized Telescopic Cylinder for the Workover Unit Rig P-100. In order to transport it from the USA, this cylinder was particularly challenging to handle due to its non-standard size, with a length of 45 feet and 1.5 inches and an estimated weight of 1,100 lbs. To overcome this challenge, we collaborated closely with the supplier and a freight forwarder to position the Telescopic Cylinder diagonally on a 40-foot flat rack for shipment via a container vessel. This innovative approach allowed us to smoothly transport the cylinder from the USA to Singapore.



However, the challenge continued when arranging shipment from Singapore to Yangon. Shipping lines hesitated to import the 40-foot flat rack to Myanmar due to the associated cost and limited demand for such equipment in the country. After negotiations, we successfully secured a shipping line that agreed to handle the import into Myanmar, and the Telescopic Cylinder was safely delivered to Mann Field via the inland waterway of the Ayeyarwady River. The Field Operations Team successfully installed the cylinder on Rig P-100, ensuring the smooth progress of their operations.

In addition to this notable success, we also imported and supplied critical components, such as the Saltwater Injection Pump and Variation Frequency Drive (VFD) Control Panel, for the Produced Water Injection Project, ensuring that these vital elements were delivered on time.

Our adherence to effective supply chain management practices has yielded favorable results for the project, ensuring a steady and efficient flow of materials. This success story underscores the importance of meticulous planning, innovative problem-solving, and the dedication of our Material & Logistics Team. We are thrilled to hear about the improved efficiency and performance of Rig P-100, and we remain committed to further enhancing our supply chain management practices to support the continued success of Mann Field Operations.

In summary, our Material & Logistics Team's supply chain management is exemplified in this case by its ability to procure, transport, and deliver challenging oversized equipment and essential components efficiently, leading to improved operational efficiency and overall project success. Effective planning, innovative solutions, and diligent teamwork are key to overcoming logistical challenges and ensuring a seamless flow of materials and equipment. ■



Break Time

Chat with the Editor

Hnin Wynt Zaw



I bumped into Ma Khin Mar Thu during a busy workday, and a simple greeting turned into an engaging conversation over a cup of coffee. We talked about the therapeutic aspects of baking and ended up discussing the ever-rising global oil prices. It felt like a quick refresher of Economics 101 for me and an insightful Q&A on financial management and what we can anticipate for the next year, given the current global geopolitical landscape.

If you remember our interview from back in 2021, you shared your insights about the financial aspects of the oil and gas industry, particularly in the context of the pandemic and its effects on demand. Can you believe it's been two years since then? Now, we're encountering fresh challenges as we confront heightened volatility and uncertainty driven by geopolitical and economic factors.

As the Finance and Treasury Manager, I'm curious about your thoughts on the rising costs and inflation in the oil and gas industry for the coming year. What's your take on the situation?

Well, it's quite a complex situation. Many factors contribute to global inflation, like the supply chain disruptions caused by COVID-19, the overall rise in cost of living, geopolitical issues, and energy price volatility. Crude oil is a significant economic input, so when oil prices go up, it adds to inflation. This, in turn, affects interest rates. The recent

events in the Middle East, a major energy-producing region, could potentially fuel this inflation, and I'm concerned that emerging markets and developing economies might take a bigger hit. Honestly, I don't see a significant drop in inflation next year, especially given the current financial conditions and geopolitical tensions.

So, does this mean we'll be dealing with high oil prices throughout the next year?

It really depends on supply and demand, especially in the coming months. With both crude oil and product markets being tight, I think Brent crude might stay higher than this year. The recent conflict in the Middle East might also contribute to this. However, we also need to consider the changing demand for oil. People worldwide are adopting energy-efficient measures, such as the increasing use of electric vehicles. Simultaneously, winter is approaching in North America and Europe, where more energy will be required to heat homes. Nevertheless, in these uncertain times, we'll have to wait and see how things unfold; they might change.

Interesting! Given the circumstances, how do you manage financial risks and challenges in your department?

Good question. The higher oil prices directly contribute to inflation and increase the cost of inputs. In our Finance Department, we collaborate closely

with the Material & Logistics and Operations Teams to forecast which materials and equipment to negotiate on. We also assess more affordable suppliers who can provide the same or better services. The Finance Team typically prepares the budget by factoring in input inflation. Another critical aspect is the loan interest rate, which will likely increase due to the current geopolitical climate. So, we'll have to continue to monitor the interest rate.

Thanks for sharing your thoughts with me, Ma Khin Mar Thu. I hope you have a relaxing holiday break with your family and friends. I'll see you around! ■



Charting a Remarkable Path in the Oil and Gas Industry

Hnin Wynt Zaw

In the vast world of petroleum engineering, where dedication and a passion for knowledge fuel exceptional success, one individual stands as an inspiring figure: U Zaw Myo Htet, the Production Team Leader in the Field Operations Department at MPRL E&P. His story weaves a tapestry of unwavering commitment, a thirst for learning, and a relentless pursuit of excellence. Join us on this journey through his life and career as we witness his compelling testimony to tireless determination in the ever-evolving realm of oil and gas.

U Zaw Myo Htet embarked on his journey with a Bachelor's Degree in Petroleum Engineering from Mandalay Technological University in October 2010. Fueled by a dream to contribute to the oil and gas sector, he set out with a vision of unwavering commitment and dedication.

In April 2012, Zaw Myo Htet's dream became a reality when he joined MPRL E&P as an Assistant Engineer. The beginning of one's professional career is always a significant moment, and it was a privilege for Zaw Myo to commence this journey with MPRL E&P. The initial days of Zaw Myo Htet's professional career were marked by dedication and an insatiable thirst for knowledge. Assigned to the Pulling Unit Section at Mann Field of MPRL E&P, he seized the opportunity to learn from experienced Senior Engineers and embarked on a journey of self-improvement. His mission was crystal clear - to become a proficient asset to the organization. Challenges were aplenty, but with unyielding teamwork and a wealth of experience, Zaw Myo Htet tackled each obstacle with unwavering determination.

"Dedication and a relentless pursuit of knowledge set the foundation for my journey. Starting in the Pulling Unit Section at Mann Field, I learned from experienced Senior Engineers, committed to self-improvement. My mission was clear: to be an asset. Challenges were abundant, but unwavering determination, teamwork, and experience conquered every obstacle."

Today, Zaw Myo Htet holds the esteemed position of Production Team Leader. In this role, he shoulders the responsibility of managing and increasing the total production of the field. Zaw Myo Htet plays a crucial role in monitoring the production rates of individual wells and promptly addressing any irregularities. His leadership is a shining example, inspiring the entire team to work cohesively to achieve operational success.

Safety and environmental consciousness are integral aspects of Zaw Myo Htet's approach. He is deeply committed to creating a secure working environment, adhering to the Occupational Safety Policy and Environmental Policy. Toolbox Talks are a regular part of operations, addressing potential hazards and promoting a culture of safety, with a vision to achieve a 'Positive Independent Safety Culture.'

Reflecting on his commitment to safety and the environment, the Production Team Leader stated, "My commitment is unwavering, creating a secure workplace. Through regular Toolbox Talks and a vision for a 'Positive Independent Safety Culture,' I ensure my work is executed with diligence and care."

Zaw Myo Htet's commitment extends beyond operations; he also takes a keen interest in environmental impact. He actively manages and monitors the daily production of formation water to ensure alignment with environmental commitments. His daily routine includes efforts to reduce and properly dispose of oil stain waste, contributing to a cleaner and safer environment.

"I actively participate and collaborate with the CSR Team to establish effective communication with the community. I value the feedback from the local community and address their concerns regarding our operations at Mann Field. As a result, we have successfully reduced and minimized community complaints related to our operations. I have worked with the CSR Team to address and resolve challenging situations within the local community."

This includes handling and resolving community complaints through the Operational Grievance Mechanism (OGM), such as issues related to crude oil leakage in farmland, the removal of inactive old production flow lines within the farmland, and compensation for crop damage caused by our operations. My efforts have been directed towards supporting the CSR Team in achieving their goals for community development."

To further enhance his expertise, Zaw Myo Htet attended a 'Waterflooding Workshop' and obtained a certificate from Dr. Luis Zerpa, a distinguished figure from the Petroleum Engineering Department at the Colorado School of Mines. The Production Team Leader added, "Seeking knowledge knows no bounds. I attended a 'Waterflooding Workshop' and received certification from Dr. Luis Zerpa, a renowned name in the Petroleum Engineering Department at the Colorado School of Mines. This knowledge played a pivotal role in driving success in waterflooding projects, essential for maintaining reservoir pressure and boosting oil and gas production."

Zaw Myo Htet's journey embodies the essence of perseverance, dedication, and a relentless pursuit of personal and professional growth. His message to the younger generation is both simple and profound, "Believe in yourself, follow your passion, and fearlessly explore the vast world of engineering in the oil and gas industry."

Zaw Myo Htet stands as a shining example of how dedication, teamwork, and a strong commitment to safety and the environment can lead to a successful and fulfilling career in the oil and gas industry. His journey is an inspiration to us all, a story of achievement, and a testament to the endless possibilities within the industry. ■

"Dedication and a relentless pursuit of knowledge set the foundation for my journey. Starting in the Pulling Unit Section at Mann Field, I learned from experienced Senior Engineers, committed to self-improvement. My mission was clear: to be an asset. Challenges were abundant, but unwavering determination, teamwork, and experience conquered every obstacle"

Zaw Myo Htet
Production Team Leader



Navigating Success: A Chronicle of Growth and Leadership in the Management Office

Hnin Wynt Zaw

In the dynamic and fast-paced realm of the Executive Management Office, the journey is a blend of challenges and surprises, offering many opportunities for learning and growth. With an impressive tenure spanning 13 years in the Management Office, Daw Noble Nay Win not only brings a wealth of experience in administrative intricacies but also possesses a deep understanding of the technical aspects that are integral to the oil and gas industry. Excelling in overcoming the multifaceted challenges inherent to her role, Noble has evolved into a seasoned professional, embodying the important traits of effective communication, adept problem-solving, and swift execution. Join us as we delve into her insights and reflections on her pivotal role as a Staff Officer at MPRL E&P.

Can you share with us your educational background, professional journey, and family upbringing?

In 2008, I graduated with Bachelor's Degree in Mechanical Engineering from Technological University (Thanlyin). Despite my initial intention to pursue a career in engineering, I found myself drawn to the administrative field. Initially, I entered administration as a temporary solution during a period when I was unable to secure a position in the engineering sector. However, over the years, I have not only adapted to but excelled in administrative roles.

In my family, there are four members: my parents, my elder sister, and myself. My father, who retired from a government position, always envisioned me continuing the family tradition by building a career within the Government sector. Nevertheless, he is content with my current professional position and has witnessed my growth at this company, expressing happiness for me. Similarly, I feel that I made the right decision as well.

How did you end up working at MPRL E&P?

I learned about a job vacancy at the company through a friend. During that period, my primary focus was on acquiring hands-on work experience rather than solely pursuing academic knowledge. I was particularly interested in understanding the kind of experiences I could gain in a company specializing in international affairs as a secretary.

In 2010, I embarked on my professional journey at Myint & Associates Co., Ltd. (M&AS), marking the initiation of my career. M&AS is a well-established service contractor in the oil and gas sector of Myanmar, with a rich history dating back to 1989. It is also a member of the MPRL E&P Group of Companies. I was excited because I knew that I would be here for the long term.

I started working in a Junior Secretary position at M&AS and gradually worked my way up to the position of Executive Secretary over the course of nearly four years. In August 2014, I was transferred to MPRL E&P, the flagship company of the MPRL E&P Group of Companies, which has been involved in oil & gas exploration and production since 1996. I am currently working in a Staff Officer position at MPRL E&P, and every day I am learning something new that impacts my growth in the company.

How do you deal with busy and stressful business periods?

Navigating busy and stressful business periods can indeed be challenging, and it's something I often encounter. In such demanding situations, it's essential to remember that these periods are typically temporary, and the ability to navigate them successfully can be a valuable skill in one's professional life.

When confronted with an overwhelming workload, it's natural for stress to creep in. To regain control, I find it crucial to first manage my own mindset and ensure a calm and focused approach. This is essential because being disrupted by stress can lead to poor decisions and results. I remind myself of my skills and capabilities, reaffirming that I possess the capacity to tackle the challenges at hand. This mindset shift helps me stay positive and motivated.

One of my key strategies is to create a comprehensive to-do list and prioritize tasks based on their urgency and importance. This structured approach ensures that I don't become overwhelmed, as I always have a clear plan of what needs to be done and when.

Additionally, when dealing with an increased workload or additional assignments, I proactively communicate with my immediate boss to clarify deadlines and seek advice during particularly stressful times. This open and collaborative approach helps manage expectations and ensures that I can perform at my best even under high-pressure circumstances.

Do you have to participate in budgeting? If so, what challenges do you often find with budgeting?

As part of Country Manager's (CXM) Office within the Executive Management Office, I am responsible for submitting the annual budget, ensuring alignment with the needs of each department. I compile a yearly list of expenses and create estimates for the upcoming year based on the previous year's actual expenditures.

While this process generally runs smoothly, the upward trend in costs has brought certain areas to our attention, demanding additional consideration for sufficient coverage.

What are the biggest challenges you face in this role and how do you overcome them?

In 2019, I made an internal transition from the CEO's Office to join the CXM's Office as a Staff Officer. This shift presented a unique set of challenges. CXM's Office focuses primarily on technical aspects, particularly in the area of project activities.

As I embark on this fresh challenge, I am actively involved in the study of both the project's commercial and technical dimensions while also contributing to the current administration, all the while continuing to learn.

What motivates you to do your best at work?

My primary source of motivation comes from receiving recognition. It's worth noting that our company typically acknowledges and rewards employees for

their dedicated years of service, starting from the 5 years. When I was honored with a recognition award for my 5 years of service, it was an immensely joyful and meaningful moment for me, as it marked the first recognition in my professional journey.

Another source of motivation for me is the dedication of young individuals who are striving to excel. Additionally, I am inspired by mature professionals who continue to actively engage in their field, even though they have reached a more advanced age, and can contribute as esteemed scholars.

What do you like most about the work we do here?

A positive and joyful working environment is essential, as the office has become a second home for many of us, offering warmth and a sense of camaraderie. While I'm writing this article for the Insight! Newsletter my thoughts often wander to the past. I genuinely miss our previous one-story building, which is not the current 18-story Vantage Tower building at the same location, as well as the colleagues who have departed for various reasons.

I have a deep affection for the parent company and value the experiences gained through corporate growth and expansion, as well as the invaluable lessons learned from my colleagues. These memories hold a special place in my heart.

My strong attachment to this company is not exclusive to me; it extends to my family, who take great pride in my work here. I am also profoundly grateful for the opportunities I have been given. I started right after finishing my courses at the university without prior work experience, and the trust and

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What - and Who - is El Niño?

Old Geo-Geezer (OGG)

All around the world, the weather is acting ever stranger, scattering giant wildfires here and massive floods there, sometimes even one following the other. You may have heard that El Niño (pronounced "elninio") might be to blame. I heard the same in my neck of the woods, and even more in the Americas. And El Niño cannot be mentioned without his consort, La Niña (pronounced "laninia"). Have you heard that in this year 2023, a strong El Niño event is setting in and is to culminate in intensity this month? What is this weather pattern and why is it affecting the global weather like a game of dominoes spoiled by a naughty brat? What's in it for us? And if you are desperate to know who El Niño and La Niña are, skip the techie's blurb, and go straight to enjoy the end.

What is El Niño?

The surface temperature of sea water is a critical element regulating the weather all over the world. As an example, El Niño is a weather pattern regulated by the water temperatures at the surface of the Pacific Ocean. The monitoring of this temperature in the waters of the Pacific Ocean West of Colombia, Ecuador, and Peru allows us to qualify and predict El Niño events.

Figure 1 shows that during **normal conditions**, trade winds blow west along the Equator, taking warm water from South America towards Asia. To replace that warm water going west, cold water rises from the depth of the ocean — a process called "upwelling". Incidentally, this upwelling brings along lots of nutrients, known as phytoplankton, feeding shrimps and fishes, a boon for fishermen West of South America.

During **El Niño conditions**, the trade winds are failing, the warm waters remain along the western shores of South America.

By contrast during **La Niña conditions**, trade winds strongly blow, bring to the western Pacific, more hot waters, with more cold waters upwelling along the West coast of South America.

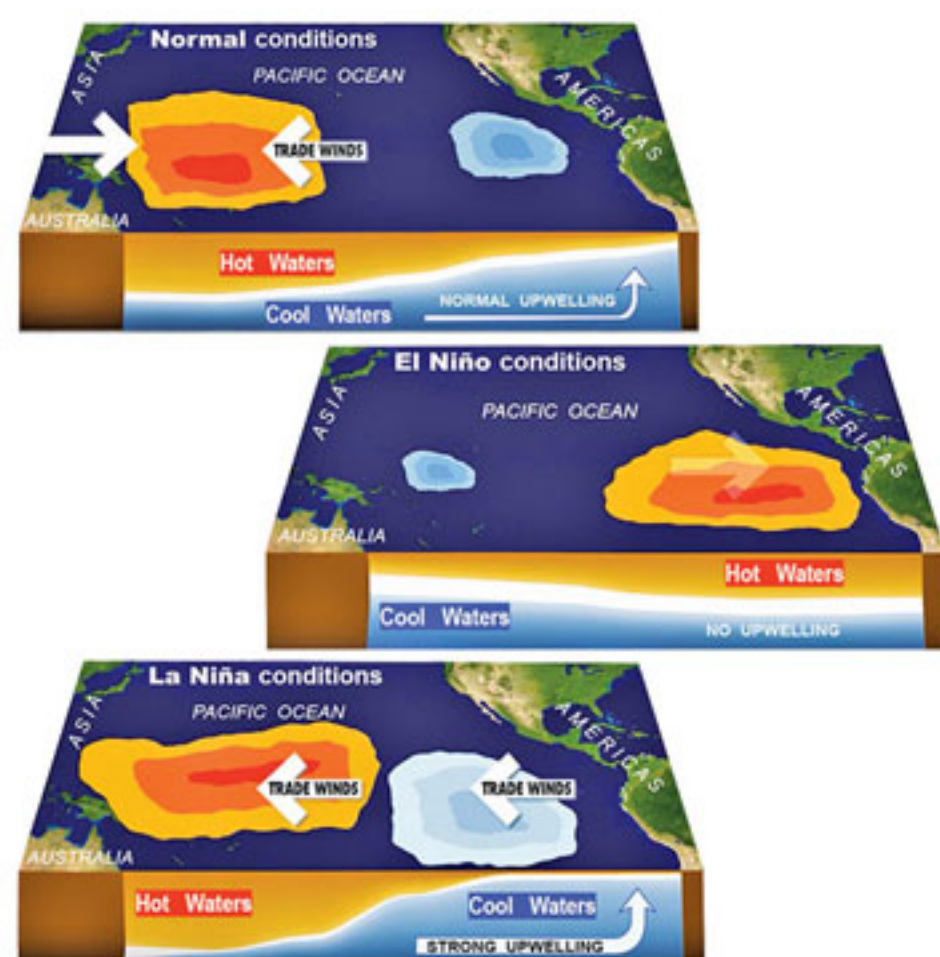


Figure 1: Patterns of ocean temperature in El Niño and La Niña; modified from What are El Nino and La Nina? (noaa.gov)

Hot waters mean more evaporation, more clouds, more rain, and potential collateral damages, such as cyclones, floods, landslides, and else. La Niña events bring more rain for East Asia and Australia. Colder waters bring drier weather, with possibly droughts and wildfires. Farmers dislike both floods and droughts, as crops tend to fail, causing our wallets to flatten more after shopping for food. Strong El Niño's mean drier conditions for East Asia and Australia.

Can these episodes be predicted? While we want to see regular cycles in events that affect our daily grind, unfortunately, recent history shows hardly any long-term patterns. Figure 2 shows the succession of El Niño and La Niña events since 1950. Strong El Niño events tend to occur every 7 to 12 years. There is a slight trend for these events to be stronger. The strong events appear to get stronger at every occurrence, while strong La Niña events show a weak trend to be milder more recently.

However, the occurrence of an incoming El Niño event is predictable: the early warning for the ongoing El Niño was raised in May 2023 already. Strong El Niño events are also often, but not always, followed by strong La Niña events.

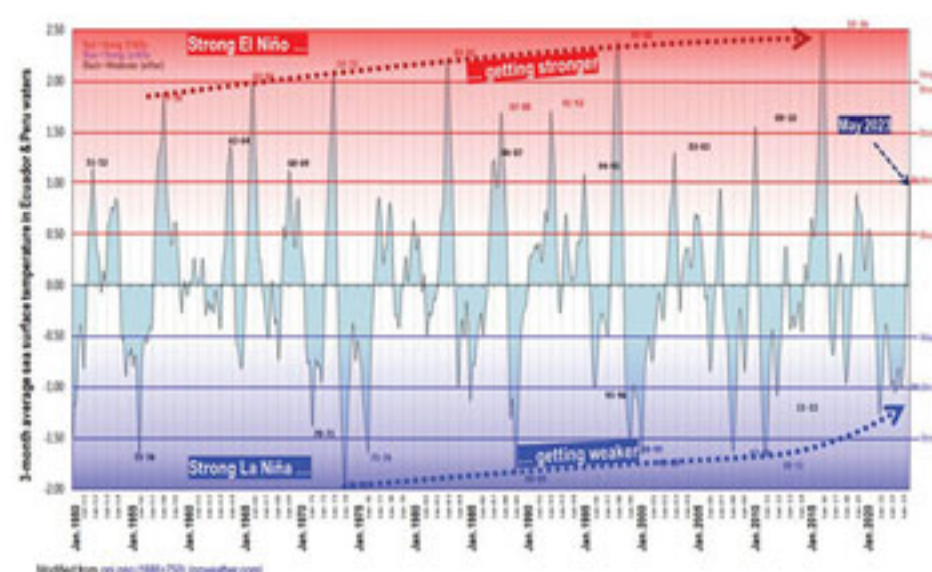


Figure 2: A history of El Niño and La Niña events since 1950; the red arrow suggests stronger El Niño's, while the blue arrow indicates a trend of weaker La Niña's; modified from oni.png (1886x750) (ggweather.com)

The Indian Ocean Dipole

El Niño and La Niña are not the only ones to spoil the weather in town. A similar pattern has been discovered in the late 1990s, this time affecting a region closer to home: the Indian Ocean Dipole, or IOD.

Indian Ocean Dipole event arises from the difference in temperatures between the eastern coast of Africa and the western shores of Indonesia. Events usually start around May or June, peak between August and October, and then rapidly decay when the monsoon arrives in the southern hemisphere around the end of the year.

The Indian Ocean Dipole also affects the strength of monsoons over the Indian subcontinent. A significant positive Indian Ocean Dipole occurred in 1997–98, leading to a failed monsoon in SE Asia, with another in 2006.

Figure 3 shows that negative events occur when the waters of the eastern Indian Ocean are significantly warmer than the waters along the eastern shores of Africa.

As a reminder, warmer waters mean more evaporation, and therefore more rain over Indonesia and Western Australia and drier weather over East Africa.

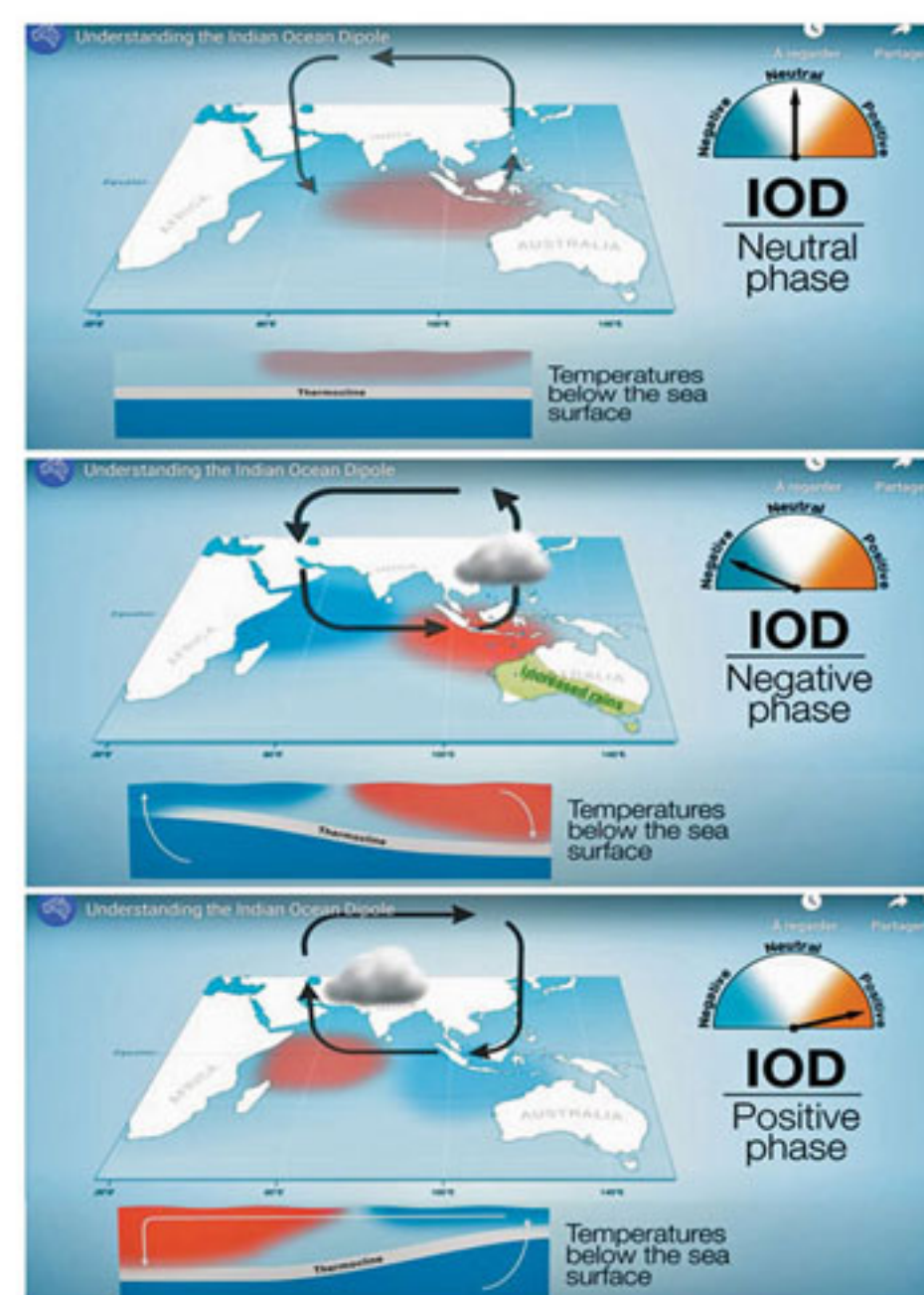


Figure 3: The Indian Ocean Dipole ("IOD") system; modified from Indian Ocean climate influences (bom.gov.au)

Conversely, positive Indian Ocean Dipole events see warmer waters along the eastern shores of Africa, where rains will prevail, while the colder waters along the coasts of Indonesia and Australia will favor dry conditions (bottom of Figure 3).

Do El Niño events correlate with Indian Ocean Dipole occurrences? Interestingly enough, Figure 4 strikingly shows a good correlation between positive Indian Ocean Dipole events (i.e. less rain over Indonesia and Australia) and strong El Niño occurrences (drier conditions over the western waters of the Pacific Ocean).

Conversely, strong negative Indian Ocean Dipole events - inducing wetter conditions over Western

Australia and Indonesia - correlate well with La Niña occurrences bringing more moisture to that same region.

Could it be therefore that Indian Ocean Dipole events somewhat exacerbate El Niño's and La Niña's impacts? Time was missing to look for papers on the interesting complicity between the two phenomena and elaborate on the regional combined impacts of these correlations; but there are some hints and tracks to be followed for weather and climate research, based on good weather statistics and modeling.

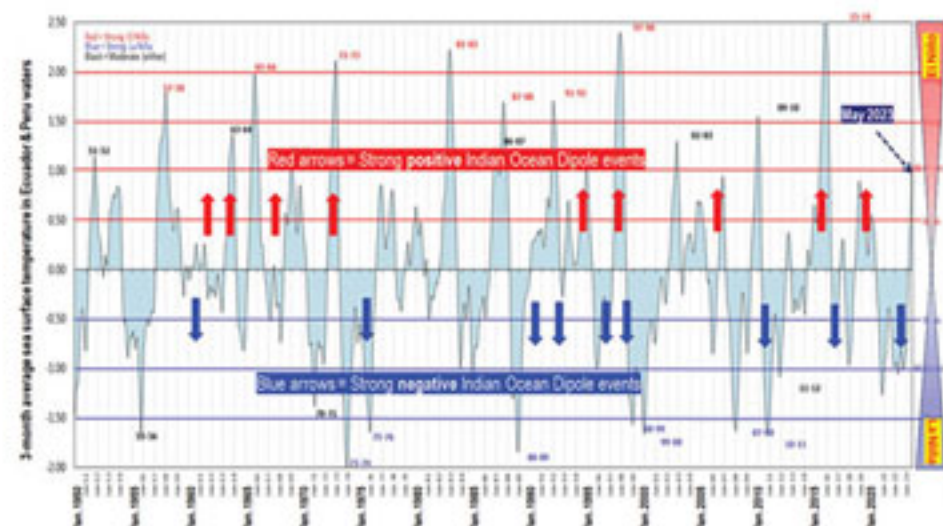


Figure 4: El Niño vs Indian Ocean dipole; modified from oni.png (1886x750) (ggweather.com) and Indian Ocean climate influences (bom.gov.au)

What's in it for the region?

What is the impact of El Niño's and La Niña's in SE Asia? The event is closely monitored and predicted by all national weather services of the region. ASEAN has an alert website (Regional Climate – El Niño / La Niña | (asean.org)), which has been on the red at least since September as you read this snippet (Figure 5).

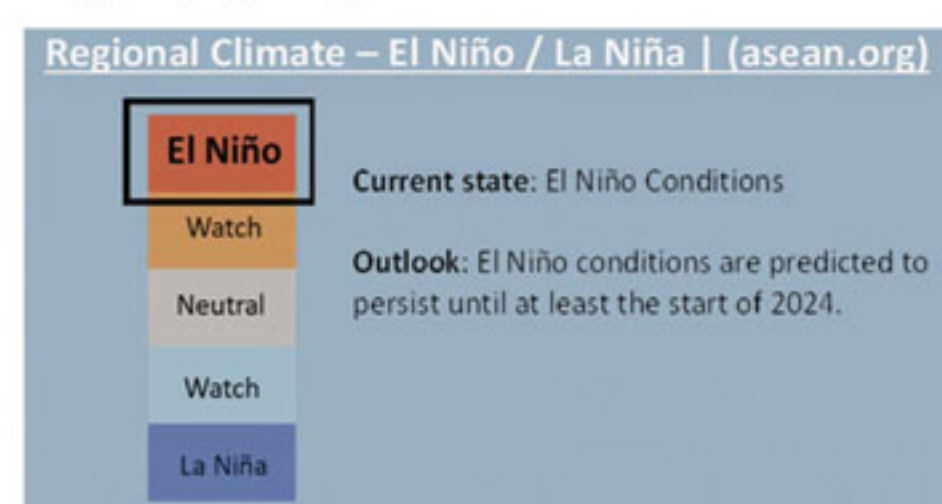


Figure 5: ASEAN on red alert as of 13 September 2023

As mentioned above, the sea surface temperature is a key driver of the weather pattern. Remember, hot waters induce more evaporation, for instance, more clouds causing more rainfall, not to mention cyclones and floods. Cooler waters bring drier weather as less evaporation is occurring, in other words, less clouds and less rains, and possibly droughts, with its cortege of wildfires and failed crops.

Figure 6 shows the variation in rainfall in El Niño and La Niña events in Southeast Asia.

El Niño in SE Asia: Drier weather prevails during El Niño from September to November (Figure 6, left). Because of drier weather, cyclones will form more to the East further away from Japan, China, and the South China Sea.

La Niña in SE Asia: The opposite conditions for rainfall (and consequently temperature) are observed during La Niña years (Figure 6, right). Rainfall will be more intense during La Niña, with a higher risk of cyclones affecting more people, including in the Bay of Bengal.

A recent article by the Economist Intelligence Unit (EIU) (El Niño: South and Southeast Asia's 2023 wild card - Economist Intelligence Unit (eiu.com)) in May 2023 mentions some of the potential impacts of El Niño's occurrences in SE Asia.

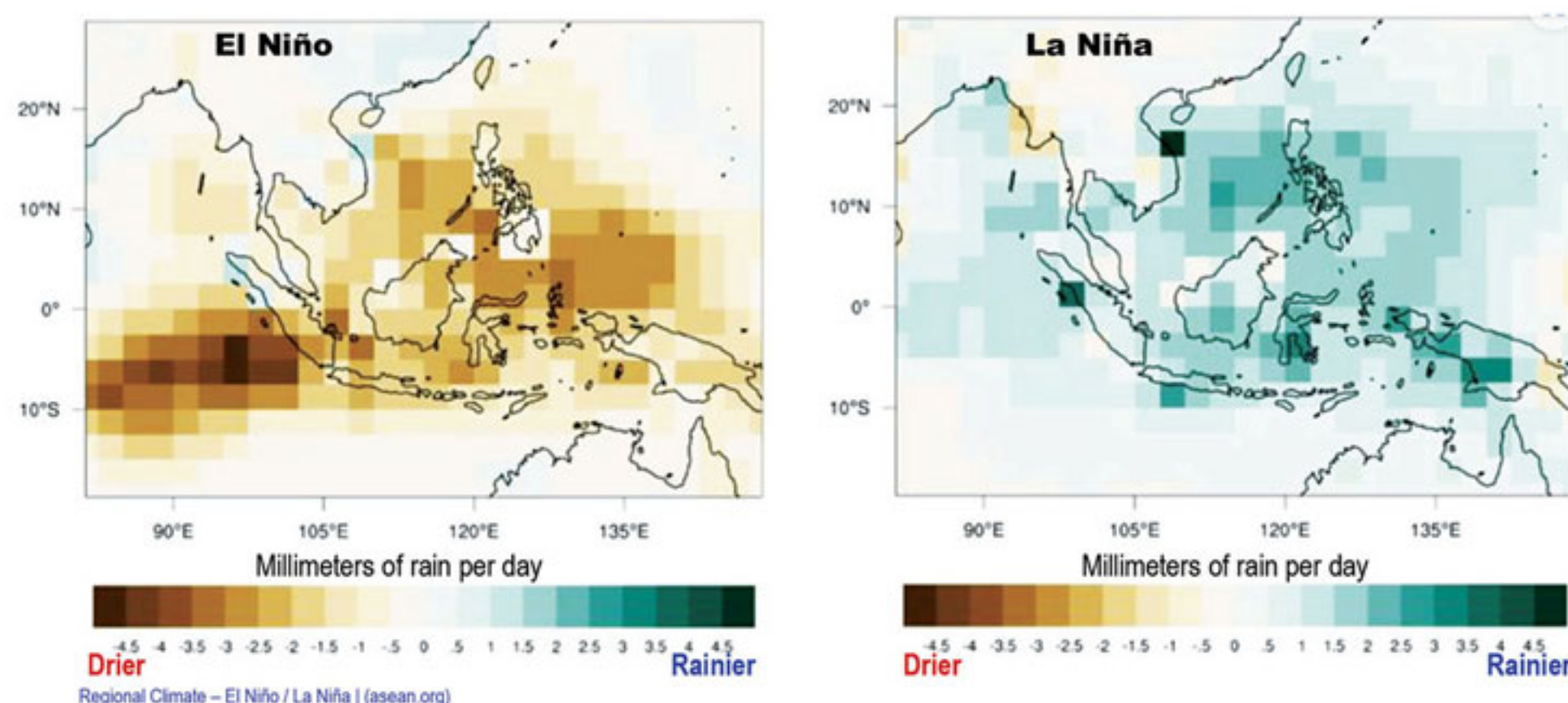


Figure 6: Difference from average rainfall for the September to November quarter for El Niño and La Niña in Southeast Asia since 1974; modified from Regional Climate – El Niño / La Niña | (asean.org)

Power demand: Warmer and drier weather causes demand to increase, a situation exacerbated by strained local hydropower resources as lakes are not filled by insufficient rains. Such a situation leads to power rationing in turn curtailing water-thirsty industrial activity, such as textile, construction, automotive, and integrated circuits.

Poor or lost harvests: Failing crops push up food inflation, hitting farmers' income, a hard shock for countries relying on agriculture for exports. In Vietnam, for example, an El Niño weather event of the scale of 2015-16 was estimated by the EIU paper to potentially push up inflation to one percent point higher than the baseline for 2023-24, primarily as a result of weaker yields in agricultural and fishery output.

Mitigations to El Niño: Knowing in advance El Niño's occurrences allow for preparations. For instance, according to this EIU paper of May 2023, Indonesia proactively responded to potential El Niño disruptions, when the country announced on 5 April to import two million tonnes of rice in 2023, up from 320,000 tonnes in 2022, because of expected shortcomings in local crop yields.

Concerned countries do well to create a disaster response plan, including backup electricity generation facilities, and/or developing the widest possible range of sources of power, and water and food storage for emergencies.

What's in it for the country?

The maps of Figure 6 suggest that Myanmar may be relatively unaffected weatherwise. Does it mean that we should not worry? Indeed, we should. This is because not only El Niño and La Niña are playing around us, but the Indian Ocean Dipole too. Figure 4 strongly suggests that these two trends interact with each other, with large rainy La Niña's shouldering negative Indian Ocean Dipole events, and strong dry El Niño's extending positive Indian Ocean Dipole occurrences.

The above-mentioned Economist Intelligence Unit paper of May 2023 indicates that during the last strong El Niño episode in Myanmar in 2015, which coincided with a strong positive Indian Ocean Dipole as shown by Figure 4, was one of the countries that most suffered from the impact of ensuing dry weather.

The National Department of Meteorology and Hydrology (DMH), available at moezala.gov.mm, is a rich source of information based on 35 stations, including two ten-day forecasts dedicated to farmers. The site includes an El Niño local assessment

under the Condition of El Niño from October 2023 to January 2024, according to the Department of Meteorology and Hydrology (moezala.gov.mm). The DMH for instance also reminds us that powerful El Niño events such as in 1997-1998 - also coinciding with a strong positive event of the Indian Ocean Dipole Figure 4 - brought warmer and dryer weather, exacerbating the impact of the dry season with prolonged droughts.

What's in it for the Company?

Weather conditions impact most of the operations of all MPRL E&P Group of Companies. Being able to predict ahead of the vagrancies of El Niño and La Niña and of the positive or negative attitudes of the Indian Ocean Dipole would allow many of our managers to plan for mitigating impacts. The following is only a rough sample crossing the lazy mind of the author, and there is no doubt that you will be able to find many more operations that would benefit from long-term forecasts.

Petroleum operations on the Mann Field: Does more rain mean more risks for the Mann Chaung to flood the field?

CSR operations on the Mann Field: what crop should farmers plant? Thirsty tomatoes or frugal peanuts?

A-6 EPCIC: May more rain, to come with more winds and more waves, slow down construction and installation of production facilities?

Logistics: Does more rain, with its assortment of winds, waves, and adverse currents, lead to slower vessels delaying the delivery of crucial equipment and materials?

Nga Yoke Kaung Resort: If more rain keeps tourists at bay, can we propose indoor activities to wait for the sun more patiently? Does less rain mean more beer to order and store up?

M&AOSB: Is more rain likely to keep fishermen on-shore for more agricultural practice?

Enhancing social license: After enquiring about local weather monitoring resources, installing mini-weather stations (see Figure 7) in selected locations of MPRL E&P Group of Companies operations may bring several benefits.

Equipping locations without nearby weather monitoring may not only be useful for recording data on temperature, rain, wind, and cloud coverage, say twice or thrice a day.

The Pivotal Role of Contract Administration in Successful Business Organizations

Hanni Win Thein

I am a Junior Contracts Officer at the Administration & Contracts Department of MPRL E&P and have devoted the past year and four months to the Contract Administration functions of the company. My primary role involves contract management and composition. In this edition, I am delighted to share valuable insights into the significance of contracts in the business realm, highlighting why their presence or implementation is crucial for the success of a business entity.

Contracts are an essential tool for businesses and organizations, serving the fundamental purpose of creating legally binding agreements that define enforceable rights and obligations between parties. Contract administration involves overseeing the entire contract lifecycle, which includes, but is not limited to, contract drafting, negotiation, obtaining required approval, signing, storage, monitoring, and managing terminations and renewals. Further, contract administration safeguards the interests of the company by reducing its exposure to commercial and legal risks while increasing the organization's profitability. Business organizations may come to regret the absence of a robust contract administration system, as it can be highly painful to lack clear protection and guidance when faced with a breach of contract. As the old saying goes, "Prevention is a lot better than cure."

Fundamental Principles for Formation of Contract under the Myanmar Law

Under the Contract Act 1872, a contract must involve a proposal (Section 2 (a)) and its acceptance to it (Section 2 (b)) which culminate in a promise. When such a promise creates a consideration from each party, it transforms into an agreement (Section 2 (d), (e), (f)). For an agreement to qualify as a contract, it must not be a void contract (Section 2 (g)) and must be enforceable by law (Section 2 (h)). Several conditions render an agreement void, including:

1. Without free consent (no or uncertain consensus ad idem) (Section 19)
2. Both parties' mistaken matter of fact (Section 20)
3. Uncertainty (Section 29)
4. The party is incompetent to contract (Section 10)
5. Subsequent impossible or illegal to perform terms and conditions (Section 56, 24)
6. Without consideration (Ex Nudo Pacto Actio Non Oritur) (Section 25)
7. Unlawful act or consideration (Section 24)
8. Restraint of marriage, trade, or access to courts (Section 26, 27, 28)
9. Wager (Section 30)
10. Contingent on impossible events (Section 36)

Although specific legal provisions may not mandate that a contract must be in written form, the law encourages contracting parties to agree in writing to facilitate the use of the contract as written evidence

in court when necessary. The Evidence Act of 1872 restricts the capacity of oral evidence to alter the terms set out in writing; in other words, what is written remains unaltered. Oral agreements are challenging to prove, making written agreements indispensable for establishing clear binding rights and obligations and minimizing the risk of conflicts, particularly when crafting commercial contracts in an ever-evolving business world. Consequently, the utilization of written contracts and the implementation of effective contract administration are critical for all business organizations.

The Role of Administration & Contracts Department and Contract Administration Procedures

When it comes to handling contracts, the Administration & Contracts Department is committed to fostering successful negotiations on contract drafting, monitoring the flow of contract preparations, analyzing potential contractual risks and their mitigation, executing contracts in line with existing laws and regulations, and ensuring that both hard copies and soft copies are systematically filed for easy reference. We are enthusiastic about cultivating well-versed knowledge and expertise in preparing a variety of contracts for both domestic and cross-border transactions.

We have developed standard contract templates that not only streamline the negotiation and drafting process but also help us track modifications more effectively. It is crucial to ensure that a contract is risk-free in all key pillars: technical, legal and compliance, commercial, finance, and audit. Therefore, upon receiving initiation from the End User Department with authorized approval to enter into a new Master Services Agreement, Work Order, or Agreement, we ensure that the respective technical experts have reviewed the scope. We facilitate insightful discussions within the Review Team, which includes the Assistant Chief Compliance Officer, Head of Internal Audit, Finance and Treasury Manager (for onshore projects), Financial Controller (for offshore projects), and Assistant Administration & Contracts Manager. This process ensures that each draft contract complies with existing laws, company internal policies, procedures, and practices, as well as the approval matrix for specific subject matters. If we encounter any clause that would challenge the company's interest, we transparently provide rationales to assist the End User Department in conducting suitable negotiations with the counterparty.

Once the finalized draft contract, which allows both parties to minimize cost, reduce delays, and enhance certainty for potential issues, is ready, we seek the counterparty's comments and subsequent confirmation. Following this, we affix the necessary stamp duty based on the types of agreements, as provided under the Myanmar Stamp Act, and proceed with the execution process. Upon executing a contract, we share a soft copy with the respective End User Department and encourage compliance with the terms and conditions by adhering to the legally binding effect of the contract (Pacta sunt servanda). We store hard copies of all contracts at the Administration & Contracts Department and consistently update the soft copy database in a timely manner.

The respective End User Departments are responsible for keeping track of executed contracts and initiating contact with us for any amendments, further extensions, or terminations of a contract, based on the operational requirements within a specified scope. We proceed with the contract amendment, extension, or termination process upon request by the End User Department. It would be our greatest honor and duty to contribute our utmost efforts in contract administration, which is essential for enhancing operational efficiency, mitigating risk, preventing conflicts, and building the organization's values and prestigious image.

In conclusion, a contract is a legally binding document that signifies the agreement of contracting parties to be bound by certain rights and obligations, providing legal enforceability to their promises. It is impossible to run a business in the modern business world without contracts. A robust contract administration system is essential to ensure that the purpose of a given business transaction is accurately reflected and that the rights and obligations of all parties involved are securely established in these contracts. ■

"It would be our greatest honor and duty to contribute our utmost efforts in contract administration, which is essential for enhancing operational efficiency, mitigating risk, preventing conflicts, and building the organization's values and prestigious image"

MPRL E&P and Collaborators Elevate Industry Standards with First-ever Offshore Oil and Gas Technical Workshop

Myo Zaw Oo



Recognizing the pivotal role of Human Resources Development as a strategic investment in the workforce, both from the government and private sectors, is crucial for fostering a stronger and more effective work environment. Human Resource Development plays a vital role in the success of any organization, involving a systematic approach to identifying employees' training and development needs. It provides them with the necessary skills, knowledge, and abilities to enhance their performance and productivity. Our CEO expresses confidence that, through our organizational capabilities, experience, and strategy, we will continue to deliver results that have a lasting positive impact on the growth and development of the country.

The primary objective of this workshop was to offer a high-level overview of the offshore oil and gas industry, its development, and operational processes. This aimed to enhance the understanding of the Environmental Conservation Department (ECD) EIA reviewers. The newfound knowledge equips ECD to make informed decisions about EIA content related to the industry, thereby reducing the number of written supplemental questions during the ECD EIA document review. Additionally, it educated the ECD EIA review staff on the lifecycle of an offshore natural gas project, covering activities requiring environmental assessments and those involved in production development.

In response to the ECD's requirements for human capacity building, MPRL E&P organized a technical workshop related to the oil and gas sector with the approval of Myanmar Oil and Gas Enterprise (MOGE). Held at Park Royal Hotel, Nay Pyi Taw, on 08 and 09 October 2023, this marked the first-ever workshop collaboration between ECD, MOGE, and the operator. A total of 50 individuals, including Directors from MOGE and ECD, attended the workshop, actively participating in discussions and presentations.

The workshop covered selective topics relevant to the offshore oil and gas industry, including the project life cycle, contractual framework, geology, drilling, casing, cementing, completion, platform and subsea facilities, pipelines, commissioning and decommissioning, and environmental assessment. Experienced foreign experts, including Mr. Brian L Logan (Deputy Country Manager) and Mr. Stanley McBride (Environmental Consultant), along with local technical staff from MPRL E&P, presented these topics. Attendees from MOGE and ECD actively participated in the Q&A sessions.

According to U Sa Aung Thu, Director of EIA Division-ECD, this training workshop marked the first time that newcomers in the EIA Division had the opportunity to train in the oil and gas sector. He emphasized, "This training workshop is indeed a great opportunity for all of us to gain basic knowledge of upstream activities in the oil and gas sector. Moreover, we acquired practical experience in the field of the offshore project lifecycle and learned how to review and check offshore activities mentioned in the IEE and EIA reports prepared by the oil and gas company."

U Sa Aung Thu's closing remarks included further support for the workshop, stating, "Today's workshop is a good opportunity for us not only to fulfill the knowledge gained from local and international

resource persons but also to achieve clearer decision-making and thinking concepts for reviewing environmental assessment reports. Our department (ECD) will continue to facilitate capacity-building activities in collaboration with MOGE and interested parties like MPRL E&P, not only in environmental matters but also in field experiences in the offshore oil and gas sector in the future. I look forward to close cooperation and collaboration with all of you, between the two ministries and MPRL E&P."

U Win Maw, Director of MOGE Offshore, delivered the closing remarks, stating, "The workshop covers the entire spectrum of operations, providing insights into all industrial procedures from start to end. This knowledge will assist ECD in finalizing the report vividly, and with this understanding, ECD can apply it to their reporting process. Today's workshop revealed that our industry has much work to do while minimizing the impact on environmental society in compliance with industrial standards. MOGE will cooperate with ECD to address environmental matters with collaboration from our operators, maintaining a commitment to operational excellence and safety."

In conclusion, the offshore oil and gas technical workshop was a resounding success, with all attendees expressing satisfaction with the presentations and arrangements. ■



From Page 13

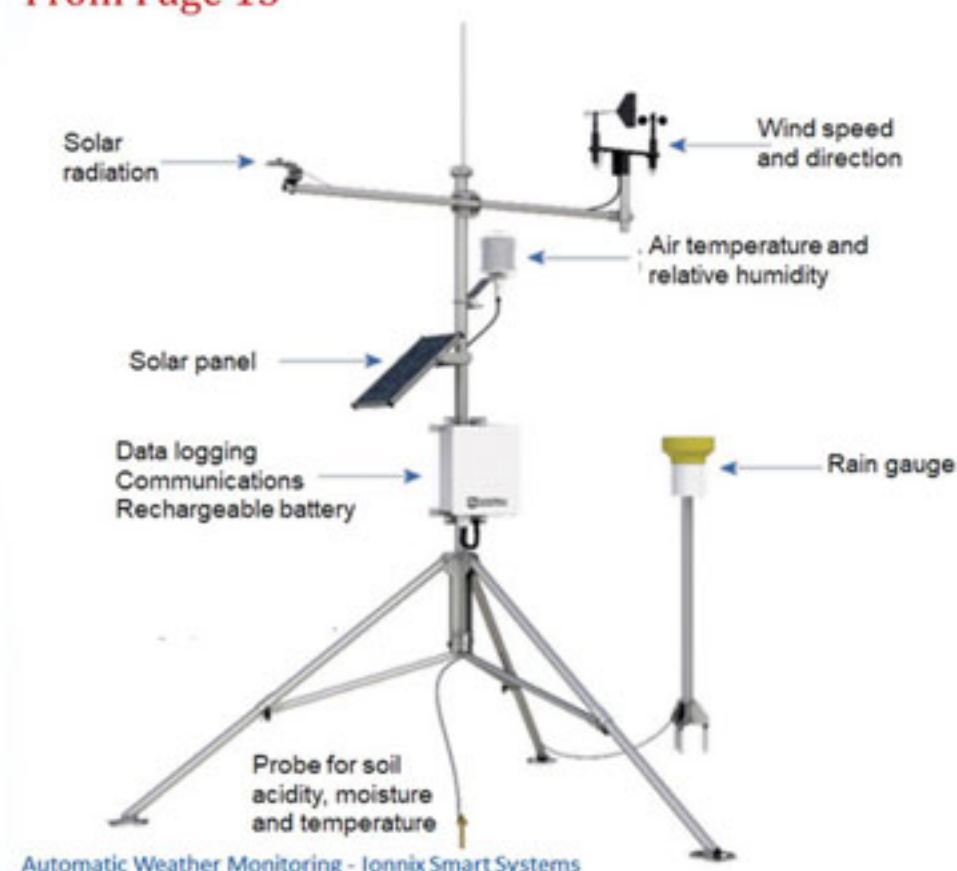


Figure 7: An automated weather system from India, which broadly has the same climate as Myanmar; modified from Automatic Weather Monitoring - Ionnix Smart Systems

It may also fulfill a social role as an indication of MPRL E&P GoC's perennity in the community. Monitoring, reporting, integrating, and sharing this wealth of weather data and information with national institutions to check for predictive patterns of weather may well serve in the long term to

inform the local population, as well as minimize the impact of foul weather on our operations.

And who is El Niño anyway?

El Niño's full name is eventually "El Niño de la Navi-dad", the Spanish word for "The Little Boy of Christmas", i.e. Jesus. Peruvian fishermen had already pointed to the phenomenon as early as some 400 years ago. These fellows had noticed that from time to time, waters along their shores of the Pacific Ocean were unusually warmer. This strange phenomenon culminated at Christmas time. It was bad news for their business. It meant that the upwelling of cold waters bringing lots of food for their fishes was failing to show up and that their catches were to be poor. The advent of El Niño was eventually the local fishermen's curse.

The El Niño name has been around for centuries. By contrast "La Niña", "The Little Girl", was not really born before the 1980's, when oceanographers and meteorologists documented the cooler-than-average pattern of ocean temperatures that come with her along the western shores of

South America. "La Niña" was even to be nicknamed instead "El Viejo ("The Old Geezer")", but political correctness prevailed.



Merry Christmas to all readers and may many more Christmases find you all and those precious to you in robust health and joyful serenity, including at all days in between, enjoying mild and kind El Niños and La Niñas. May the fun go on. ■

Myanmar is a primarily agriculture-based country in Southeast Asia, with nearly 70 percent of the total population earning their living through agricultural activities, including fisheries and forestry. As Myanmar aims to feed a growing population towards 2050, agricultural production must increase to meet the demand amid various challenges, including an increasing vulnerability to negative climate change effects, poor access to quality seeds, diseases, and invasive pests.

We believe protecting the livelihood of smallholder farmers at Mann Field to enable them to feed themselves and their communities is a crucial social investment. This supports the government's various efforts to develop the agricultural sector following its designation as a main pillar of the economy.

Our community-level livelihood improvement initiatives at Mann Field address a set of inter-linked challenges faced by local smallholder farmers, who rely on rain-fed farming for livelihoods. Given that agriculture is a major contributor to the climate problem, responsible for a fifth of the total greenhouse gas emissions worldwide, steadfast adoption of sustainable farming practices will help cut their emission levels in the coming decades. Therefore, we aim through our livelihood improvement initiatives to contribute to:

- Increase production and profit of smallholder farmers via access to quality seeds and farm input at affordable costs
- Lower vulnerability to climate-related risks and improve adaptive capacity through access to sustainable farming techniques that focus on sustainability and carbon sequestration
- Reduce emissions, and prevent degradation of land, water, air, and local biodiversity

Enhancing Access to Quality Seeds for Livelihood Security

Thal Sandy Tun

Seeds play a significant role in boosting crop yields, and a seed's inherent characteristics can decide a farm's production potential and its capacity to successfully overcome diseases and unpredictable weather conditions. This, in turn, reduces the need for chemical fertilizers and pesticides.

Local seed bank systems that are developed, managed, and maintained by farmer groups play a fundamental role in smallholder crop production. There is a need to ensure that such local systems can supply sufficient quality seeds for farmers to achieve increasing yields and incomes. These efforts include community seed banks that promote access to quality seeds.

Since the Fiscal Year 2018-2019, chickpea, sunflower, and tomato farmers from seven different villages out of the 14 villages that surround Mann Field have banded together to establish seed banks. With facilitation and support from MPRL E&P's CSR Program, these seed banks and their management commit-

tees have established rules, selection criteria for participating farmers, and procurement and distribution of quality seeds of modern varieties.

The farmer groups are linked by our Community Liaison to extension staff from the Department of Agriculture (Minbu Township) under the Ministry of Agriculture, Livestock, and Irrigation, to help with the process of procuring quality-guaranteed high-yield chickpea and sunflower seed varieties locally from reputable suppliers at fair prices. Farmers are linked to licensed seeds and input suppliers in Pwint Phyu and Minbu and we collaborate with Yetagon Farm Advisory Services to organize knowledge sharing activities on agriculture and technical assistance for farmers.

These agricultural subject-matter experts support the farmers not only in assessing the suitability of seeds to the growing conditions and performance in the soil but also with training in methods to improve the nutritional management of plants and soil, as well as practicing integrated pest management with





the application of natural pesticides and fertilizers to help realize the full productive potential of the seeds in the field. In this Fiscal Year, we have a total of 291 farmers with chickpea, sunflower, and tomato seeds as well as plastic mulches.

We have made regular assessments of the agricultural assistance program effectiveness by measuring farmers' attendance at our agricultural knowledge-sharing sessions, and their ability to apply the knowledge gained to tackle the challenges in their livelihood activities. Encouragingly, in our latest survey, farmers expressed a key interest in learning about natural fungicides and pesticides, making training for the prevention of pests and diseases on their farm, amidst the rising cost of commercial fertilizers and pesticides year after year. Furthermore, they demonstrated a strong desire to continue leveraging the see bank initiatives through the facilitation of MPRL E&P's CSR Program in the future.

We believe a key driver of the program's suc-

cess is the facilitation of a system-wide collaboration to link seed producers, agricultural experts, and farmers in the region to provide better access to quality seeds along with upgrading agricultural knowledge and practices, addressing the interlinked challenges of our smallholder food producers.

From our experience, it is evident that if farmers can get the right quality-guaranteed quality seeds associated with the right farming practices including the application of the right fertilizers, our impact could be significant. In order to reduce farm input costs related to imported fertilizers and to ensure sustainable food production without a negative impact on land, water, air, and biodiversity, we are training farmers on the effective utilization of natural fertilizers and pesticides which they fully embrace, seeing positive and satisfactory results on their farm. This is another area we have worked on since fertilizer prices have been on the rise year on year and actions are needed to maintain livelihood security and local food production by making fertilizers

more accessible and affordable. This will not only help with the current supply chain challenges but also decrease the impact of chemical fertilizers on the climate, local land, and water sources.

A series of small changes starting at the farm level can, over time, along with better market conditions and weather patterns, contribute to the transformation of our entire food and agriculture system to ensure a sustainable future for both food producers and consumers. ■



Global Gas Market: Impact on the Value of Pyitharyar Integrated Project

David Haverkamp

This article serves as a brief introduction to the global natural gas market, a topic of significant interest to all of us at MPRL E&P. Revenues generated from gas production and sales constitute the primary source of income for the Pyitharyar Integrated Project (PIP). The PIP project is poised to supply natural gas to both the domestic market in Myanmar and the gas market in Thailand, necessitating a comprehensive understanding of gas markets on local, regional, and global scales. This understanding is crucial as our PIP project will be a competitor in the international gas and LNG market.

Natural gas, as a commodity, witnesses price fluctuations driven by the intricate interplay of supply and demand dynamics. As such, the challenge for a gas project developer like MPRL E&P lies in striking the right balance between project investment costs, return on investment, and the uncertain value of the product's price in sales to the marketplace. Unlike engineered facility design and construction costs, gas prices for the most part remain beyond our direct control.

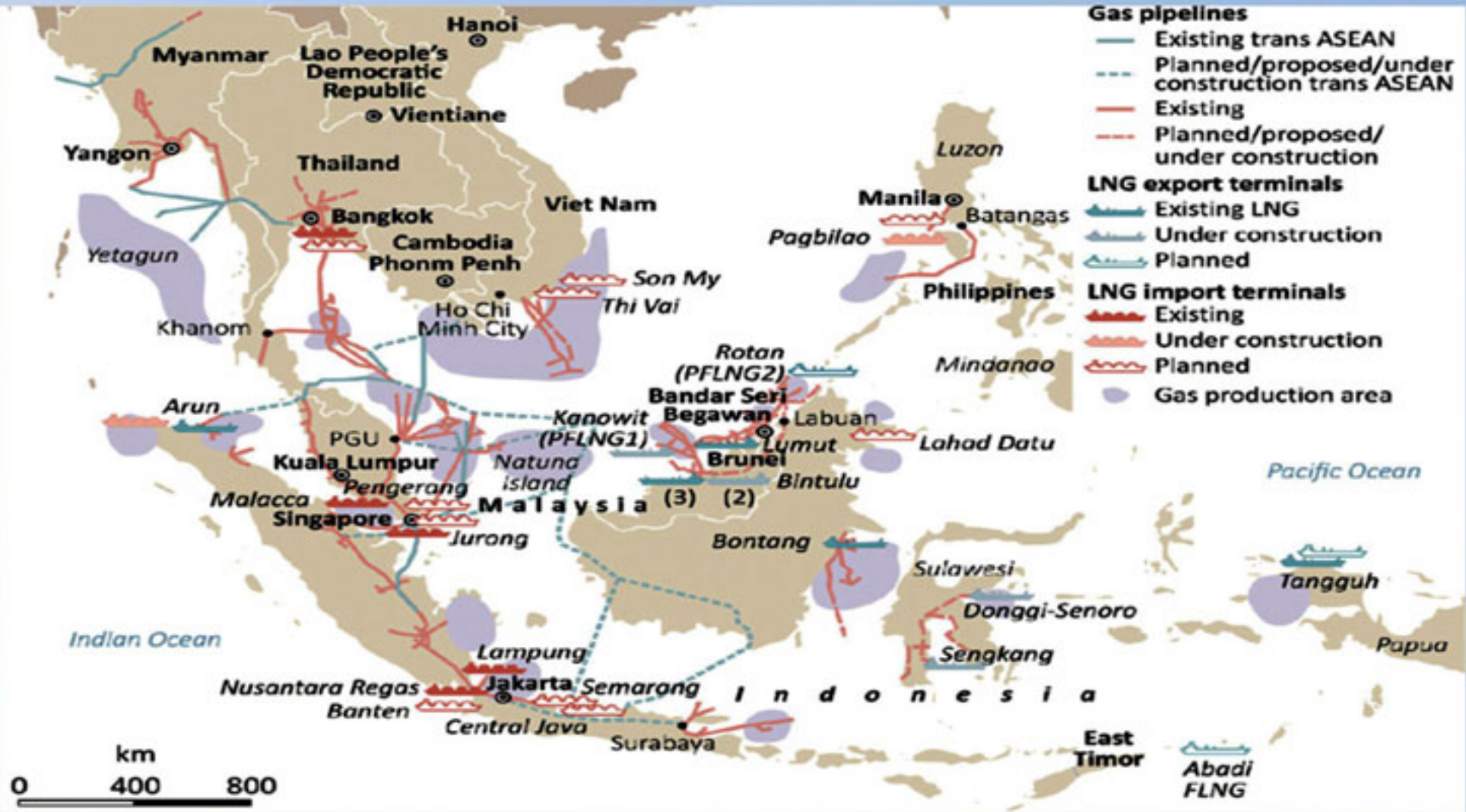
Some History of International Natural Gas Sales

First, a brief historical overview: Before the substantial expansion of the capability to transport natural gas across international waters, for instance LNG, the sale of natural gas was primarily limited to regional markets. In countries with abundant and cost-effective natural gas resources, industries had evolved to consume gas for energy, resulting in gas prices that were predominantly "domestic" in nature.

In some regions, the construction of pipelines facilitated the transportation of gas across international boundaries. These international pipelines led to gas sales agreements between various countries, includ-

ing Canada, the United States, and Mexico; Norway and Europe; Algeria, Spain and Italy; Malaysia and Thailand, Indonesia and Singapore; as well as Myanmar, Thailand and China. Myanmar played a pioneering role in cross-border gas sales. In these projects, gas prices were negotiated to align with the specific economic requirements of the gas producer and the gas buyer within specific bilateral contracts.

The accompanying map illustrates the major gas infrastructure in Southeast Asia as of approximately 2018.



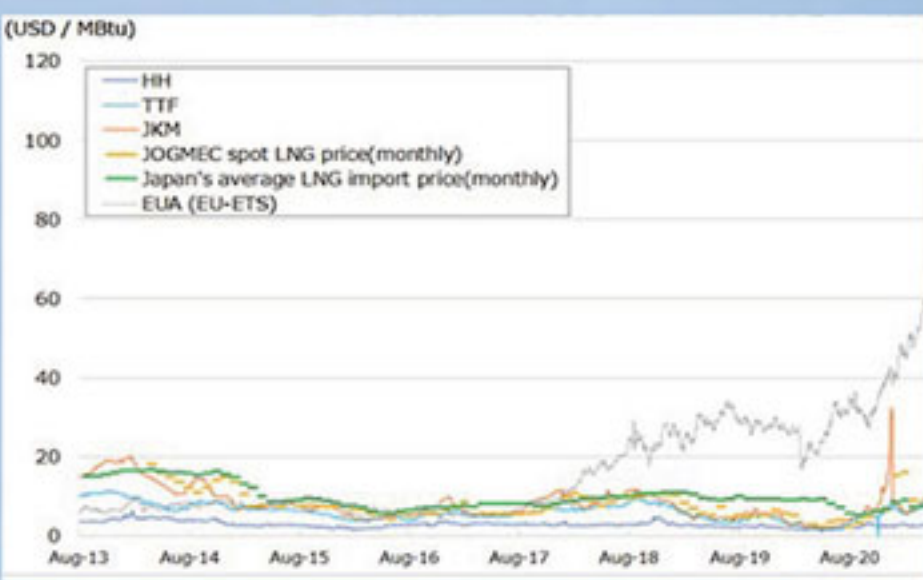
The landscape of gas transportation and sales has witnessed a significant transformation since about 2010, driven by the construction of Qatar's LNG mega-trains and the subsequent rapid expansion of the United States' LNG export capacity since around 2018. Gas has now become a globally traded commodity, and prices across Europe, South Asia, Southeast Asia, East Asia, and South America largely exhibit similar trends due to the interconnection facilitated by LNG. In most parts of the world outside of North America, domestic gas prices are directly correlated with global LNG prices.

It's worth noting that while the United States has become a major gas or LNG exporter, its domestic gas prices remain relatively independent of global markets. This divergence can be attributed to the substantial surplus of gas produced in the United States that is not channeled into export markets. An interesting observation is that natural gas prices in the United States in 2023 are lower than they were forty years ago, during a period when domestic gas production struggled to meet the nation's internal demand in the 1970s and 1980s. This decrease is primarily a result of the significant expansion of gas supply in the United States following the shale gas production boom.

Global Gas Prices

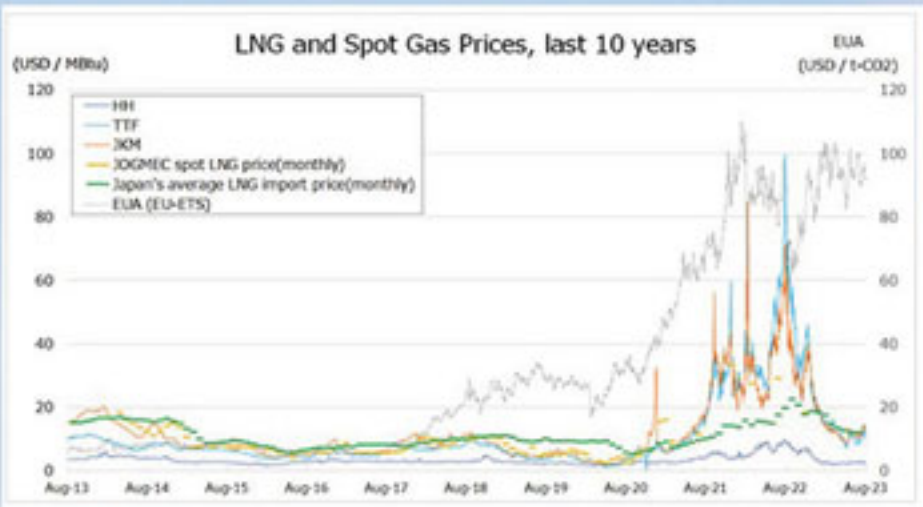
So, with that bit of history in mind, for the purposes of negotiating and establishing gas prices for PIP with our gas buyers, the question arises: can anyone, whether it's you, me, or anyone else globally, accurately predict gas prices?

The chart provided below offers insights into global gas prices across three of the most actively traded hubs: North America's Henry Hub, Europe's Dutch Title Transfer Facility, and JKM (Platts' Japan/Korea spot price estimates). Over the eight-year period spanning from 2013 to 2020, despite variations in gas prices between the U.S., Europe, and Asia (please note that the scale is condensed in this graphic) measured in \$ per MMBtu, the relationship between regional gas prices remained relatively steady, showing minimal volatility.



LNG and Spot Gas Sales Prices, 2013 to 2020

Now let's look at this same chart with more recent price data included:



You can see that market behavior and prices exhibited significant variations between 2021 and the first half of 2023.

Here's the first question: When we sell gas from PIP, should we anticipate a considerable price fluctuation (that is, volatility) and, consequently, should we structure our contract price accordingly?

The chart below provides additional insights into the correlation between spot market prices of gas

and LNG and the actual price of gas and LNG within long-term (multi-year) contracts:



Spot prices in Europe and Asia have displayed high volatility, whereas Henry Hub prices have remained relatively stable. However, long-term LNG contract prices, represented by the green dashed line, have exhibited greater stability.

Here's the second question: When selling gas from PIP, should we consider selling at spot market prices, which have often been higher than historical long-term contract prices, or should we opt for selling our gas through a long-term contract to potentially achieve revenue predictability (i.e., less volatility)?

The chart below shows the performance of common pricing formulae in LNG contracts. The blue curve is linked to Brent crude oil prices, and the yellow curve is linked to Henry Hub gas prices. It appears that for most of 2017, using the Henry Hub price formula would have resulted in a better price, while in 2018, the price formula linked to Brent yielded a higher price. Subsequently, the relationship changed again towards the end of 2018.

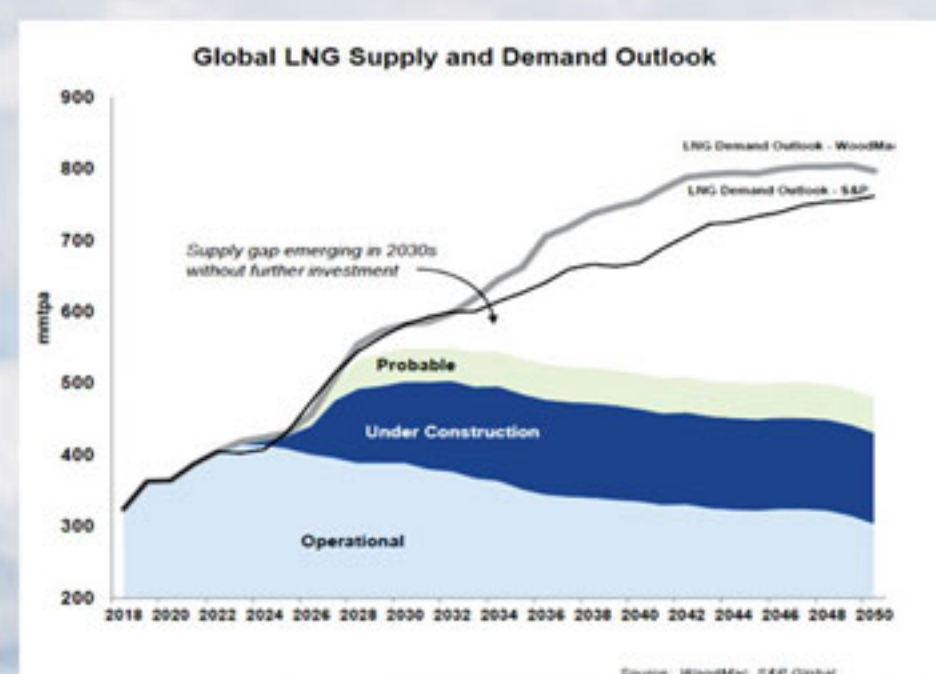


Question number three: As we plan to sell gas from PIP for a period exceeding fifteen years, which price formula index should we choose for the gas sales from PIP?

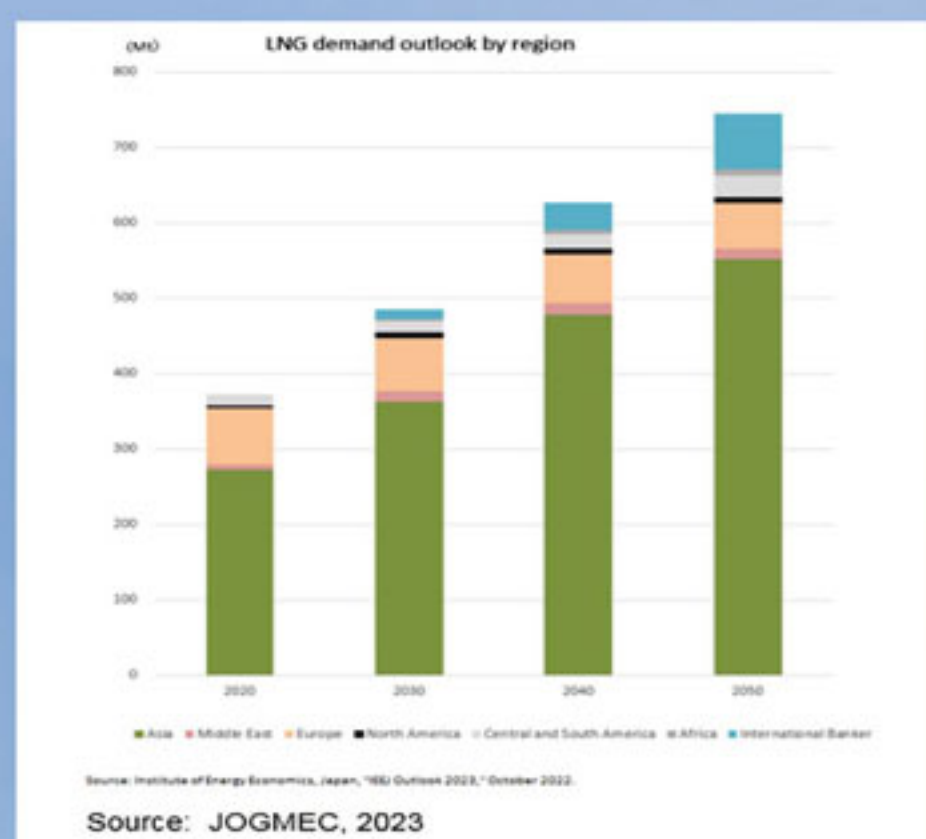
The Future

Okay, that was a bit of history. Now, what about the future? In general, long-term gas sales are typically priced based on logical economic relationships, considering factors such as production costs, returns for the company's investors, and the alternative cost of energy for the purchaser. However, as mentioned in the previous section, short-term prices often mirror short-term fluctuations in supply and demand.

Regarding the global market for internationally traded gas (LNG), the graph below provides a forecast of long-term supply and demand.



The graph's forecast suggests that there will be more significant (potential) demand for LNG than supply in the coming decade, particularly in the 2030s. The majority of this increased demand will be driven by continued economic growth in Asia, as illustrated in the graph below:



So, the future appears bright for PIP, as it is poised to sell into regional Southeast Asia gas markets expected to experience substantial demand growth, closely linked to the global gas markets.

But how certain can we be about the relationship between volume demand and prices in the future?

According to Wood Mackenzie, a global energy-focused consultancy, their outlook on LNG demand and gas prices as of August 2023 is as follows:

- **Negative short term market view:** Wood Mackenzie's LNG team believes that while contract prices are still relatively high, the balance of power is quickly shifting back towards the buyers. Spot prices have dropped 90% since the peak of 2022 and a wave of new supply is set to hit the market from 2025.
- **Positive intermediate to long-term view:** Developers must stay focused on the long-term prize. The outlook is bullish, with another 100m t/yr of capacity required to meet demand growth by the mid-2030s, a 25% uplift to supply and on top of what's already sanctioned.
- **Unclear longer-term:** Projecting Asian LNG demand beyond 2030 is fraught with uncertainty and most of the organizations that publish forward-looking analysis rely on scenarios to address known unknowns.

I am not sure what WoodMac means by "known unknowns", but the main takeaway is that future prices are uncertain. In the first ten months of 2023, gas price in Europe and Asia dropped by two-thirds, currently hovering at approximately half the price recorded in January 2023 (refer to the graph below). This demonstrates a substantial level of price volatility and unpredictability.



Figure 1.1: Benchmark gas prices (TTF, Argus LNG North-West Europe, and S&P Global JKM for North-East Asia), Front-Month, US\$/MMBtu

The difficulty in price forecasting becomes even more apparent when examining the graph below. "Next-month" prices in Europe (indicated by the green line) mirror the trend depicted in the earlier 2023 price graph. However, the other lines represent futures prices at different points throughout the year. Surprisingly, even within just a few months of the same year, professional futures traders struggle to predict future prices accurately.

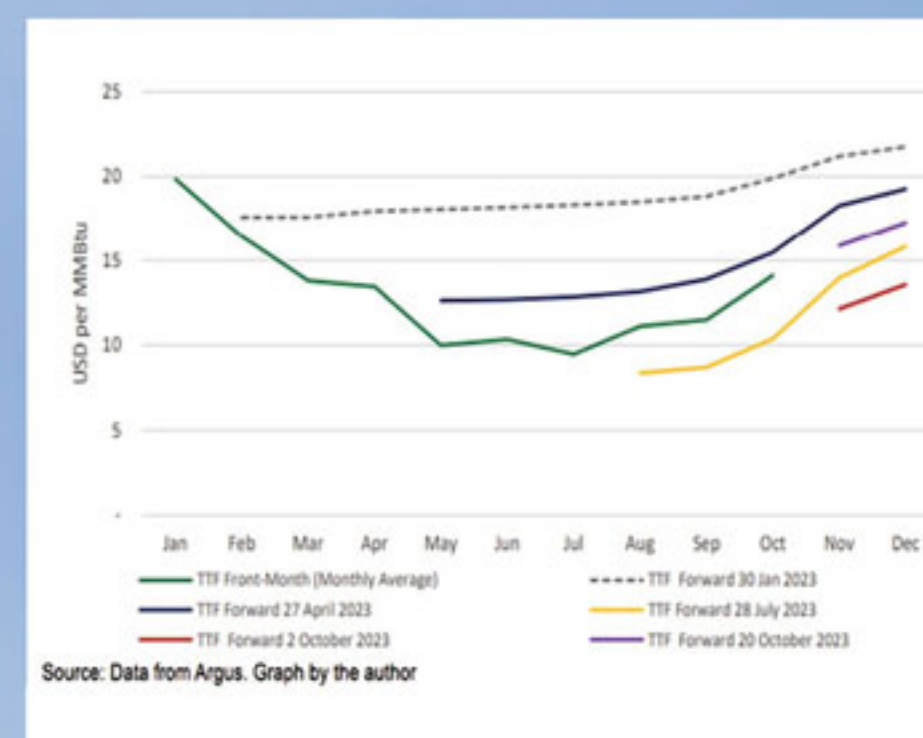


Figure 1.2: TTF actual front-month prices (to 20 October 2023) and forward prices as at various dates throughout the year to date (IGU Global Voice of Gas, October 2023)

PIP and A6 will be producing and selling gas for at least twenty years or more into the future. We already observe a second generation of employees joining the PIP Team, and perhaps even a third generation in the future. Therefore, it is imperative to ensure the continued profitability of PIP as a long-term investment.

Back to the questions previously posed:

Question number one: Should we expect significant price volatility in the future?

Question number two: Should we opt to sell gas on the spot market or under long-term contracts?

Question number three: Which price index should we choose for gas sales from PIP?

Well, the answer to question number one is "yes." The answers to questions two and three are contingent on one's assessment of the future price trajectory. The picture below represents the probable trajectory of future gas prices.



I will close this article with the reminder that it is essential to emphasize that precise predictions of future gas prices (or oil prices, rice prices, or gem prices) are unattainable. Therefore, the key lesson is that due to the unpredictability of the future, we must be ready for unforeseen developments. Consequently, we should incorporate flexibility into our gas sales contracts, mirroring the manner in which safeguards and tolerances are integrated into the engineering of the project facilities. ■

Exploring Excellence: Conversations with the Second Batch of AIT Scholars

Hnin Wynt Zaw

The second cohort of MPRL E&P employees commenced an intensive one-year Professional Master's Program at the Asian Institute of Technology (AIT) in August 2023. Following a meticulous selection process conducted by the HR Department, respective Heads of Departments, and the Senior Management in April of this year, three members from the Field Operations Team and one from the PIP Team were chosen.

Throughout the program, they will engage with a curriculum focused on Geosystem Exploration and Petroleum Geoengineering. The primary objective is to offer these individuals growth opportunities within their professional domains and enhance

their personal development skills. This initiative aims to cultivate well-rounded employees capable of making informed decisions and contributing effectively to their roles and responsibilities. MPRL E&P is committed to fostering skillset development, viewing talent investment as a fundamental core value within its organization.

Here, we showcase the professional experiences and expectations of selected staff members currently enrolled in the intensive program at AIT.



Phone Pyae Kyaw
Junior Engineer
Field Operations
Department

How long have you been working at MPRL E&P? In which department(s)?

In my role as a member of the MPRL E&P Field Operations Team for five months, I had the opportunity to serve in the Production Monitoring Unit. This valuable experience allowed me to acquire practical skills and make a meaningful contribution to the proficient extraction and measurement of daily oil and gas production rates.

Could you share with us some of your responsibilities as a Junior Engineer?

During my five-month period as a freshman, I was responsible for holding and carrying out the important duties as a Field Engineer. I worked closely with my senior supervisor to understand the department's specific workflows and protocols. Each morning, prior to operations, I conducted Toolbox

discussions with team members to ensure everyone was well-informed about safety procedures and precautions. Additionally, I was responsible for documentation and reporting, which involved maintaining and collecting accurate records of production data and reporting it to the Data Management Team on schedule. I also monitored the performance of flowlines and storage tanks, reporting any anomalies or malfunctions promptly. This experience has provided me with valuable knowledge and skills in the oil and gas domain, and I am eager to contribute further to the success of our operations at Mann Field. I enjoyed working with my seniors and believe that five months was not enough time to fully immerse myself in the Field Operations Team.

What do you feel about this One-Year Master's Degree Program at AIT?

Firstly, I would like to express my gratitude to MPRL E&P for selecting me to be a part of this program, despite my limited experience compared to my seniors. Embarking on a year-long study abroad program poses a significant challenge for me, as I am unaccustomed to such lengthy periods away from home. Nonetheless, I embrace this opportunity to interact with individuals from diverse backgrounds and cultures, which will undoubtedly broaden my horizons. Moreover, the academic knowledge I acquire through this program will prove invaluable in my contribution to MPRL E&P's upcoming offshore project. I firmly believe that AIT will serve as a vital resource in supporting both my technical and interpersonal proficiencies, which will in turn facilitate my success as a petroleum engineer.

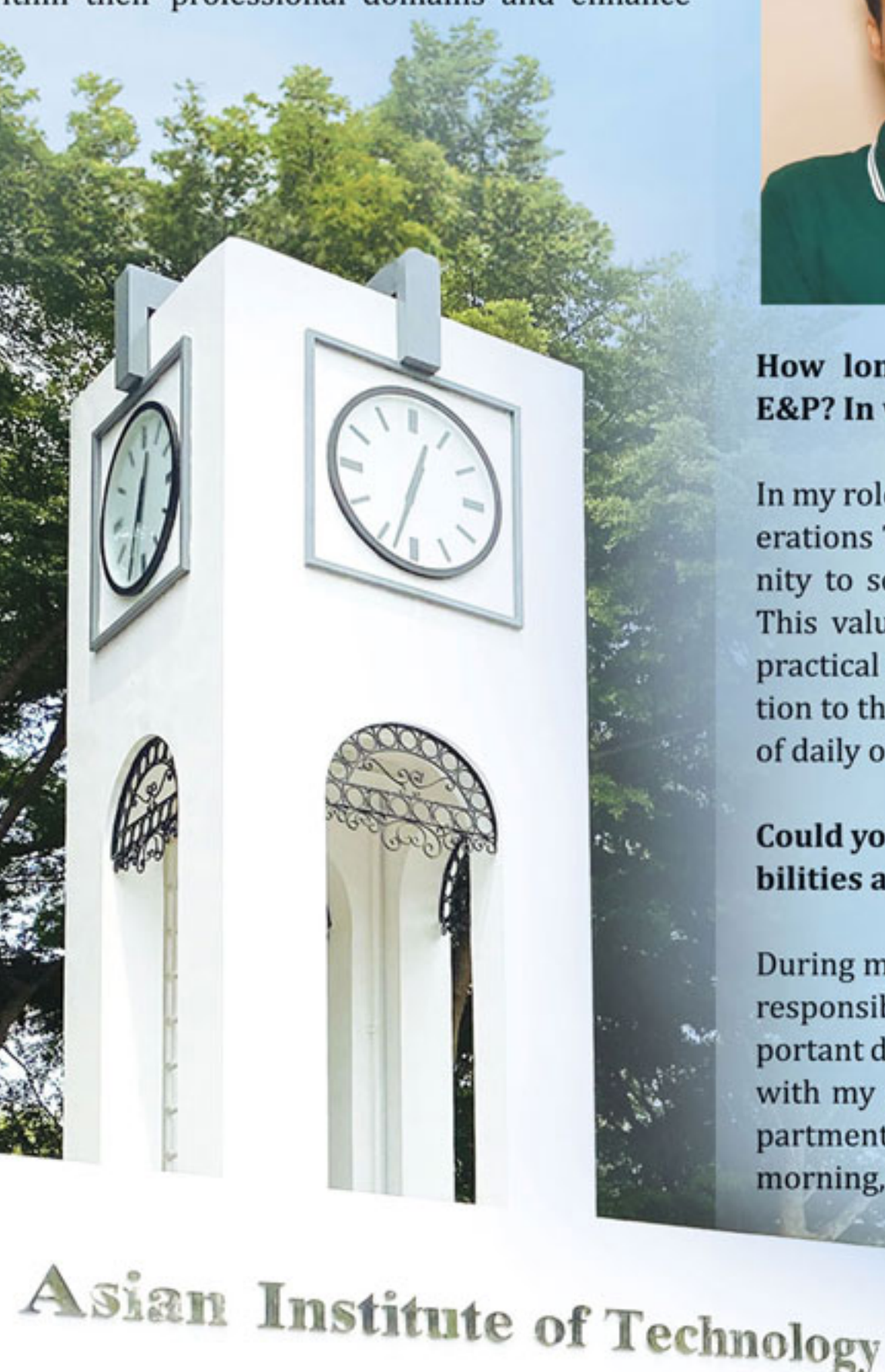
Through the guidance and support of AIT, I am confident that I will be able to hone my technical skills, as well as develop a stronger sense of social insight by fostering relationships with like-minded professionals in my field. Ultimately, I am eager to leverage the knowledge provided by AIT to streamline my career trajectory and achieve my long-term professional objectives. I am pleased to express my readiness and enthusiasm for embarking on this one-year program that I have diligently and meticulously prepared for. I am eagerly looking forward to engaging in a diverse range of exciting and enjoyable activities that will surely make this journey a memorable one.



Soe Thiha
Senior Engineer
Field Operations
Department

Could you share some of your responsibilities as an Engineer at MPRL E&P?

I have been working in MPRL E&P since April 2012. Currently, my position is Senior Engineer and responsibility is "All Pulling Unit Supervisor". Essentially, this involves a combination of production well servicing, workover operations, and relevant management. To be explicit, I manage and operate six well servicing units, supervise assigned supervisors and crews, analyze well behavior, and perform necessary servicing and workover operations to sustain and enhance production. Additionally, I occasionally support and cooperate in CSR activities, refresh HSE documentation tools, cascade HSE culture to all operational communities, and contribute



to our company's new generations by sharing technical knowledge and providing training.

Any challenges that you experienced while working at Mann Field?

Since oil and gas industries are among the most challenging jobs globally, I've faced numerous challenges throughout my professional career at Mann Field, especially in the first few years. I gained experience not only in production but also in drilling. Although I encountered high-risk conditions in various field operations, I prioritized following HSE rules and regulations based on international standards, ensuring the safety of myself and my team members. Now, after spending over a decade in one of the largest operation areas, I am preparing to step into the next exciting and more challenging phase of our company.

How did you prepare for the AIT Master's Degree Program selection process? Do you foresee any challenges at AIT?

In April 2023, our HR Team released an announcement about the Professional Master's Degree Program at AIT as a career development opportunity, with a curriculum based on Geosystem Exploration and Petroleum Geoengineering. Realizing the great chance it presented, I matched all the eligibility and prepared for all possible aspects such as technical and language tests to seize this opportunity. While I understand that the Master's Degree Program will present more difficult and interesting subjects, I am fully prepared for the academic journey.

Do you think MPRL E&P should continue with career development programs for their employees?

In today's modern world, most big organizations and businesses focus on upgrading their employees through career development programs. Robust skills and competency of an employee contribute significantly to the growth and sustainability of the organization. I have no doubt that MPRL E&P will continue with career development plans for their employees based on their strategy and operational requirements. In conclusion, I am proud to be one of the employees of MPRL E&P.



Zaw Min Latt
Senior Engineer
Field Operations
Department

What are some of your responsibilities at MPRL E&P as a Senior Engineer?

I have over 16 years of experience as a Senior Engineer in Mann Field Operation at MPRL E&P. My role involves leading the Maintenance Team in ensuring safe working practices and performing repair and maintenance work on various equipment, including well-servicing trucks, work-over rigs, transportation vehicles, earthwork machinery, and mechanical tools. I develop effective plans for maintenance activities to minimize operation shutdown time and oversee the fabrication of non-essential equipment and tools. Additionally, I collaborate closely with the Field Production Team, ensuring the smooth running of the Spot Water Injection Program, maintaining the condition of GoC's Water Transfer Pumps and Salt-water Injection Pump. I coordinate with the Warehouse Team and Material & Logistics Team to manage the on-hand stocks of spare mechanical parts in the warehouse and order new essential items for repairs. Furthermore, I engage in discussions with various teams, such as Field Management, HSE, Well-servicing, Production, Drilling, and Procurement and Logistics, to support field operations with minimal shutdown time. Lastly, I distribute daily, weekly, and monthly activities to the Field Management and Assistant Manager (Mechanical Engineering).

What do you expect to get out of this whole experience?

I firmly believe that this intensive program will equip me with the professional skills needed to actively participate in E&P operations in offshore fields, fostering both my professional and personal growth. I am eager to gain advanced knowledge in technical and interpersonal skills, foreign languages, and problem-solving abilities throughout the program. My determination is unwavering as I seek to acquire the knowledge, experience, and skills essential for personal development and to contribute meaningfully to the strategic developments in the energy sector of our company and nation. I am confident that AIT will refine my skills, transforming me into a more adept and valuable engineer in E&P operations. I extend my gratitude to MPRL E&P for affording me this opportunity to pursue and seize these invaluable experiences.

What are your thoughts on the oil and gas industry in Myanmar?

Numerous countries and energy companies are keenly interested in Myanmar due to its strategic location in Southeast Asia and the ASEAN region, coupled with its rich abundance of natural and energy resources. Particularly, shallow and deep-water offshore oil fields attract significant attention from oil and gas operators. These entities are exploring opportunities to engage in standalone ventures or form joint ventures with local gas operators. As responsible citizens, we are committed to actively participating in the growth of Myanmar's oil and gas industry sector.

Why do you think this AIT Master's Degree Program is good for young employees like the elected five? What do you think they will get out of this program?

Petroleum engineers harbor a significant dream – to excel as professional offshore engineers right from their graduation. The AIT's Master's Degree Program is beneficial for both young and experienced petroleum engineers alike. AIT effectively refines our technical expertise and enhances interpersonal skills, shaping us into well-known and confident offshore engineers. Like my peers, I hope to acquire improved professional qualification skills, heightened interpersonal skills, and enhanced problem-solving abilities through this program.



Thin Thandar Win
Assistant Engineer
Pyitharyar Integrated
Project Department

What are your current responsibilities as an Assistant Engineer?

I've been part of the Pyitharyar Integrated Project (PIP) for a year now, primarily serving in the Project Development-Subsea Team to support PXD-S in various technical tasks related to subsea operations. Additionally, I actively participated in the FEED bid tender process, gaining exposure to essential aspects of project management, including contracting and procurement activities. Embracing the belief in the potential of youth, our DCM's vision includes the training of young engineers through hands-on experiences. Consequently, like other team members, I've had the chance to take on additional responsibilities, such as collaborating



A Collaborative Journey towards Community-led Waste Management in Mann Field

Pyae Pyae Phyo

Disposal of solid waste poses a significant and widespread challenge in both urban and rural areas across many developed and developing countries. It is certain that without a convenient and regulated method for the public to dispose of the waste, numerous issues can arise, including illegal dumping, environmental pollution, aesthetic and social problems, health hazards, fire hazards, and more.

In the villages surrounding Mann Field, the lack of access to municipal waste collection services once plagued the community, leading to a batch of waste-related issues. However, the narrative changed when MPRL E&P's CSR Program partnered with local communities to implement a community-led waste management initiative.

The CSR Program's waste management journey began with the introduction of Trash Hero Minbu in 2017, setting the stage for a significant transformation. The support for a cargo tricycle in 2019 and its subsequent upgrade to a larger waste collection vehicle showcased a commitment to addressing the escalating waste challenges faced by Mann Field. This progress not only aimed to cater to increased waste volumes but also sought to foster a sense of responsibility within the community.

In a display of community collaboration and corporate responsibility, MPRL E&P's CSR Program partnered with locals for a massive cleaning effort on World Cleanup Day 2023. U Win Ko, Community Liaison, highlighted the active participation of the community members in dumpsite cleanup sessions. The CSR Field Staff and 50 community members, including Village Administrators, Village Development Committees, and Community Volunteers, removed 48 metric tons of waste from dumpsites in Kyar Kan, Pauk Kone, and Auk Kyaung Villages. The use of heavy machinery, including backhoe and excavator, and a FAW truck for waste transport, marked a pivotal moment in Mann Field's waste management journey. The unexpected volume of waste required 17 trips for transport

tation to the Minbu municipal dumpsite. The cleanup effort showcased a united front against waste.

Daw Lai Lai Khaing, CSR Field Coordinator of MPRL E&P, said, "As the waste collection service in Kyar Kan Village ceased about a year ago, we had to conduct several discussions with the Kyar Kan Village Development Committee to restart the service. In June 2023, the waste management initiative returned with a debate at Kyar Kan School, and within a month, the waste collection service resumed at the village. However, in order to address illegal dumping outside the village, the Kyar Kan Village Development Committee sought the company's assistance for clearing the dumpsites. Similarly, the Village Administrator and Volunteers in Auk Kyaung Village requested a cleanup of their dumpsite too. Hence, the community's request led to the collective cleanup at dumpsites. The continuous collaboration between the company and the community underscores our joint commitment to the beauty of Mann Field."

U Tin Soe, a member of the Kyar Kan Village Development Committee, stated, "The CSR Team played a coordinating role between Mann Field Communities

and the waste collection service contractor. Our villagers now actively follow to dispose of waste on the waste collection truck upon its arrival. I always notify the truck schedule through loudspeakers a day before its scheduled arrival time. Garbage is systematically collected using a designated truck, and service fees are covered by the village fund. With the support of the CSR Program, "No Dumping" signboards were erected around our village, and we hope to address illegal dumping and maintain a clean environment. We express deep gratitude for the company's efforts in making our community clean and tidy."

Daw Myint Myint Khaing, the Community Volunteer of Auk Kyaung Village, described, "Our village's dumpsite has been existing for an extended period and presented a big challenge due to the compacted garbage underneath. Despite efforts with a backhoe, there is a pie of trash underneath. But we chose to collect plastic waste manually. Our village, relying solely on manpower, really thanks the crucial support provided by the company, encompassing not only financial assistance but also manpower. We also proudly displayed four No Dumping signboards, strategically placed at the cleared landfill site, village lane, and Auk Kyaung Pagoda. The persistent efforts have resulted in a significant reduction of waste, with the remaining waste being systematically cleared every Sunday in collaboration with the children from Trash Hero Minbu. The transformation is evident, and we are very grateful for the CSR Program's support in maintaining our cleanliness and beauty around Mann Field."

MPRL E&P's CSR Program has not only initiated a waste management program in Mann Field but has also successfully fostered a sense of community responsibility. The journey from waste-related challenges to a cleaner, greener Mann Field is proof of the power of collaboration and corporate responsibility in creating sustainable and thriving communities. ■



The Untold Stories of U Win Ko: The Humble Beginnings of a Caterer

Hnin Wynt Zaw & Moe Thu Zar Soe



To commemorate Myint & Associates Co., Ltd. (M&AS)'s 34th anniversary, we conducted an exclusive interview with U Win Ko, the Assistant General Manager (AGM-2) at M&AS. Our conversation delved into the company's evolution since its inception in 1989. U Win Ko shared insights into his humble beginnings as an ordinary individual facing the challenges of remote camps when he commenced his career in catering. His journey is nothing short of remarkable, serving as an inspiring example of determination, resilience, and persistence.

U Win Ko's 34 years of professional experience at M&AS have significantly contributed to the growth of the M&AS Catering Department, providing distinctive services for both onshore and offshore international companies in Myanmar. These earlier chapters of his career offer many experiences that aim to inspire and guide individuals toward self-improvement.

Humble Beginnings

Back in 1989, Myint & Associates (M&AS), initially established as Seismograph Services Ltd. (SSL), embarked on an extraordinary journey that would profoundly impact my life. My first interview at the company was a pivotal moment, marking the beginning of a life-changing experience for me. During that interview, my direct manager warned me about the challenges of working in a harsh and demanding environment. He questioned my physical and mental strength to shoulder these responsibilities. Determined to prove myself, I didn't hesitate and accepted the position. I was ready to take the plunge.

The journey ahead was not for the faint of heart, and my manager's caution was very well-founded. The SSL Project's Base Camp was situated in Ka Zun Ma Village, perched alongside a motorway accessible only by a small boat trip from Chauk, Magway Region, followed by a grueling 50-mile

journey through Seikphyu. This Base Camp was home to approximately 500 residents, and across the 52 fly camps (mobile camps) established for seismic operations, nearly 1,000 more people were scattered. To cater to this combined population of around 1,500, we had a dedicated team of 200 catering staff. Out of these 52 fly camps, I was assigned to work in one of the most remote camps, nestled near Pon Taung Pon Nyar area, overlooking Mount Victoria in Chin State.

Life at the remote camps was incredibly challenging. We had to fetch water and firewood from nearby streams and forests, which we used for cooking. At that time, we relied on "man-made stoves" dug into the ground—a process that required our own hands, tools, and sheer physical strength to dig holes in the earth, creating a makeshift but safe cooking area. Imagine having to cook in this traditional and resourceful way without the convenience of gas or electric stoves.



Procuring food for the Base Camp involved trips to nearby towns like Chauk and Seikphyu. However, for the fly camps, we had to prepare food packages at the Base Camp and then transport them to the remote camps via helicopters. Additionally, we sourced poultry like chicken, pork, and duck from neighboring farms and villages, sometimes even from our own compound within the Base Camp. The absence of refrigeration and the irregular supply of stable electricity made our tasks even more challenging.

Communication between the camps was facilitated by a radio system, with each camp equipped with a radio device. Once a day, typically around noon, radio connections were established across all the camps, allowing us to relay information to the Base Camp. This communication was vital for sharing updates from each camp, such as the camp relocation, the status of remaining supplies (indicating how many days they would last), and the current camp population, helping us estimate the supplies needed for all the camps.

The following day, as recorded in the logs that were relayed to the Base Camp, we embarked on raw and cooked food preparations, and our team would link up with the helicopter convoy for the delivery of these food supplies to all the camps. This process involved collecting all food items, securing them within a big net, attaching the bundle beneath the helicopter, and carefully lowering it down to the camp. Eggs were typically hard-boiled, and fish was fried. When fly camps were situated near villages, we had easier access to fresh poultry like chicken and pork. However, in cases where such fresh produce was unavailable, we relied on dried fish, suitable for extended storage, and canned fish like sardines for added convenience during meal preparation.

Every fly camp had a strategic location in the villages, deliberately distanced from the local community. We often set up camp in wayside rest

houses. The region where I was stationed was notorious for its mosquito population, especially during the transition from summer to the rainy season when malaria risk escalated. In the most remote villages, we resorted to using mobile tents. If our team was larger, we'd employ bamboo poles to craft a makeshift framework, tossing it atop the roof. Some nights, we slept on folding recliner sofa beds, all the while hearing the persistent buzz of mosquitoes hovering around us. I caught malaria at one point, it was inevitable.

But mosquitoes weren't our sole adversaries. In these remote locations, we needed to remain alert to the surrounding wilderness, where the uninvited company of wild animals could make an appearance during the night. To safeguard ourselves, we'd gather firewood from both the east and west sides of our tents to build a substantial bonfire. The crackling flames served as our protective barrier, and we added branches to keep the fire alive throughout the night. In the forest camps near Pon Taung Pon Nyar, we'd sometimes hear the loud roars of tigers and other hungry wild unknown creatures drawn by the scent of leftover food. We always had to stay vigilant as a group, watching out for each other against these unexpected visitors. On certain occasions, we'd purchase live chickens from nearby villages for cooking, only to wake up in the morning and find the chickens had become a meal for wildcats.

Think about the challenges of relocating to remote areas where water was a precious commodity. We'd establish camps near a water source, carefully rationing our supply and setting up a helicopter delivery system to guarantee a steady water source for our clients. Some days, water became more valuable than gold. During such times, we had to prioritize its use, reserving what we had for cooking and essential cleaning. Taking a generous face wash or a quick bath became a luxury we often had to forego. There were even days when we didn't have enough water to cook rice for ourselves, so we shared the hardened, red-cooked rice among ourselves to satisfy our hunger.



Yet, amidst these hardships, one serene night stands out. The peaceful tranquility was disrupted by the sound of marching footsteps. A group of us were camping in a tent next to the Yaw Creek, and next thing I knew, we were surrounded in the middle of the night.

"Come out!" said a man with a very harsh tone. Although this didn't wake up our colleague who was fast asleep as he was very ill, there were two of us who got woken up by it. We quickly and quietly strategized and decided that one should stay inside the dark tent with a dagger that he had brought for protection, while I go out of the tent cautiously. As soon as they saw me, they threatened me, asking for a bag of rice and some canned fish. I told them that we had not received any supplies from the Base Camp, but a quick thought popped up in my head; if I don't give them any supply, the situation could get worse. I recalled having some dried fish that was not edible and decided to offer it as a means of escape. I asked them to put their village name in our Transfer Note for supplies, which they agreed to, surprisingly. This incident later became a humorous story that we often like to share among ourselves.

Among the many experiences I encountered, one stands out—a helicopter crash involving our colleague U Thura Myint. Previously a cook and now part of the Workshop Team in the Administrative Department at M&AS, he was tasked with facilitating supplies' transportation for the relocation of the fly camp. During this operation, while attempting to connect a large net filled with a heavy load to the helicopter's load clip, the helicopter's landing

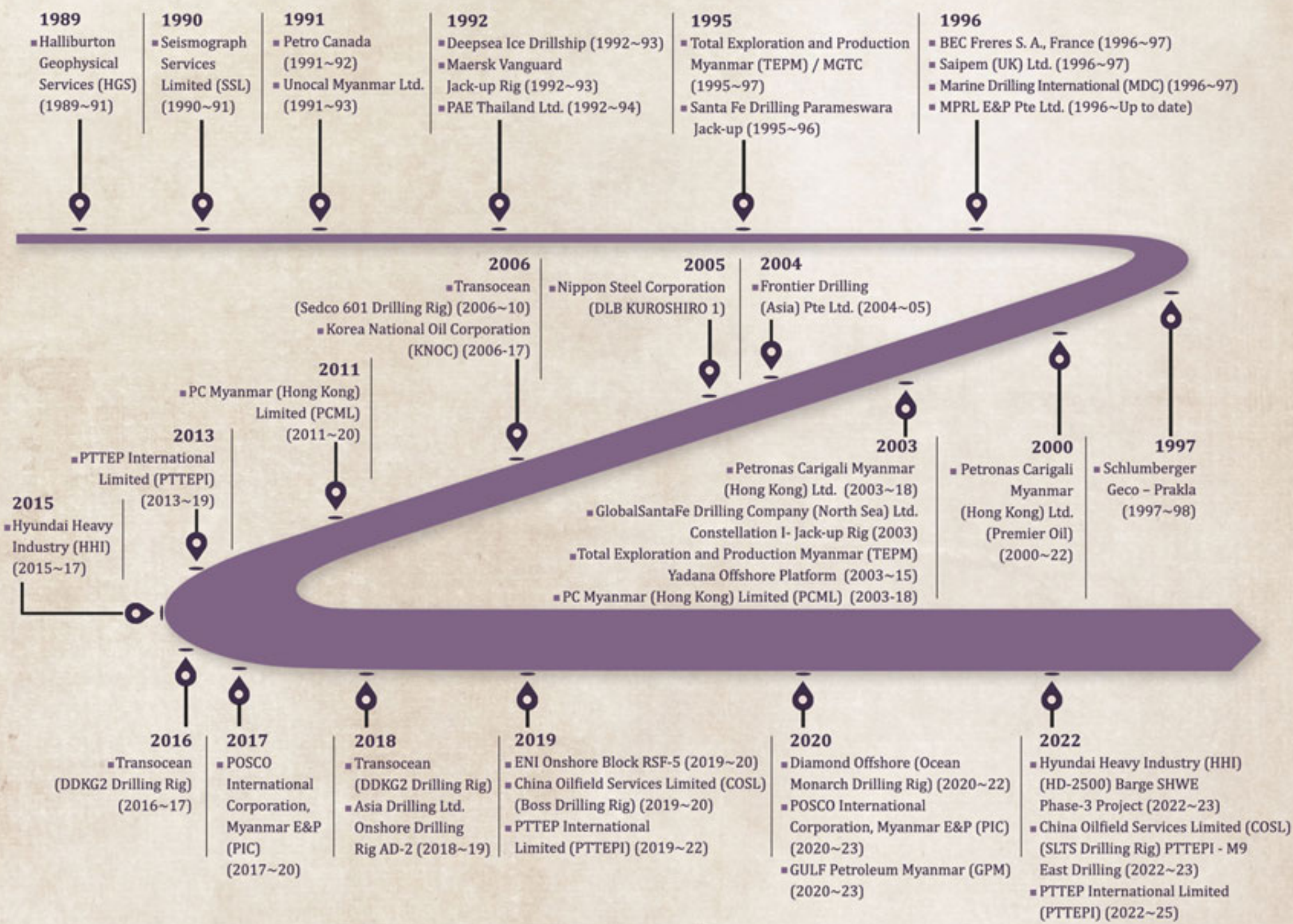
legs unexpectedly became entangled in the net. This entanglement resulted in an abrupt crash landing, throwing both our colleague and the heavy bag approximately 14 to 15 feet. Fortunately, this incident led to the loss of one helicopter, but no lives were lost. All these experiences have shaped me to become more resilient, tough, and ready to accept any challenges ahead, and I am thankful for having gone through such life experiences. If you want to hear more stories, I'd be happy to share, but I also want to share a few other highlights about the growth of my professional career and our catering services.

A few onshore experiences that I would like to share involve my fortunate selection as one of the top three employees chosen by our manager to cater to an international client, Unocal 76 Co., Ltd., a drilling company. This collaboration was part of the joint venture between M&AS and International Catering Associates, supporting drilling operations following the 8-12 months of SSL's Seismic Project. During this venture, the catering system underwent a significant evolution, transitioning from self-sourcing wood for cooking to providing a culinary experience at a hotel-level standard. We even served Aqua brand fresh drinking water alongside imported container food from Singapore.

This impactful project spanned approximately two years, during which we excavated two drilling wells. One of these wells, reaching a depth of around 16,500 feet, was reported to be the deepest in Myanmar at the time. Surprisingly, this is the only one of the two that has been discovered and remains unexploited for commercial purposes, ultimately leading to its abandonment.



Project Portfolio: Unveiling the Timeline of Milestones and Progress



In addition to our work for Yadana Pipeline Project, we also provided catering services for the Survey and Construction Project, aimed at constructing a pipeline in Kanbauk. This project stands out as one of our notable achievements, unfortunately it coincided with a turbulent political situation in the region marked by numerous crises. Our team encountered several firefights while carrying out our activities. Tragically, we learned that some workers lost their lives during these incidents, but luckily, our team remained safe.



Survey and Construction Project Site in Kanbauk

Another significant project that marked our initial venture into the offshore sector was the Yadana Project. Working offshore on a rig introduces a distinct set of challenges for the catering crew. Initially, we were unfamiliar with the usage of life jackets, the functionality of safety buttons, and the alarm systems on the rig. Consequently, our journey, even for "normal staff" like us began with a dedicated learning phase on the rig.

A noteworthy experience during this period was managing catering services for the Seadrill Rig's journey. The rig initially drilled in Myanmar before being towed to Vietnam. Approaching Vietnam, we encountered a severe storm. The ship's control room monitored its speed and continued towing, but due to uncertain seafloor conditions, the 200-meter-long of the three-legged jack-up drilling rig had to be submerged and anchored, a very risky move. The storm's waves reached heights of 13 meters, submerging the ship. The handrails of this six-inch steel vessel, designed for sturdiness, were bent, and some pipes were washed away during the storm. Nevertheless, our team safely returned to Myanmar by plane without injuries.

As you can see, not only our catering team has experienced many hurdles since its inception, the catering services and department have also gone through major transformation. Myint & Associates (M&AS), originating from remote camps, has become a globally recognized catering service provider, serving many international clients. M&AS places great emphasis on employee well-being, conducting biannual gender-specific medical check-ups and pre-vaccination, and providing comprehensive training programs.

The company's commitment to health and safety is underscored by the "Camp Safety Handbook on Health and Hygiene," authored by CEO U Moe Myint. This handbook forms the foundation of the HSE Department, aligning with international standards through training provided by NEBOSH Inter-



national. M&AS has secured catering contracts for prominent offshore platforms, holding an 80% market share and leading the oil and gas onshore and offshore catering service sector in Myanmar.

The meticulous food delivery process, compliant with FDA standards, involves recording and processing items using Data Locker devices and adhering to the Cold Chain Procedure and Hazard Analysis Critical Control Point (HACCP) Standard. With a focus on maintaining food safety and client satisfaction, M&AS has become a certified industry leader, catering to both onshore and offshore crews, including platforms like PTTEP's Yadana, Zawtika, and POSCO International Corporation's Shwe Platform.

I embarked on my professional journey as a Catering & Beverages Manager (CBM), and now serving as Assistant General Manager (AGM-2). Throughout my professional journey, my focus has been on cultivating a positive environment within my team, turning it into a vibrant community that remains energized and engaged. Despite my advancement to Assistant General Manager, the contentment and high performance of my Catering & Beverages Team have always been a priority.



I believe that hard work is the path to financial success. This philosophy extends to our approach in the meals we provide, ensuring that our waitstaff feels valued and fulfilled in their service. I firmly believe that a sense of happiness fuels personal strength, enabling excellence in any chosen path. Additionally, I embrace the principle that succeeding generations should surpass their predecessors. Guiding my team with the notion that "the student should outshine the teacher," I offer coaching based on personal experiences, urging them to strive for continuous improvement. Our collective goal is to elevate not only the current generation but also those who will follow, fostering a legacy of continual improvement. I have shared this philosophy with our team and remain committed to steering M&AS toward an even more accomplished future, building on our past successes.

To conclude my story, I would like to share my values and principles with you. Over my 34-year career at Myint & Associates, I have received the Best Employee Award three times, a journey marked by memorable encounters and a commitment to personal and professional principles. I recall our first meeting with



the CEO during the interview when he shared some memorable words. He mentioned, "You need to wear pants for the project," to which I humorously replied, "I don't have any, so I'll have to borrow my dad's pants." It was then that my boss, a true guardian, generously handed me a substantial sum of 20 dollars. At a time when US currency was a rare commodity, this act of kindness touched me deeply. This amount represented nearly a month's salary for an average worker in those days, and I regarded CEO with the utmost gratitude, as if he were my own parent. This also reinforced the supportive familial atmosphere within the company which I believe differentiates us from our peers.

Moreover, there was an incident in 1993 at the Yangon Sailing Club. During an event, a sudden commotion erupted, and the CEO found himself surrounded and threatened by four men. Without hesitation, I instinctively stepped forward, placing myself between the CEO and the potential danger. At that time, I was the sole provider for a family of four. However, the CEO was a pillar of support for numerous staff families, and I was ready to risk my life. I realized then that my past experiences had prepared for circumstances like this and the profound loyalty I feel towards my colleagues, team, and superiors at work.

My professional principles draw inspiration from Buddhist teachings, emphasizing the importance of morality and virtuous character. I believe that embracing ethics not only fulfills an ethical obligation but also unlocks many opportunities. In my view, a successful business requires the collaboration of ethical and skilled employees. Emphasizing the development of both ethics and professional skills is crucial, especially for those facing personal financial obligations while remaining committed to their work.

All of these experiences marked just the very beginning of my professional journey in catering at M&AS. The remote fields have been my school of life, where I learned that challenges may be daunting, but they are passing storms. To thrive, one must nurture self-belief, willpower, and determination to succeed, regardless of the time it takes to reach that day. And to embark on the path to success, one must embrace ethics and kindness, for these virtues are the stepping stones to a brighter future. To you, my colleagues, and Senior Management, I would like to wish you all a safe and blessed New Year and a Happy 34th Anniversary to M&AS. ■





34th Anniversary (1989~2023)
Congratulations!
 Myint & Associates
 Company Limited





MPRL E&P Group of Companies Celebrates its 9th Annual Kahtain Donation Ceremony at Moe Goke Monastery on 25 November 2023



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



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with the assistant project controller for project scheduling. This experience has enlightened me about the critical role of project control and monitoring in Field Development. Moreover, I've actively engaged in external stakeholder meetings, contributing not only to the broadening of my technical knowledge but also the enhancement of my interpersonal skills.

Are there any challenges that you are currently experiencing at work?

Frankly speaking, I've faced some challenges while handling my duties and tasks due to the project's tight deadlines. This has necessitated efficient task navigation and communication within the organization. In response, I've implemented a strategy to address this challenge. Every Monday, I prioritize my weekly tasks, allowing me to accomplish them in a timely manner. Additionally, I've adopted a proactive approach to collaborate with team members and other support function teams, ensuring smoother workflow and task completion.

What do you expect to get out of this whole experience?

Since my academic years, venturing into Offshore Development has been my career goal. I'm incredibly grateful and excited that this opportunity aligns perfectly with my ambition. Through this invaluable experience, I anticipate gaining hands-on expertise, particularly in the Subsea Development sector of the project, fostering my professional growth. Collaborating with our team's world-class industry experts and contractors in every facet of field development is something I eagerly look forward to. I'm excited to contribute my skills acquired from this Master's Program and consider this journey a steppingstone toward my long-term goal of becoming a subsea expert in the industry, following in the footsteps of my mentors.

We are excited about your future endeavors. What do you think you will bring back with you after this program?

Thank you for asking me this. The reason I decided to join the program is to become a more competent



professional and to be able to contribute to our company's historical milestones in the country's energy sector by applying insights and gained technical skills. Thus, I believe this year's Facility Engineering Program will provide me with a deep understanding of offshore technologies, offshore structures, and project management. I look forward to gaining competency and knowledge in offshore structures and subsea engineering, fabrication, and marine operations. I am certain that the exposure to Thailand's energy industry and associated support facilities provides me to bring back not only technical knowledge but also industry practices and robust solutions.

How will this program and the PIP Team benefit the company and the country in the long run?

MPRL E&P is committed to responsibly unlocking potential energy resources while fostering the professional and personal growth of everyone in the organization. I am confident that this program will bring substantial benefits, including technical skills, best industrial practices, and networking opportunities, not only for our PIP Team but also for the entire company. It's worth emphasizing that PIP represents the first ultra-deepwater development in the ASEAN region, and the successful accomplishment of this project holds significant importance, not just for the company but also for our country. This project marks a remarkable milestone in the energy sector. Additionally, I'd like to highlight the vital role played by the biogenic gas produced from PIP, contributing significantly to both domestic and export supplies, especially in light of the depletion of some mature fields in Myanmar. ■

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support I have received have allowed me to grow and develop.

What kind of problem-solving skills is important for your role? What are the critical skills and qualities needed to succeed in this role?

Problem-solving and critical skills are crucial for a Staff Officer role. It is important to possess the ability to identify and address various issues, whether they are minor inconveniences or significant setbacks that can disrupt the organization's operations and goals.

As a Staff Officer, my approach to problem-solving involves analyzing root causes, breakdown, experience-based learning and patience. Every problem offers an opportunity to learn and improve. The ability to analyze, learn from, and persist in addressing problems is fundamental in the role of a Staff Officer, and it contributes to the effective functioning and success of the goals.

How do you handle confidential information and sensitive situations in the workplace?

I have learned to handle confidential information and sensitive situations in the workplace by following the guidance of my mentor. From the very beginning of my role, my mentor imparted invaluable insights into the paramount importance of safeguarding confidential information to prevent unauthorized disclosure. Our approach emphasizes secure information storage, and we exercise exceptional care when representing the organization in any business matters.

We consistently emphasize the sensitive nature of the data and issue warnings to ensure its protec-

tion. Applying the methods I have acquired, I now pass on and instruct my subordinates, to uphold the same standards of confidentiality and care.

What do you think is the most important thing a Staff Officer can do to contribute to the success of an organization?

All employees within the company, regardless of their age or seniority, play vital roles based on their respective responsibilities. Every step they take is crucial, and it is only by being well-rounded that tasks can be successfully completed and goals reached.

As a Staff Officer, my commitment to fulfilling my responsibilities and striving for excellence benefits not only the organization but also myself. I firmly believe that giving my best is not only a commitment to the organization but, more importantly, an investment in my personal growth. It is of paramount importance to wholeheartedly contribute 100% of one's effort.

Tell us something about you that most of us don't know.

As I journey through life, I have been fortunate to cross paths with exceptional mentors whose teachings continue to enrich me to this day. Their influence extends beyond the realm of work, encompassing valuable guidance on matters of mental well-being. I feel blessed to have had the opportunity to learn from these remarkable individuals and would like to express my gratitude.

The picture below will be visible to everyone on social media, and it's a photo shared by my mentor because it represents the source of my strength

since I embarked on my career journey. During moments when my spirits waned and the temptation to flee was strong, that very picture became my wellspring of determination.



What advice would you provide to someone interested in your field or position?

Life is full of surprises. You never know what tomorrow brings. It is important to stay positive. Challenges make us stronger. Embrace change with an open heart. Seek opportunities in every obstacle. With determination, you can achieve your dreams.

In five years, what are your vision and hope?

In the next five years, my vision and hope are to advance in my career, taking on more significant responsibilities and make a substantial impact within the organization. I aim to continue growing both professionally and personally, deepening my expertise and knowledge in my field. Additionally, I hope to have achieved a better work-life balance, allowing me to pursue my interests and spend quality time with my family. Ultimately, my aspiration is to be in a position where I can mentor and inspire others, fostering growth and positive change within the workplace. ■



Eastern Seaboard Regatta & Joint Training
07~16 October 2023, Pattaya, Thailand





Bearing with Heart: A Glimpse into the “Bear with Me” Staff Engagement Campaign

Moe Thu Zar Soe

People often find their soul's happiness through childhood memories. What made you laugh? What kinds of tricks did you play? The fantasies, dreams, and thought patterns shape our soul's happiness and paint the portrait of our inner joy. As we mature, the daily concerns of finances, health, family, and work, each with its own set of highs and lows, dominate our thoughts. It's no surprise that our hearts sometimes bear the weight of anxiety and worry.

Yet, in these moments, simple acts of empathy or a heartfelt note of support can brighten even the toughest days. A little more understanding of one another can facilitate smoother communication and foster lifelong friendships and bonds.

In a world where work environments often lack the personal touch and compassion we desire, MPRL E&P has taken a heartwarming step to remind us of that empathy and mutual support are the threads that bind a workplace together. In November 2023, the “Bear with Me” staff engagement campaign successfully launched within our organization, with the aim of encouraging employees to embrace empathy, understanding, and mutual support in our workplace. Together, we can create a harmonious environment where everyone feels valued and appreciated.

The “Bear with Me” campaign centers around a heartwarming gift exchange program using teddy bears, each bearing a self-reflective message. The goal is to foster camaraderie, empathy, and mutual support among employees. Imagine a workplace where, in addition to our daily tasks, we exchange sentiments of personal growth, encouragement, and understanding with our colleagues.

The use of “Bear” in this campaign has a meaningful purpose. Teddy bears have long been our earliest companions in life, providing solace, friendship, and a comforting hug when needed, aside from the warm embrace of our parents. Moreover, the incorporation of “Bear” in the campaign title symbolizes our capacity, akin to bears, to provide comfort and aid during challenging moments. Just as bears exhibit unique traits, so do we as individuals, and the inclusion of “Bear” in the campaign design makes it more inviting and relatable.



“As we go about our daily routines, we often juggle multiple deadlines, which can sometimes lead to work-related stress and occasional conflicts among colleagues. Our true selves may differ from the image our coworkers perceive in the office, so sharing our true selves can foster better understanding, cooperation, and a more positive work environment. With the year-end approaching, it's an opportune time for self-reflection. When we ran similar staff engagement campaigns in 2017 and 2018, Senior Executive Management and MPRL E&P staff members eagerly participated as well,” reflected the Head of Corporate Sustainability, Daw Wit Hmone Tin Latt.

The campaign begins with employees bringing a stuffed animal, a teddy bear of their choice, to the office lobby on the 8th floor at Vantage Tower. There are no size restrictions, allowing for creativity and individual expression. What truly adds depth to this initiative is the personal touch – participants attach a self-reflective message to their teddy bear. These messages range from personal reflections to inspirational quotes and positive affirmations, all aimed at conveying sentiments of empathy and encouragement.



“We're thankful to our colleagues in the CSR & Communications Department, who organized the campaign, for letting us take part in this staff engagement initiative. We believe that by participating in the campaign, we can further nurture understanding with each other among our employees, strengthening the foundation of our business,” stressed by Senior Engineer U Thura Win from the Field Operations Team.

On the bear surprise date on 15 November, our colleagues randomly selected a bear by drawing a numbered lot. The chosen bear's self-reflective message was then shared aloud by the employee who received it, creating an atmosphere of shared inspiration.

“This campaign made me realize that our workplace is not just about tasks and deadlines; it is a community where we can truly connect with our colleagues. Sharing personal reflections through these bears opened my eyes to the empathy and support that surrounds me every day. It's heart-





warming to see how a simple idea can create a more inclusive and positive culture at MPRL E&P," articulated by U Thet Lwin Ohn, Assistant Material & Logistics Manager, who generously assumed the role of a voluntary host for the enchanting "Bear Surprise" day.

To enhance engagement and fun among employees, the "Bear with Me" campaign features an exciting twist - a photo contest. Every participant took a personal portrait with their bear along with its self-reflective message. These photos were then uploaded to our internal engagement platform, Viva Engage, creating a lively photo contest atmosphere. Our department assessed the uploaded photos and the creative descriptions for each post and awarded prizes to the final winners, courtesy



of the CSR & Communications Team, adding an element of competition and reward to the campaign.

"I'm thrilled to be part of this engagement campaign, which brings back cherished memories of my innocent childhood days playing with bears and dolls. Furthermore, I comprehend the message this campaign conveys, encouraging us to support and empathize with one another among our colleagues.



"I'm delighted by the concept and the honor of winning the photo contest. I look forward to many more enjoyable events like this," shared with enthusiasm by one of the photo contest winners.

Everyone has a unique life path. It is essential to release the thoughts and feelings we have been keeping inside. Further, we must allow ourselves to be open and express what we wish others to bear with us and comprehend. Whether it is through a thought, a gesture, a conversation, a text message, or an activity we engage in, we can discover true happiness.

"When I first saw the "Bear with Me" campaign title, my curiosity piqued. Later, I discovered its purpose, which I found charming. I appreciate self-reflection initiatives that reveal moments when we might overlook our own weaknesses. Through this, we've not only discovered ourselves but also our colleagues,

emphasizing understanding over mere acquaintance. I'm eager to bring this understanding into the workplace. With my colleagues, I was excited to be part of this," expressed Daw Yi Mon Aung, Junior Staff Officer, who showed keen interest in the campaign.

The "Bear with Me" campaign is not just about teddy bears; it is about bearing each other's stories, support, and understanding. After receiving bears from our bear surprise event, we discovered that some individuals kept them for sweet memories, while others wanted to contribute their bears to spread joy and smiles. In response, our CSR & Communications Department drew lots among schoolchildren from Mann Field schools, giving them a delightful New Year's surprise. As the campaign unfolds, every staff member at MPRL E&P is showing that they are truly "bearing with heart".



In my personal view, the world is a mix of highs and lows and a blend of passion and sorrow. Sometimes, we may hurt someone we care about without knowing or unintentionally. We must remember that everyone's background is different, and we are all unique. Let's kindle warmth, nurture understanding, and extend support to each other from today and all the tomorrows to come. I believe this campaign serves as a heartfelt reminder that by bearing with heart, we contribute to creating a cycle of happiness in all communities. ■





Myanmar Surfers Make Waves at Khaolak Classic 2023

Moe Thu Zar Soe

In a standout performance, Myanmar surfers, trained at the Ngwe Saung Yacht Club & Resort (NSYC), showcased their skills at the Khaolak Classic 2023. This vibrant 3-day competition took place from 13 to 15 October at the scenic Memories Beach in Phang Nga, Thailand. Supported by the Surf Association of Myanmar (SAM), six surfers earned the chance to shine on the international stage through careful selection based on stellar performances in local events. Competing in four out of eight divisions—Open Men, Open Women, Beginner Men, and Beginner Women—four athletes displayed exceptional prowess, securing the first and third prizes in the Beginner Men and Women divisions.

The journey of these surfers mirrors the impressive growth of the Surf Association of Myanmar (SAM). Since its establishment in 2019, SAM has participated in competing in the SEA Games in the Philippines, and it has blossomed from nine members, including the SAM President, to a dynamic community of 20 surfers—9 adults and 11 talented Groms.



Notably, the under-16 surfers, affectionately known as the “Groms,” stood out. Their passion for the sport shone as they transformed the ocean into their playground. After two local events this year, their skills flourished, mastering various boards from soft top to shortboards and longboards. Among them are two talented girls, adding diversity to Myanmar's surfing scene.



Now regarded as the country's best surfers, they serve as staff members at Surf Club Ngwe Saung and the Ngwe Saung Yacht Club & Resort (NSYC), primarily as Surfing Instructors. Myanmar's success at Khaolak Classic 2023 not only celebrates individual achievements but also signifies a significant milestone for the nation's first-ever thriving surfing community. As they ride the waves of success, these surfers inspire a new generation of surfers and elevate Myanmar's standing in the global surfing arena. Let's give a round of applause to the contestants for their courage, determination, and the hard work they put into preparing for this competition. ■

