Insight!

MPRL E&P

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Tradition Brings Harmony:

MPRL E&P's Novitiation (Shinpyu) Ceremony Enriching Mann Field Communities

Moe Thu Zar Soe

MPRL E&P, the sole independent upstream energy company led by Myanmar nationals operating both onshore and offshore in Myanmar, has been an unwavering presence in Mann Field for 28 years. The company steadfastly regards the Mann Field Communities as primary stakeholders, consistently fostering development and socio-economic progress.

As a leading oil and gas company in Myanmar, MPRL E&P plays a key role in preserving Myanmar's cultural traditions, particularly in Mann Field, home to the majority of Buddhist Myanmar people who diligently uphold traditional practices. The company and its staff actively support social and cultural events, emphasizing their commitment to Mann Field's holistic development and well-being.

During the 2024 school summer holidays, MPRL E&P's CSR Program organized a Novitiation (Shinpyu) Ceremony for families in need among the 10,000-plus residents of Mann Field. This provided them with an opportunity to pass on religious traditions to their cherished sons. The Shinpyu is a cornerstone of Burmese Theravada Buddhism tradition, signifying a boy's novice monastic ordination before he turns 20. This rite of passage, one among the twelve auspicious rites in Burmese culture, reflects a key parental duty - introducing their sons to the spiritual legacy of Gautama Buddha by joining the Sangha. Although the duration may vary, the initiation provides the novices a deep dive into Buddha's teachings, the Dhamma, either as a fleeting encounter or as a lifelong journey.

Daw Wit Hmone Tin Latt, Head of Corporate Sustainability at MPRL E&P, spearheading and overseeing CSR activities, explained the purpose of the ceremony. "With the goal of perpetuating a cherished Myanmar tradition and recognizing the challenges faced by the less fortunate families in Mann Field in fulfilling this solemn obligation, MPRL E&P's CSR Program took the initiative to organize and host the Novitiation Ceremony in March 2024 in collaboration with Village Administrations and Village Development Committees. The planning commenced in July 2023, involving monthly preliminary consultations to ensure a well-coordinated and meaningful event. The ceremony was demonstrated through a community-wide celebration, epitomizing communal unity and shared spiritual values, cementing the tradition's significance in Burmese culture."

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From the Desk of the Editor

Dear Readers,

As we embark on Myanmar Era 1386 in the month of April, I would like to take this opportunity to wish you and your family heartfelt Thingyan wishes. May your holiday and the new year be filled with love, happiness, and good health. On behalf of my Editorial Team, I express our gratitude for many reasons, including your valuable feedback, which contributes to the continual improvement of our newsletter and enhances readership. A huge thank you to our contributors and MPRL E&P staff members who generously dedicated their time to assist us in cross-functional communications and engagements, providing photos, copy, and more to make our newsletter vibrant and engaging. We wouldn't be where we are today without the collective support from each and every one of you. Thank you!

Despite the hurdles and volatility in the political backdrop due to global instabilities and internal conflicts over the past year, we remain strong and close-knit. Our collective efforts persist in fulfilling our mission and goals — providing the energy needed to drive further progress in our nation. Let us remember and believe in our collective efforts will bear fruit, and our nation will have an affordable, reliable, and stable energy supply.

I am thrilled to share this publication with you. In this issue, you'll find various content, from our company-wide events to insightful contributions from different departments across our Group of Companies. Our CSR and HSE initiatives continue to make a strong and effective impact on communities where we operate. One highlight in this issue is Brian Logan's insightful piece addressing the uneven age gap in oil and gas industry. It was interesting to learn that enrollment in petroleum engineering programs plummeted during the 1980s oil burst, leading to a shortage of mid-career professionals. So I further did some reading on my own and realized that the industry is currently facing a significant skills gap, with insufficient people possessing the required skill set for the available work.

Reasons being new technological advances like artificial intelligence and data analytics, require an advanced skillset in today's very fast pace, highly digital work environments. Moreover, the Energy Outlook 2022 Report indicates that over a third of employees in this sector are over 50, and this ageing workforce is approaching retirement within the next one to two decades. To address this, companies are investing in upskilling existing professionals with training in advanced technological applications and creating attractive job opportunities to attract and retain younger talent.

At MPRL E&P, we believe in nurturing and developing our staff from the outset, a core value we hold dear. Our investment in young talents includes support for their educational pursuits, real-world experiences, and hands-on training, both internally and overseas. The commendable efforts of our Executive Management and HR in curating various training programs for our young professionals showcase our commitment to elevating their skillsets. As Benjamin Franklin once said, "By failing to prepare, you are preparing to fail." Remember, proper preparation is key to preventing poor performance.

In closing, I offer a New Year's message: "Make it Happen." Just because it's hard, doesn't mean it's impossible. With focus, consistency, and discipline, we can achieve our dreams and goals. May you have a safe and joyous Myanmar New Year!

Cheers,
Hnin Wynt Zaw

Your Opinion: Breaking Bad Habits and Replacing with Good Ones

Chan Myae Thu
Junior Geoscientist
Geoscience Department

Habits are the silent architects of our lives, shaping our daily routines and influencing our overall well-being. From the simple act of scrolling through our phones first thing in the morning to more complex behaviors like not getting a full restful sleep or indulging in unhealthy diet, habits play a crucial role in defining our identities.

Positive habits help us reach our goals more effectively and efficiently, while negative ones make things harder or prevent us from succeeding entirely. Consistently practicing good habits enhances our lives, improves our health, and contributes to overall happiness. Conversely, negative habits can lead to problems, affecting our physical and mental well-being, relationships, and professional success.

For instance, I struggle with a bad habit of biting my nails until they bleed, and I am determined to change it this year. Overcoming it can reduce the risk of infection, eliminate unhealthy nails, and improve my focus on daily tasks. I think identifying the habits you want to change is the first step. Whether it is an excessive screen time, an unhealthy diet, or issues like smoking or excessive drinking, recognizing the impact of these habits on your life is important. Reflect on how these habits may have hindered your personal growth and affected various aspects of your life, from relationships to career goals. Therefore, strive to break free from them by practicing better alternatives.

Before I wrap up, the question we all should ask ourselves is, "If you know something is bad for your life, why can't you just quit?" My advice is to start with self-reflection. Understand the root causes of undesirable habits, set realistic goals, and gradually introduce positive changes. Seek support from friends, family, or professionals if needed.

In summary, changing a habit promptly is not easy; it requires self-awareness, commitment and patience. However, the rewards are well worth the effort. As we embark on a new year, it's a great and right time to reshape our habits for a brighter and more fulfilling future.■

Shinn Bhone Thant
Project Engineer
Pyitharyar Integrated Project (PIP)

As engineers, we always strive to be efficient. We like to streamline processes, crack complex problems (or create them), and build intricate systems. But what about the most intricate system of all – ourselves? This year, I'm tackling a challenge close to home: breaking bad habits and replacing them with good ones.

My morning routine used to be slow and drawn-out. The alarm would be snoozed repeatedly, scrolling through the screen from the comfort of my bed, and the actual process of "getting up and going" often felt like a challenging feat. The late nights were not much better, Netflix/Anime marathons and aimless internet surfing pushing my brain to the brink of exhaustion so that I could fall asleep. All these habits contributed to a system in desperate need of an upgrade and bug fix.

Simply identifying bugs was not enough, and I needed a strategic approach. To address procrastination, I adopted the time block method, ensuring dedicated, distraction-free period for deep work.

To break free from stress-scrolling, I configured my phone to automatically block me from accessing all social media apps when I'm home, leaving me to use social media only during my commute. As for late-nights, implementing a wind-down routine such as avoiding screen time two hours before bedtime, drinking warm milk, and reading has been showing progress in getting a restful night's sleep.

Ultimately, habit optimization is a continuous feedback loop. Analyze, adjust, and adapt. By replacing unproductive routines with intentional actions, we rewrite our personal source code for a more fulfilling and efficient life.

So, readers, let's ditch the buggy codes and embrace the power of optimized habits. Since even tiny tweaks can have a big impact over time, let's become the architects of our own life, one habit at a time.■

Events

Myint & Associates Company Limited Celebrates 12 Years without a Lost Time Accident with Certification Ceremony

MPRL E&P Reveals Key Insights into HR, CSR and Project Management for Ministry of Industry

Moe Thu Zar Soe

On 13 December 2023, MPRL E&P Group of Companies conducted a collaborative knowledge-sharing session, delivering invaluable insights into Human Resources (HR), Corporate Social Responsibility (CSR), and Project Management for the Ministry of Industry, with the objective of fostering mutual learning practices in both the public and private sectors. As per the agenda, the Deputy Minister U Yin Maung Nyunt initiated the session by delivering an opening speech, followed by presentations from HR and CSR professionals representing the MPRL E&P Group of Companies.

In the initial segment of the knowledge-sharing session, Daw Aye Aye Kyi, the Senior HR Manager at Myint & Associates Co., Ltd., introduced the MPRL E&P Group of Companies and delivered an overview of HR. Following this, she delved into the diverse functions of HR, addressing crucial topics such as Manpower Planning, Recruitment and Selection, Compensation and Benefits, and Performance Management Processes.

Following the coffee break, Daw Khin Soe, the Senior HR Manager at MPRL E&P, addressed key topics, including Organizational Development, Training and Development, Employee Engagement, and HR Digitalization. Furthermore, she facilitated hands-on exercises involving the 9-box grid and critical role identification, adopting a practical "learning by doing" approach. All participants actively engaged in and contributed to these exercise sessions.

In the afternoon of the training day, Daw Wit Hmone Tin Latt, Head of Corporate Sustainability at MPRL E&P, shared insights on Corporate Social Responsibility (CSR) and Project Management with the participants. The session explored specific topics, including MPRL E&P's CSR Program and Corporate Sustainability Journey. Additionally, the presentation featured a video clip showcasing the successful implementation of the Operational Grievance Mechanism in collaboration with key stakeholders at Mann Field. Another segment of the presentation covered the details of Project Management, presented in two comprehensive parts.

Union Minister, Deputy Minister, Heads of Departments, and a total of 156 officials from the Ministry of Industry, including a delegation of 73 officials who actively participated in on-site sessions, were joined by an additional 83 officials from Regional Departments, Machineries, and Industrial Training Centers who participated virtually. Following the sessions, discussions covered a range of HR topics, including HR Procedures, the difference between HR and Administration, 360-degree Assessment, Performance Management, Interim Promotion and Training.

In CSR discussions, the exploration encompassed stakeholders, the three main approaches to Stakeholder Engagement at MPRL E&P, Community Needs Assessment, CSR Implementation, Monitoring and Evaluation, Communicating CSR, Community Investment Strategy, and the Operational Grievance Mechanism. Furthermore, the principal of the Industrial Training Centre (ITC) (Magway) provided an insightful review of MPRL E&P's Scholarship Program, forming part of an Educational Partnership for Mann Field youth. Additionally, in-depth discussions on Project Management covered scope, time, cost, the five implementation

stages, project characteristics, the Ministry's supportive role, and the advantages of using project management software.

Concluding the event, Dr. Charlie Than, the Union Minister from the Ministry of Industry, expressed gratitude to the MPRL E&P Group of Companies for sharing valuable insights into the company's HR and CSR initiatives, with anticipation that these insights will be effectively utilized in the Ministry's future endeavors, while also appreciating all attendees for their interest and diverse discussions throughout the sessions. This initiative significantly contributes to organizational growth across various sectors, highlighting MPRL E&P's unwavering commitment to advancing professional development in vital business domains. The collaboration and engagement showcased during the session underscore collective efforts toward fostering progress and development within the Ministry of Industry and beyond. ■

MPRL E&P Hosts Successful Workshop on HR and CSR at Ministry of Energy

Moe Thu Zar Soe

MPRL E&P conducted a knowledge-sharing workshop on Human Resources (HR) and Corporate Social Responsibility (CSR) at the Yadanar Hall within the Ministry of Energy on 01 February 2024. The event attracted distinguished attendees, including Union Minister U Ko Ko Lwin, Deputy Minister U Thant Sin, Director Generals, Managing Directors, and Heads of Departments from the Ministry of Energy, as well as representatives from domestic and international oil and natural gas companies.

A significant turnout of 190 attendees, comprising officials from the Ministry of Energy and other invited guests marked their attendance at the workshop. The Union Minister initiated proceedings with an inaugural address, setting the stage for insightful discussions on two pivotal topics: Prioritizing Human Capital in Your Organization and Who CSR is Most Important to. The discussions were enriched with practical insights aimed at fostering active engagement and participation among attendees.

In the initial segment of the workshop, Daw Aye Aye Kyi, Senior HR Manager at Myint & Associates Co., Ltd., provided an overview of the MPRL E&P Group of Companies and insights into Human Resources (HR). She delved into diverse HR functions, addressing crucial topics such as Manpower Planning, Recruitment and Selection, Compensation and Benefits, and Performance Management Processes. Additionally, Daw Khin Soe, Senior HR Manager at MPRL E&P Pte Ltd., addressed key topics including Organizational Development, Training and Development, Employee Engagement, and HR Digitalization, while facilitating hands-on exercises involving the 9-box grid and critical role identification.

In the afternoon session, U Thein Soe Htike, Consultant for Myint & Associates Telecommunications Ltd., presented on Digitalization, covering topics such as Digital Transformation and Digitalization and Document Management System (DMS). Further, Daw Wit Hmone Tin Latt, Head of Corporate Sustainability at MPRL E&P Pte Ltd., offered valuable insights into Corporate Social Responsibility (CSR) during the presentation. She discussed best practices for formulating a comprehensive CSR strategy, outlined effective stakeholder engagement processes, highlighted key aspects of CSR reporting, and delved into global standards and frameworks relevant to sustainability and CSR reporting. MPRL E&P's Sustainability Journey was showcased as a case study, offering participants' valuable insights into the integration of CSR with company values. Through this case study, participants gained understanding of engaging with diverse stakeholders, evaluating community needs, fostering internal support, forging external partnerships, and implementing iterative learning processes for continuous improvement.

During the workshop discussion, Director (Offshore) U Win Maw facilitated as a moderator, inviting personnel from oil and gas projects such as Yadana, Yetagon, Shwe, and Zawtika, as well as representatives from local and international oil and gas companies such as PTTEP International Limited (Myanmar Assets), Gulf Petroleum Myanmar (GPM), Goldpetrol (Goldpetrol JOC Inc.), POSCO International Corporation (Myanmar E&P), and SEAOP-SEAGP (Southeast Asia Crude Oil Pipeline - Southeast Asia Crude Gas Pipeline). Deputy Minister for the Ministry of Energy, U Thant Sin, delivered closing remarks, expressing

gratitude to MPRL E&P Group of Companies and all participants for their participation and fruitful discussions.

In conclusion, the workshop garnered notable participation from the Union Minister himself, underscoring the significance of the topics discussed for organizations like MPRL E&P, other oil and gas companies, and the Ministry of Energy. MPRL E&P appreciates the invitation to contribute to the discussion, exemplifying effective public-private sector collaboration.

With 28 years of experience in the energy sector, MPRL E&P values the opportunity for constructive dialogue and commends the Union Minister's efforts in fostering knowledge exchange among energy industry professionals, both domestic and international. MPRL E&P is proud to have shared insights on HR development, CSR best practices, and Sustainability initiatives and is inspired by the Minister's dedication to improving social well-being alongside energy sector development.■

MPRL E&P Group of Companies Continues its Annual Tradition of Fish Release Ceremony

Hnin Wynt Zaw

MPRL E&P Group of Companies hosted its 5th annual Fish Release Ceremony on 08 March 2024 in anticipation of the upcoming Myanmar New Year in April. As a Myanmar-led organization, the event holds significance not only in the traditions of the Myanmar people but also for the company, recognizing its cultural heritage and traditions, especially in light of the new year (Myanmar Era 1386).

The ceremony took place at the premises of the Myanmar Yachting Federation, mirroring the same location of previous years. It was attended by Senior Management and staff members across the Group of Companies, totaling 200 staff members who joyfully gathered to be part of this merit-making event. Traditionally, during the Myanmar New Year in April, many people engage in meritorious deeds like the traditional practice of freeing captive creatures like birds and fish as a form of earning merit.

During this MPRL E&P's Fish Release Ceremony, locally termed as "Ngar Hlut Pwe", a specific type of fish known as Grass Carp Fingerlings (Myet Sar Nga Gyin) were released into Inya Lake, and this year marked a record-breaking release of 29,700 fish, valued at MMK 3,564,000. Every staff member who took part financially contributed to acquiring these fish, participating in this special 'life release' occasion.

U Moe Myint, MPRL E&P's Chairman & CEO, shared a few special words during this meritorious event, acknowledging the significance of the day with all the staff. He explained the sacred traditions deeply rooted in Theravada Buddhism, highlighting the importance of spreading compassion for all sentient beings. He further connected to this 'mercy release' of Fish Release Ceremony's importance, emphasizing freeing these captive animals from suffering is virtuous and generates positive karma or merit through an act of kindness. It is a powerful ritual that dates back more than a thousand years. U Moe Myint emphasized that Buddhist ethics are consequentialist, and having a sincere intention of creating happiness for others or releasing them from suffering is meritorious. He reminded everyone that, in every religion, the message to do good and avoid evil is universal. The ceremony commenced at 9:15 a.m. and concluded at 10:30 a.m., with well-wishes exchanged among all attendees for the new year.

MPRL E&P has been at the forefront of actively supporting various charitably causes, including child welfare programs, orphanages, healthcare, and educational programs especially underserved communities throughout the country. Every year, MPRL E&P proudly showcases its steadfast commitment to societal welfare and philanthropic efforts. The company hopes to participate in many more initiatives and programs that harmoniously combine cultural traditions and beliefs with tangible actions.■

Myanmar New Year

Thingyan Greetings

Myanmar Era 1386

In recent years, our humanity as a whole has overcome the immense challenges along with its significant repercussions on our economic and social lives. Following this, we find ourselves persistently navigating through the diverse economic and social impacts stemming from ongoing political and geopolitical realities worldwide, and specifically in Myanmar. Throughout these times, it is our collective perseverance, resilience, and determination that enable us not to be overwhelmed by these challenges.

As we approach the Myanmar New Year, I am filled with optimism and harbor the deepest hope for a gradual alleviation of the burdens we have carried together. May this coming New Year be a beacon of auspiciousness, guiding us towards brighter times.

In these circumstances, as we come together as a family and team, it is my wish for our interactions to reflect the **six harmonious conditions outlined in Lord Buddha's Saraniya Sutta**. Whether in presence or absence, let us commit to **acts of goodwill through our deeds, words, and thoughts; embrace generosity; uphold noble virtues; and live by the noble truth**. These practices foster amiability, mutual respect, fellowship, and unity, steering us towards harmony.

Let each of us embody these conditions, coupled with mindfulness, determination, diligence, and hard work, to enrich our collective journey. I extend my sincerest wishes for health, happiness, and well-being, both physical and mental, to each and every one of you. May we all find peace, joy, and strength in the days ahead.■

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

မဂ်လာနှစ်သစ်
အမှုဆောင်အရာရှိချုပ်၏ အမှာစကား

ပြီးခဲ့တဲ့နှစ်တွေအတွင်းမှာ၊ ကျွန်တော်တို့အနေနဲ့ ကမ္ဘာမှာရော၊ နိုင်ငံတော်အတွင်းမှာပါ ပြောင်းလဲဖြစ်ပေါ်နေတဲ့ နိုင်ငံရေးနဲ့စစ်ရေးရဲ့ အကျိုးဆက်များအရ၊ ဆက်လက်ပေါ်ပေါက်လာသော စီးပွားရေးနဲ့ လူမှုရေးအခြေအနေအရပ်ရပ်ကြားမှာ နစ်မြုပ်ကျရုံးမသွားအောင် ဇွဲ၊ လုံ့လ၊ ဝီရိယထားပြီး၊ ကြိုးစားရုန်းကန်လှုပ်ရှားခဲ့ကြရတာ ဖြစ်ပါတယ်။

လာမယ့်နှစ်သစ်ဟာ၊ ကျွန်တော်တို့အားလုံးအတွက်၊ ယင်းမကောင်းသောဆိုးရွားတဲ့ အကျိုးဆက်တွေကနေ တစ်စထက်တစ်စ လွတ်မြောက်ပြီး၊ ကောင်းခြင်းမင်္ဂလာတွေ ပြည့်ဝသောကာလတွေ ဖြစ်လာလိမ့်မယ်လို့ အကောင်းမြင်စိတ်နဲ့ မျှော်လင့်မိပါတယ်။ ဒီလိုအချိန်အခါမျိုးမှာ မိသားစုတစ်စု၌ဖြစ်စေ၊ အသင်းအဖွဲ့တစ်ခု၌ဖြစ်စေ၊ အတူတကွ စုပေါင်းအလုပ်လုပ်နေကြတဲ့ လူတွေအချင်းချင်းထိတွေ့ပြောဆို ဆက်ဆံဆောင်ရွက်ကြရာမှာ ရှေ့၊ နောက်မမြင်ကွယ်ရာ ဘယ်လိုနေရာမျိုးမှာမဆို ညီညွတ်ရေးအတွက် နှလုံးသွင်းကျင့်သုံးအပ်တဲ့ **ဗုဒ္ဓမြတ်စွာဘုရားရဲ့ သာရဏီယတရား (၆) ပါး ဖြစ်သော ကာယကံမေတ္တာ၊ ဝစီကံမေတ္တာ၊ မနောကံမေတ္တာ၊ သာဓာရဏာဘောဂီ၊ သီလသာမညဂတာနှင့် ဒိဋ္ဌိသာမညဂတာ** စသောတရားများနဲ့အညီ "မေတ္တာရှေ့သွားကံသုံးပါးနှင့်၊ တခြားသုံးဝ၊ စာဂ၊ သီလ၊ မြတ်ပညာသည်၊ မှတ်ပါသာရဏီယတရားတည်း။" ဆိုသကဲ့သို့ နေထိုင်ပြုမူဆောင်ရွက်နိုင်ကြဖို့၊ ဇွဲ၊ လုံ့လ၊ ဝီရိယ အပါအဝင် သတိတရားများထားပြီး၊ ကြိုးပမ်းရင်ဆိုင်ကျော်ဖြတ်သွားနိုင်ကြဖို့ အမှာစကားကို မျှဝေပေးချင်ပါတယ်။ ကျွန်တော်တို့အားလုံး မဂ်လာနှစ်သစ်မှာ ကျန်းမာရွှင်လန်းပြီး၊ စိတ္တသုခ၊ ကာယသုခနှစ်ဖြာနဲ့ ပြည့်စုံနိုင်ကြပါစေကြောင်းကိုလည်း ဆုမွန်ကောင်းတောင်း မေတ္တာပေးပို့အပ်ပါတယ်။■

The Successful Launch of Healthy Living Campaign at MPRL E&P

Dr. Kyaw Ye Htut

MPRL E&P's Healthy Living Campaign, launched on 12 December 2023 by the HSE Department with support from the Field Management, kicked off on 13 December 2023 and concluded on 24 January 2024, spanning a one-and-a-half-month period. The campaign aimed to promote better eating habits, encourage physical activity, and enhance sleep quality among the participants.

To monitor progress, the campaign used personnel evaluation cards tracking participants' BMI, exercise points, and sleep hours. The feedback and tips provided on these cards aimed to guide participants towards achieving their health and wellness goals. Additionally, the Healthy Living Campaign aimed to offer recommendations for future improvements to public health education within our organization, emphasizing initiatives to prevent obesity and chronic diseases.

Overview of the Campaign

The campaign targets all age groups working under the MPRL E&P's Mann Field Production Enhancement Project, with the goal of improving their overall health and well-being. Running for a duration of six weeks, from December 2023 to January 2024, the campaign sought to implement positive changes in participants' lifestyles. The final report detailing the outcomes and recommendations was submitted to the Executive Management on 25 February 2024.

Campaign Goals

- Achieve health equity, eliminate disparities, and improve the health of all groups.
- Create social and physical environments that promote good health for all employees.
- Promote quality of life, healthy development, and positive behaviors across all life stages.

Important Message

- Don't be afraid to participate.
- Just be open and enjoy the exercises.
- No need to stress about the campaign and try your best.
- Help is always available for you.

The concept of a healthy living lifestyle covers a broad range of topics including physical activities and exercises, diet control, sleeping hours, mental health, smoking, alcohol intake, substance and drugs, healthy habits, environment, and social connections, among others.

Nevertheless, in our campaign, we specifically emphasized on these specific areas:

- Physical activities and exercises
- Diet control
- Sleeping hours

The Objectives

- Increase awareness of the benefits of healthy eating, physical activity, and sleep quality among the participants.
- Motivate the participants to adopt healthier lifestyles by setting realistic and personalized goals.

- Monitor the progress of the participants and provide feedback and support through a personnel evaluation card.
- Evaluate the campaign's impact on the participants' BMI, exercise points, and sleep hours, as well as their self-reported health outcomes and satisfaction.

Our campaign kicked off with a presentation, detailing the plan, such as how to track BMI, exercise points, and types of exercises available and performable at Mann Field. We explained how to calculate daily caloric needs, discussed ways to gain, lose, or maintain body weight in healthy manner, and emphasized the importance of having enough sleep hours. Additionally, we distributed pamphlets for knowledge, guided the participants on filling individual evaluation cards, and collected individual data to kickstart their health journey.

Employee Participation

MPRL E&P's Mann Field Production Enhancement Project boasts a team of 171 employees. Among them are 70 from MPRL E&P Pte Ltd., 1 from Myint & Associates Telecommunications Ltd., 1 from Asia Drilling Pte Ltd., and 99 from Myint & Associates Co., Ltd. A commendable 163 of these employees are actively participating in our ongoing campaign, demonstrating their commitment to healthier lifestyle.

In terms of gender distribution among the participants, we observe that 158 employees (91.85%) are male, and 5 employees (8.15%) are females. The diversity in participation showcases the campaign's inclusivity, encouraging both male and female employees to prioritize their health and well-being.

Acknowledging the brevity of the campaign period, set at six weeks, it was noted that this might be a short duration to witness significant changes in body composition, such as notable weight loss or gain. Nevertheless, we are witnessing gradual improvements and progression among these participants, highlighting the positive impact of their active involvement in the campaign.

Post-Campaign Feedback

A survey was conducted to gather feedback from 20 participants and the questionnaire encompassed the following key questions:

- What kind of knowledge did you gain from campaign?
- What challenges did you encounter during the campaign?
- What impact did the campaign have on you?
- What areas for improvement did you see?
- Did the campaign's knowledge and activities benefit you and your family in daily life?

The survey revealed that all participants acquired valuable insights into maintaining a healthy diet, the importance of adequate sleep, and the significance of regular physical exercise. While a few individuals encountered challenges such as time management and maintaining a healthy diet, the majority navigated the campaign smoothly without any significant issues.

Importantly, every participant acknowledged that the campaign had a positive impact on them. In terms of areas for improvement, some participants suggested extending the campaign to cover topics like maintain a healthy heart, addressing diabetes, and managing hypertension. These insightful recommendations will be considered for future health initiatives to ensure a holistic and comprehensive approach to employee well-being.

Conclusion

According to the statistics, the Healthy Living Campaign emerged as a successful and effective intervention, showcasing notable improvements among participants. With an impressive 95.3% employee participation rate and a perfect 100% for effective and useful survey responses, the initiative was well supported by the participants wholeheartedly who wanted to change their lifestyle. Participants showed an enhanced understanding of the importance of regular exercise, weight management, and the significance of adequate sleep. Drawing from these results and feedback, the following recommendations are proposed for future improvements:

- Expand the Campaign timeline by extending the duration for a more effective impact.
- Enhance quality and effectiveness of the campaign by implementing ongoing monitoring and evaluation of the campaign's outcomes.
- Introduce group activities and a more systematic approach to physical exercise and diet planning.

In closing, our sincere gratitude extends to all the participants, the Technical Manager, Field Operations Team, and HSE Team. Their unwavering support not only provided the necessary equipment and tools for physical exercise but also useful ideas. We look forward to future initiatives as we plan to come up with more campaigns addressing health issues like hypertension, dental care, and smoking reduction.■

Creating Safe Space for Children's Outdoor Play– The Why and How

Thal Sandy Tun

It is high time we raise mentally well-balanced, creative, and resilient next generations, who are ready for an ever-changing world. If playing and learning outdoors is a key element in our collective endeavors, schools in the community and throughout Myanmar will play a key role to make children's outdoor learning and play an essential part of their daily life.

MPRL E&P's CSR Program has launched two play sessions, organizing outdoor learning activities for dozens of children attending the community schools in Mann Field.

Our first Outdoor Classroom Day Movement took place on 29 November 2022 at Let Pan Ta Pin School Playground, featuring the provision of knowledge-sharing sessions on planting and gardening, organizing exciting games, and competitions for making vegetable tempura and tomato salad among five teams consisting of schoolchildren, teachers, and parents.

The second Outdoor Classroom Day Movement occurred on 08 November 2023 at Mann Kyoe School, one of the most collaborative communities within Mann Field. Five groups of schoolchildren from Kindergarten to Grade 9, took part in drawing and painting competitions, and the day successfully ended with all participants joining in physically-active fun games and grabbing snacks.

As a local movement aligned with the global Outdoor Classroom Day Movement, our Outdoor Classroom Day aims to engage and empower community schoolchildren. It provides them an opportunity to make friends, learn new skills such as coordination and self-confidence, connect with the natural environment, and inspire positive change for themselves and their communities in an atmosphere of mutual respect and trust.

The movement also aims to raise awareness of the benefits of recess and outdoor play among community school teachers and parents as well as promote greater interactions between children and their parents through play. To support community children's outdoor learning, MPRL E&P has built green schoolyards in two local schools within Mann Field, which could easily be turned into playgrounds.

Being a part of the global movement, our outdoor classroom day movements remain politically neutral and inclusive. We are working to organize these outdoor learning and playful learning sessions one school at a time on a yearly basis in Mann Field.

Play prepares children for adulthood by allowing them to develop a range of social skills. Research says children learn how to communicate effectively and interact with one another through play, including reading emotions and handling difficult situations. It is through play that children learn to understand boundaries, telling apart between acceptable and unacceptable behavior.

However, this is increasingly challenged by multiple factors including child poverty, neighborhood safety concerns, resource limitations in schools, and more recently pandemics. In addition, many children today are being raised in an increasingly hurried and pressured lifestyle of parents where technological revolutions like the Internet and mobile phones limit the benefits children would gain from moving around with friends and playing in the natural environment.

While we as parents, teachers, or community as a whole strive to create the optimal developmental environment for children, it is very important to include play in academic and social-enrichment activities along with creation of safe environments for all children. Through our Outdoor Classroom Day Movement at community level in Mann Field, we will continue:

- To provide a platform for young students to play, share, learn together, and inspire each other while developing their skills, confidence, sense of self-worth, and positive social interactions.
- To raise awareness and train teachers, parents, and communities to support ongoing outdoor play and learning activities.
- To work with the community schools in Mann Field to develop a locally-led Outdoor Classroom Day Movement network.

Our slogan is 'Let's Play & Learn'. All that is required is for all of us to come together and to make it happen!■

Exploring the Journey and Expertise of MPRL E&P's Measurement Team Leader

Hnin Wynt Zaw

Meet U Aung Naing Tun, who has been instrumental in overseeing and leading the Measurement Team, ensuring precise data collection and monitoring in oil field operations. His commitment to safety, continuous learning, and effective communication has not only contributed to the success of daily operations but has also played a pivotal role in the professional growth of the Team. Let' see what he has to say.

Can you tell us about your educational and family background?

I am U Aung Naing Tun, currently serving as the Measurement Team Leader at MPRL E&P. My family resides in Nyaung Oo Township, Mandalay, and I am the proud father of two lovely sons. I completed my matriculation exam at Mingalardon High School in 1991 and joined Myint & Associates Co. Ltd., (M&AS) as a security guard in 1995. In 1996, I was assigned to work as security personnel at the Yadanar gas line project in Kanbauk. After gaining nine months of valuable pipeline experience, I returned to M&AS Head Office and was promoted to Operations Assistant. While working, I seized the opportunity to attend university through distance learning and graduated with a Bachelor of Arts (Myanmar) from Dagon University in 2000.

How did you end up applying for a job at MPRL E&P?

I began my journey in the oil and gas industry as a trainee at Mann Field on 25 October 2000. During my time there, I worked diligently, absorbing valuable knowledge about oil and gas from my seniors and operation engineers. As a young professional seeking continuous growth, I felt the need for a new job to acquire fresh knowledge, experiences, and challenges.

Can you share your professional growth throughout these years?

I started as a trainee in October 2000 and was subsequently promoted to Technician in June 2001. Faced with numerous difficulties and challenges due to the extensive oil and gas industrial equipment, multiple departments, and complex processes, I persevered and learned extensively. This marked my first experience in an oil field, making it more interesting. I gained insights into various processes, such as the Gas and Oil Collecting Station (GOCS) process, the gas injection plant process, and the oil transfer process from Mann to Thanbayargan. Additionally, I honed my skills in relationships and communication, thanks to the guidance of senior colleagues who generously shared their knowledge to help me navigate the complexities.

Out of all the different job titles and roles you have, which position, or role is the most challenging for you, and why? How did you overcome these challenges?

I have overcome various job titles, and currently, as a Measurement Team Leader, I find it the most challenging. In this role, I support and assist the Production Team Leader, serve as a learning role as a measurement supervisor, and handle tasks such as monitoring, calculating, and transferring crude oil processes. Additionally, I calculate field loss and sale loss, maintain constant communication with related departments, and actively participate in negotiation processes for the entire production field. MPRL E&P has equipped me with the skills to overcome challenges, lead and communicate with team members, and manage both personnel and technical aspects with MOGE. The key to overcoming challenges lies in our well-organized team, which includes competent Team Leaders, Senior Engineers, and the Field Operations Team possessing strong leadership skills, innovative ideas, and extensive experience. Together, we ensure a safe and collaborative working environment.

Can you share some highlights from your current role?

The Field Operations Team is disciplined, and the organization excels every year. They treat each other with respect and are united like family. As a result, for many years, we have honed the skills needed to effectively tackle any difficult and challenging responsibilities that arise. This environment motivates me to give my best effort consistently.

How's your day-to-day schedule like?

As a field staffer, I work on a rotational schedule: 28 days on and 14 days off. In my role as the Measurement Team Leader, I start my day at GOCS-2 at 5:30 a.m., collecting and verifying daily production data. Subsequently, I negotiate with Engineer-In-Charge at MOGE based on the Production Team Leader's instructions, reaching agreements on daily production for the entire field. Further, I discuss the daily crude oil transfer process with the Team Leader and Engineer-In-Charge at MOGE, cascading necessary instructions to GOCS supervisors. My responsibilities include assisting the Team Leader, leading GOCS supervisors to ensure the smooth and safe completion of daily activities. This role has provided me with valuable opportunities to learn and apply leadership, communication, negotiation, and problem-solving skills. I am pleased to contribute as a dedicated follower for the Production Team Leader and an effective leader for the GOCS supervisors.

What are some of the main responsibilities in your current position?

My first responsibility is to prioritize health, safety, and minimize environmental impact. To achieve this, I commence each day with a toolbox talk meeting to assess the staff's health status. We regularly discuss and reinforce healthy, safe, and environmental policies. I am responsible for obtaining accurate wellhead production data for all wells in each GOCS and well-site tanks. Leading the Measurement Team, I monitor and measure the hourly rate of each well and record daily production data. Additionally, I am accountable for collecting fluid samples for essential measurements, such as API, gravity, salinity, turbidity, etc. It is also within my responsibility to maintain all necessary equipment for production sampling and oversee some renovation works within the GOCS compound. This includes maintaining equipment for the disposal of formation water, such as a centrifugal pump, filtration unit, and tanks. I collaborate with the Team Leader in the production verification process with MOGE personnel, ensuring the sale loss percentage remains within an acceptable limit. Furthermore, I lead and align the Measurement Team to comply with HSE procedures, supervise the pipe gang team, and check for flow line leakage, crude oil recovery, all aimed at reducing environmental impact to a minimum.

Why do you think promoting a safe culture is very important for you and your department?

Safety is our first priority, and we actively promote a safety culture among workers and MOGE personnel. This promotion of a safe culture contributes to the reduction of accidents, incidents, and injuries, ensuring the maintenance of safe operations. We adhere to Standard Operating Procedures (SOP) and Job Safety Analysis (JSA) in our work. Notably, we have achieved over 3 million man-hours without a Lost Time Accident (LTA). These accomplishments

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Navigating the Legal and Compliance Landscape in the Oil and Gas Industry

Hnin Wynt Zaw

We are delighted to present Ma Moe Ma Ma Myo, our Legal & Compliance Officer, who brings a wealth of knowledge and expertise to our organization. With a solid background in law and a passion for upholding ethical standards, Ma Moe Ma Ma Myo plays a pivotal role in ensuring our company's operations align seamlessly with legal regulations and compliance requirements. Join us in recognizing her as we continue to uphold the highest standards of integrity and compliance under her seasoned guidance.

Thank you for letting us share your story with our readers. So, what brought you to MPRL E&P?

I graduated with an LL.B. (Law) degree from Dagon University in 2021 and have always been enthusiastic about working in the oil and gas industry. I was always curious about how to operate in relation to the process of oil and gas production in the operating area. The oil and gas industry is very limited in Myanmar, so it is a golden opportunity to work in this field. Hence, I was always searching for job opportunities to join this industry.

Unexpectedly, I applied to Vantage Tower as a Staff Officer in 2017. However, the Staff Officer's job description at Vantage Tower did not match my educational background and qualifications. Luckily, one of the employees from Vantage Tower referred me to MPRL E&P's HR officer, who offered me the opportunity for a first interview since MPRL E&P was looking for a Compliance Officer at that time. That's why I searched for the background of the company profile on MPRL E&P's website. After searching, I was extremely eager to work at MPRL E&P since it is a well-known energy company in Myanmar, and working in the oil and gas industry is one of my dreams.

Can you tell me a little bit about your professional journey at MPRL E&P?

I started working as a Junior Compliance Coordinator within the Compliance Department in 2017, and I accepted the job offer because MPRL E&P plays an integral role in the oil and gas sector. Further, I have full confidence MPRL E&P will enhance my professional skills and contribute to my career development under the guidance and support of the Assistant Chief Compliance Officer. Despite prior legal and compliance experience, I aimed to broaden my knowledge in the oil and gas sector.

After working as a Junior Compliance Coordinator from 10 September 2017 to 31 March 2019, I was directly promoted to a Junior Officer (Legal & Compliance) from 01 April 2019 to 30 September 2022. Currently, I am working in the Compliance Department as a Legal & Compliance Officer.

How did you prepare for this role?

Before working as a Legal & Compliance Officer here, I dedicated time to learning legislation related to the oil and gas industry since compliance legal background is completely different from my previous work. Additionally, I learned technical skills related to the oil and gas industry under the mentorship of the Assistant Chief Compliance Officer. Despite experiencing challenges such as navigating unfamiliar technical jargon related to the oil and gas industry and handling direct communication with the Assistant Chief Compliance Officer, and so on. However, I tried my best to support both as a valuable employee to the organization and an effective key player for the Compliance Department. With the ongoing support of the Assistant Chief Compliance Officer, I successfully overcame both expected and unexpected challenges, solidifying my growth within the company.

When a new regulation is introduced in the oil and gas industry, how do you assess its impact on the company and advise Senior Management on compliance measures?

As part of our current practice, firstly, to stay informed about new laws, rules, regulations, procedures, or notifications, I diligently read newspapers and review respective government websites each morning. Secondly, I carefully classify which of these developments must be complied with in the oil and gas industry. Thirdly, I engage in consultation with the Assistant Chief Compliance Officer to ensure a comprehensive understanding. Finally, I prepare a summary email explanation that outlines the do's and don'ts, which is then distributed across the Group of Companies.

How do you maintain effective communication with team members and stakeholders to ensure compliance policies are followed?

I employ a multi-pronged approach. I provide training to team members and stakeholders on the company's policies and procedures, keeping them informed of any changes in regulations and laws that may impact the company's compliance requirements. I also collaborate with other departments to ensure that all parties are aware of and following the company's policies and procedures.

Communication skills are very important for not just compliance personnel but also for everyone. Every day, we communicate with each other using different methods such as in-person, telephone, online, social media, and more. Regardless of the communication method, clarity is paramount for effective communication. In summary, my communication style revolves around three principles: clarity, conciseness, and creativity.

How do you prioritize your workload and stay organized to ensure compliance deadlines are met?

When managing my multiple compliance workload simultaneously, I prioritize tasks based on urgency, importance, and potential impact on the organization. First, I identify any deadlines or time-sensitive tasks that must be completed to avoid negative consequences for the company. These tasks take precedence over others.

Once urgent tasks are solved, I focus on the importance of each workload in terms of its overall contribution to the organization's compliance goals and risk mitigation strategies. This involves considering factors such as regulatory requirements, internal policies, and potential financial or reputational risks associated with non-compliance.

To effectively manage my workload, I also utilize effective time management techniques, such as creating to-do-lists, setting individual milestones, and regularly reviewing progress. This allows me to allocate resources efficiently, monitor the status of each workload, and make adjustments as needed to ensure timely completion and optimal results.

How do you stay knowledgeable about changes in the oil and gas industry regulations and ensure that our organization remains compliant?

Monitoring any changes in the oil and gas industry regulations is one of the Compliance Officer's duties and responsibilities. Hence, I stay informed about changes in the oil and gas industry regulations by subscribing to industry publications, attending conferences, seminars, and following relevant blogs. I also set up alerts for new laws or regulations so that I can be among the first to know when something changes. Staying abreast of all relevant information is essential to my role as a Compliance Officer, and I take it seriously because I want to ensure that our company remains compliant.

Have you ever identified potential risks to a company's compliance program?

Specifically, compliance risk is the threat posed to a company's financial, organizational, or reputational standing resulting from violations of laws, rules, regulations, code of conduct, or organizational standards of practice.

To ensure the effectiveness of our compliance program, I believe that the most important elements of an effective compliance program are having a clear and comprehensive policy outlining expectations, ensuring that all employees understand and adhere to the policy, regularly monitoring employee performance, and implementing disciplinary measures when necessary. Additionally, it is important to have a system in place to track changes in laws and regulations and update the policy accordingly. Finally, a

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Empowering Young Talents for Brighter Future in Energy Sector

Pyae Pyae Phyo

At MPRL E&P, we recognize the paramount importance of nurturing the next generation of professionals in the energy sector. This commitment materialized through the inception of our internship program in 2009, initially targeting Geoscience students enrolled in Master of Science (MSc) degree classes at Yangon University. Over the years, the program has evolved to include Petroleum Engineering students from Yangon Technological University (YTU) since 2013.

Emphasizing the program's purpose, U Thu Nyo, Technical Manager at MPRL E&P, stated, "Our internship programs are designed to foster promising individuals capable of making significant contributions to our company's future success. Aligned with our company's vision and values, these initiatives uphold the high academic standards set by our partner universities, empowering young talents for a brighter future in the energy sector."

In December 2023, MPRL E&P's Senior Executive Management approved an internship request from Yangon Technological University. The company welcomed nine final-year Petroleum Engineering students, including two male and seven female interns, for a comprehensive internship spanning from 04 December 2023 to 29 March 2024. Divided into two groups, these interns attended the office on alternate weeks, and received industrial training, thesis support, and exposure to technical departments aligned with their interests. Also, the interns delivered a presentation to the Senior Executive Management as an integral component of their internship program. This initiative is specifically crafted to enrich their learning and training journey with MPRL E&P.

The interns expressed enthusiasm about the internship opportunity at MPRL E&P and underscored the practical insights gained during their two-month internship as follows.

Let Yee Htoo noted, "Currently, there's only one supervisor available at our university's department, so the Technical Team Leads from MPRL E&P are assisting with our industrial training and helping us with our upcoming thesis work. Due to the ongoing security concerns, we couldn't carry out practical studies at Mann Field. However, we've been given the opportunity to join the daily conference call between Yangon Office Team and Field Operations Team, allowing us to gain insights as if we were in the field. We've realized the significant difference between our theoretical knowledge and practical experience. We are required to document our daily activities, submit weekly reports, and present findings to our mentors. This process enables us to verify the accuracy of our understanding of the discussed topics. Overall, the mentor support has been incredibly beneficial and effective for us."

Shwe Sin Win Htet expressed, "We are interns here because our professor recommended us to MPRL E&P. However, I've always wanted to intern at MPRL E&P because it offers better hands-on experiences compared to other local companies and provides extensive industrial knowledge, including Mann Field Operations. Therefore, I prefer MPRL E&P. We can learn about the latest industry software updates. Currently, the company is working on a Water Treatment Project, which aligns with my interest in Water Quality Analysis for my thesis. My mentors assured me that they would provide data assistance for my thesis, even after my internship ends. I hope they continue to support me. I'm a bit concerned about conducting laboratory tests for water quantity in my thesis, but if successful, I believe it will benefit the company as well."

Nanda Htin Kyaw remarked, "This is my first internship, and so far, I haven't faced any major challenges. I've noticed a significant improvement in my soft skills, such as communication, time management, and building professional relationships. Additionally, I'm learning about the company's structure and formal office culture. When I first joined, I wasn't sure which area I was most interested in. However, after attending presentations from various Technical Departments within the company, I was able to find my interests and determine my future career focus. This experience has inspired me to consider pursuing a master's degree."

Chue Moh Moh Aung reflected, "During my internship, I learned insights about Geology, especially concerning Mann Field. In the Drilling Department, we discussed how this company's drilling rules and policies differ from others, showing the unique approach they take. I realized that theory and practical work can be quite different. While I mainly studied theory at school, my internship gave me hands-on experience, which helped me apply what I've learned in real situations. This practical experience has been crucial for me in problem-solving. My work in Production & Planning also showed me potential career paths, giving me a clearer idea of what I want to do in the future. Throughout my internship, the company provided access to valuable data, which was something I didn't have in school. This helped me understand the company's operations better. While my internship started with a focus on my thesis, I now see the industrial training aspect as more beneficial, as it gives me a broader understanding of the industry. Using the knowledge from my internship, I plan to reshape my thesis for the next semester."

Myat Noe Wai shared, "During our fourth year, we had the opportunity to intern at MPRL E&P's Mann Field for field studies. The hands-on experiences I gained during that time proved invaluable when I became an intern in my final year. Listening to the explanations about Mann Field from our supervisors helped me understand things clearly. I realized that theory and practical application in the

company are quite different. Here, if we have any doubts, we can immediately ask our mentors, which makes everything clearer. That's why I'm now more interested in the Reservoir Engineering (RE) section that I've been assigned to. I'm eager to learn more about it. MPRL E&P not only offers free learning opportunities but also provides transportation, lunch, and study materials, which makes the learning process very convenient. Instead of just fulfilling work duties, it's a great way to study and prepare for my future career in the industry."

Hsu Yee Htet expressed gratitude, stating, "We extend our sincere gratitude to the CEO for accepting all nine intern students. Without this opportunity, those who didn't secure an internship would have felt uneasy. We also express our appreciation to the Head of the Petroleum Engineering Department and Sayar U Thu Nyo for their assistance in planning and supporting the internship program. Throughout the internship period, everything from transportation to lunch and laptops was provided, making the experience convenient for us. Each person's internship experience may vary. In our Planning & Production Engineering (PPE) Department, mentors prioritize thesis work, and I, too, am focusing more on my thesis. Additionally, mentors from the PPE Department offer periodic industrial training sessions. Furthermore, Technical Team Leads readily provide explanations, facilitating quick reference searches for our theses. This supportive environment allows us to manage our time effectively. We, the interns, are grateful for all these provisions and support. Thank you very much."

Aung Kaung Myat reflected, "In our university, we must focus on theory, but here during my internship, my mentors share their real-world experiences and provide practical lessons. Without prior field experience, I rely on listening to the experiences of mentors to learn. Participating in the daily conference calls helps bridge the gap between theory and reality, making the learning experience more tangible. This internship has granted me insights into the operations of a local oil and gas company and the tasks they undertake. One of the main challenges I face is self-study. However, I've been steadily improving my understanding of

technical terms used in practical settings. Looking ahead, I aim to pursue a master's degree and gain further industrial training experience. This internship has been incredibly beneficial in preparing me for these future endeavors."

Su Myat Saw Naing shared insights, saying, "I'm currently assigned to the Drilling Department, where my mentors offer tailored assistance for my thesis topic. The seniors in this office are not only friendly but also approachable, leaving a positive impression on me. During our initial meeting with the CEO, we learned of his commitment to ensuring the productivity and growth of young individuals like us. He discussed various topics, including Pyitharyar Integrated Project (PIP) and the potential for AIT scholarship opportunities. When we expressed our interest in learning more about AIT to the CEO, the seniors promptly organized a knowledge sharing session to share their experiences, which was very insightful. It's rewarding to see the CEO swiftly responded to our requests and act. Additionally, we now have access to convenient online training support, offering us more opportunities for growth. Furthermore, the company has pledged support for necessary teaching materials at our university. We are sincerely grateful to the CEO for his support and dedication."

Ei Pwint Phyu discussed, "We're balancing our industrial training alongside thesis preparation. I share the knowledge gained from industrial training with my group members, facilitating discussions. If we focus solely on the thesis, we might overlook other essential aspects. U Thu Nyo ensures we grasp necessary industrial training concepts. Despite the current difficulty in securing local oil and gas internships, with support from our professor and MPRL E&P, we've completed this internship. Though field opportunities are limited, this internship remains invaluable. Mentors also provide insights crucial for future careers. MPRL E&P remains my top choice for job applications, prioritizing field experience. Thanks to MPRL E&P for its kind support."

MPRL E&P's commitment extends beyond internship programs. In response to the shortage of professors at Yangon Technological University (YTU), the initial group of AIT graduates, our young professionals from the PIP, have volunteered to serve as part-time lecturers for undergraduate students at YTU this semester.

Additionally, they will be conducting industrial knowledge-sharing sessions for undergraduate students studying Petroleum Engineering at YTU. By taking on this responsibility, these young professionals not only feel empowered and fulfilled by giving back to their university during crucial times but also consider it a civic duty as responsible citizens.

In conclusion, we are confident that this collaborative initiative in education will bring great benefits to all the respective institutions, fostering a culture of knowledge exchange and academic support. By investing in the education and talent development of these students, MPRL E&P cultivates future energy leaders and contributes to the enrichment of society.■

Decoding the Impact: Petroleum Engineering's Lost Generation and What it Means for us

Brian L. Logan

The one thing that has remained true over the years in the oil and gas industry is that careers resemble a roller coaster ride — filled with ups, downs, and many unpredictable turns. The Petroleum Engineering (PE) Profession, in particular, reflects this volatility, evident in the uneven age distribution within the professional workforce. The industry now grapples with two distinct groups: engineers aged 60 and above, and a younger cohort under 40, leaving a noticeable gap of engineers in between. This disproportionate age distribution poses challenges for project management and execution, but also presents significant opportunities for those navigating this roller coaster ride.

An article titled "Petroleum Engineering Degrees Seen Going from Boom to Bust" by Tom DiChristopher and John Schoen, published in 2015 on CNBC's Business News section called "Crude Realities", featured a graph (Figure 1) depicting the number of students enrolled in petroleum engineering programs in the United States from 1972 to 2016. Appropriately titled "Lost Generation," the graph highlighted a substantial gap, almost a complete void, in the pursuit of petroleum engineering during the 20 years from 1987 to 2007.

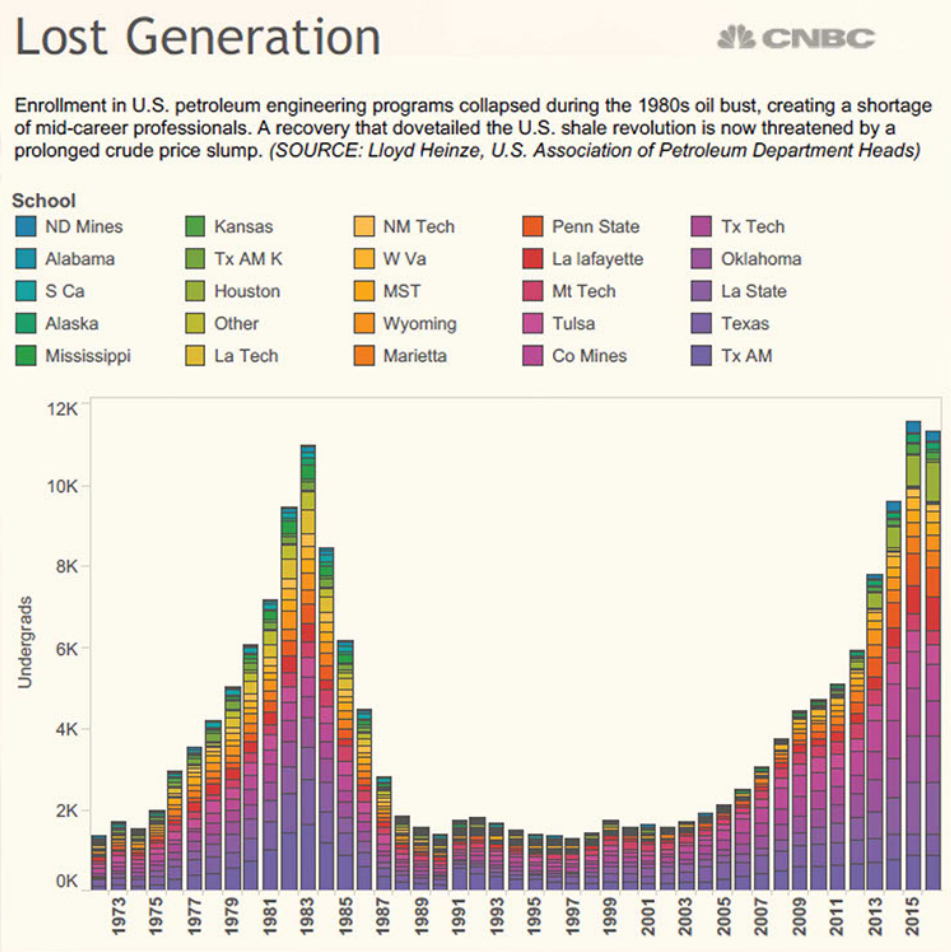


Figure 1: The number of Petroleum Engineering students enrolled in U.S. university programs from 1972 to 2016 (https://www.cnbc.com/2015/12/04/petroleum-engineering-degrees-seen-going-from-boom-to-bust.html)

The 1970s witnessed unprecedented chaos in the oil industry. The sudden surge in oil prices, largely driven by OPEC's production cuts in retaliation for Israel's 1973 Kippur war, led to shortages in the U.S. and other western large consumer countries, which in turn resulted in record oil prices reaching its peak of almost US$ 40 per barrel.

The old-timers like myself remember those years as "the boom". During this period, job offers, promotions, good salaries, and opportunities were available for anyone who could get a Petroleum Engineering (PE) degree, regardless of grades and class rank. Job placement of new PE graduates was almost 100% and starting salaries were among the highest of any college degree. This lucrative market caused a massive surge of college students into the university PE programs, which ultimately reached a peak in 1983.

I was one of those enticed by the perks of the boom. Graduating from high school in 1979 in Missouri, ranked #48 out of the 50 United States for oil production, I had no awareness of Petroleum Engineering as a degree or the intricacies of a PE career. Fortunately, upon graduation, I found myself in the office of a college coach, negotiating for a sports scholarship. When he inquired about my intended degree, my uncertainty led to his suggestion, 'What about Petroleum Engineering?' and my response was a genuine 'What's that?'. He then brought in the quarterback passing by, who shared having 16 jobs offers globally upon graduation. This trend continued with the defensive end, boasting 18 jobs offers. Convinced by these stories, I promptly declared my major as PE. The coach even called the head of the PE department, securing an additional US$ 500 per semester scholarship. With that, I was immediately sold and committed to the roller coaster ride that followed.

By the time I graduated in December 1983, the market had undergone a complete transformation. The boom that I witnessed during my summer intern-

ships turned out to be a short-term political event, quickly taking an abrupt turn for the worse. Companies that had been hiring anyone capable of walking and chewing gum were now laying off employees and imposing a freeze on hiring. Job placement upon graduation plummeted from almost 100% to roughly 10%. Fortunately, I was among the lucky few who secured a job upon graduation and joined Tenneco Inc. in Lafayette, Louisiana. I was the only person hired by the company that year, and for the subsequent five years, no additional hires were made.

College graduates' career choices are heavily influenced by post-graduation opportunities, and the career prospects in Petroleum Engineering are largely influenced by the prevailing oil price at that time. The sudden and abrupt change in the oil prices and the industry in 1983 caused a panic among students, leading them to change majors as quickly as the registrar's offices would allow. Simultaneously, there were almost no incoming freshmen declaring PE as their major. Consequently, over the next four years, as the existing diehard students finished their studies and graduated, the number of PE students steadily declined, reaching its lowest point in 1988. My alma mater, the University of Missouri at Rolla, actually closed its standalone PE department during that time and merged it with the Geological Engineering department due to the small number of students in the PE program.

The impact on the industry was not only felt in university programs but, more importantly, among the workers within the industry. The 1980s were marked by numerous layoffs, bankruptcies, company sales, closures, and an overall major downsizing of the market. Many individuals who lost their jobs found employment in other professions and never returned to the oil industry. This downturn had lasting effects for many years.

Unfortunately, businesses and their employees remembered the hardships caused by the sudden downturn and were fearful of committing their lives and finances to what was seen as a questionable industry with an uncertain future. The nearly constant challenge by critics about whether the world was running out of oil created further reservations to choose a career in PE. Figure 2 below shows the number of PE graduates in the U.S. compared to oil price. Notice the lag of nearly 10 years between the time that oil prices started rising in 2002 and the time when there was a significant response in the number of graduates in 2010. This lag time is the result of market skepticism and uncertainty about whether the situation will last.

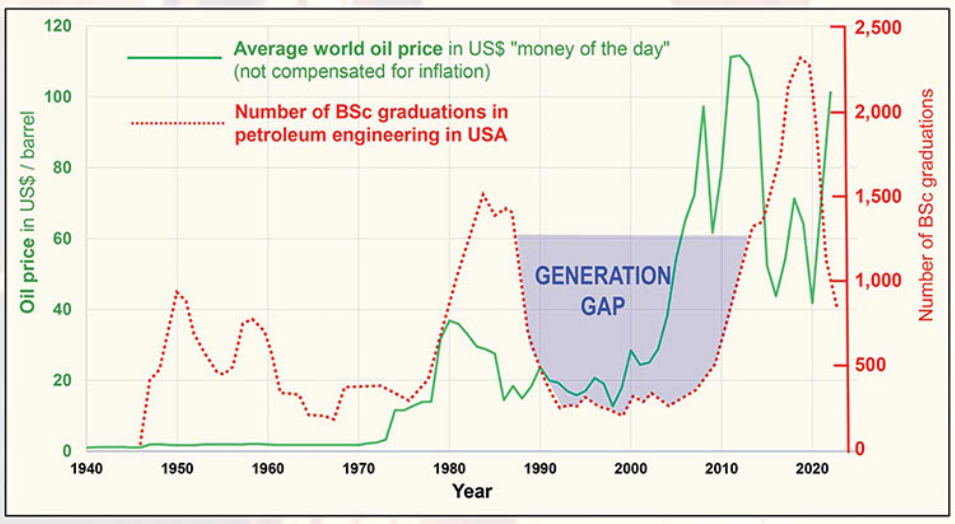


Figure 2: The generation gap in PE in USA (reference for number of engineering graduation: History Matching of Petroleum Engineering Graduation Rates (spe.org); reference for world oil price: Crude oil prices (ourworldindata.org))

Those of you with a keen eye for detail will notice slight differences between the two graphs above. Figure 1 shows the number of students enrolled in Petroleum Engineering, while Figure 2 shows the number of graduates. Therefore, there is roughly a four-year difference between their respective peaks.

Although the above graphs show a stagnant period between 1987 and 2007 regarding the number of PE students, this period was far from stable for the industry. In addition to the major layoffs in the mid 1980s, there were additional waves of layoffs in 1999, 2008, and 2016 that continued to keep the market skepticism intact. This instability continued to deter any student who might have otherwise been inclined to pursue PE from taking the leap of faith into a questionable market. The result was very few people entering the industry for the 20-year period from 1987 to 2007. Assuming students graduate at age 22, this relates to people from 39 to 59 years of age. This is why there are very few middle-aged personnel currently available in the industry.

In 2004, the market took another upward swing, sparked by the development of new technology for horizontal drilling and fracturing, along with the discovery of extensive unconventional resources in shales, creating a booming niche market within the industry. This technology, coupled with the growth of LNG, made gas in the U.S. a much more desirable business and resulted in an extreme shortage of personnel. Once again, like the 1970s, the opportunities and good salaries created a surge of new people into the industry, reflected by an increase in PE students starting in 2007 and reaching a peak in 2015, followed by a peak in PE graduates in 2019. Ironically, this growth came at a time when the world declared war on fossil fuels, promising to end all fossil fuels before a new graduate would typically finish their career.

So, how does this shortage of middle-aged PEs impact the execution and management of projects within the industry, and what challenges does this create?

First of all, many of us who are reaching the typical retirement age are encouraged to continue working to allow more time to develop the younger generation. During slow times, companies would encourage people to retire to avoid layoffs. These retirement offers often came with enhanced retirement benefits to ensure a sufficient number of people would accept the offer. In the current market, the opposite is true. People are being allowed and encouraged to work longer. Those of you familiar with the Pyitharyar Integrated Project (PIP) at MPRL E&P will notice a lot of gray hair on the team. This is done with a purpose: to have the most experienced support on the project and to have people who are capable of mentoring and developing the junior staff.

Secondly, training and developing the young staff is critical to the success of the company. It is inevitable that we old-timers will soon leave the industry, either through planned retirement or by an unplanned trip to the oilfield in the sky. What is almost certain is that we will not be around long enough to bridge the 20-year gap in industry experience. The burden of that gap will have to be borne by the people who are currently under the age of 40. For that reason, MPRL E&P is highly committed to developing young engineers and geoscientists, both through on-the-job training as well as formal education. We have to be successful at accelerating their learning to advance them beyond the typical career learning curve so that they can accept more responsibility and accountability sooner.

Thirdly, we have to seek out the most talented and experienced middle-aged staff within the industry and offer them attractive positions from both a technical and financial standpoint so that we can successfully recruit and retain key staff. Those people need to be hired and developed over the next 5-10 years to fully assume the leadership voids that will be created by the mass exit of senior staff over the next decade.

Although the number of experienced petroleum engineers between the ages of 39 and 59 is limited, they are available. The fact that there is such a shortage will create extensive opportunities for them and those behind them. There will be vast opportunities for leadership and management positions as the senior generation retires, whereby the vacant positions created by those retirements will be naturally filled by the middle-aged experience staff that follows. Those promotions will, in turn, open opportunities for those behind them to also grow in terms of position and responsibility. The organizations that recognize these challenges and opportunities, and put in place systems for development, succession planning, and upper tier compensation, along with technical challenges and responsibilities to promote such development, will be successful at bridging the lost generation gap. My challenge, at age 63, is to help establish MPRL E&P as one of the companies...before I move on to the oilfield in the sky.■

From Cover Page

On 07 March 2024, MPRL E&P hosted a Novitiation Ceremony for the Mann Field Communities at the Auk Kyaung Pagoda in Auk Kyaung Village, Mann Field. Notably, this Pagoda has received significant support and donations from the Chairman & CEO of MPRL E&P Group of Companies and his family, as well as from Field Operations Team members.

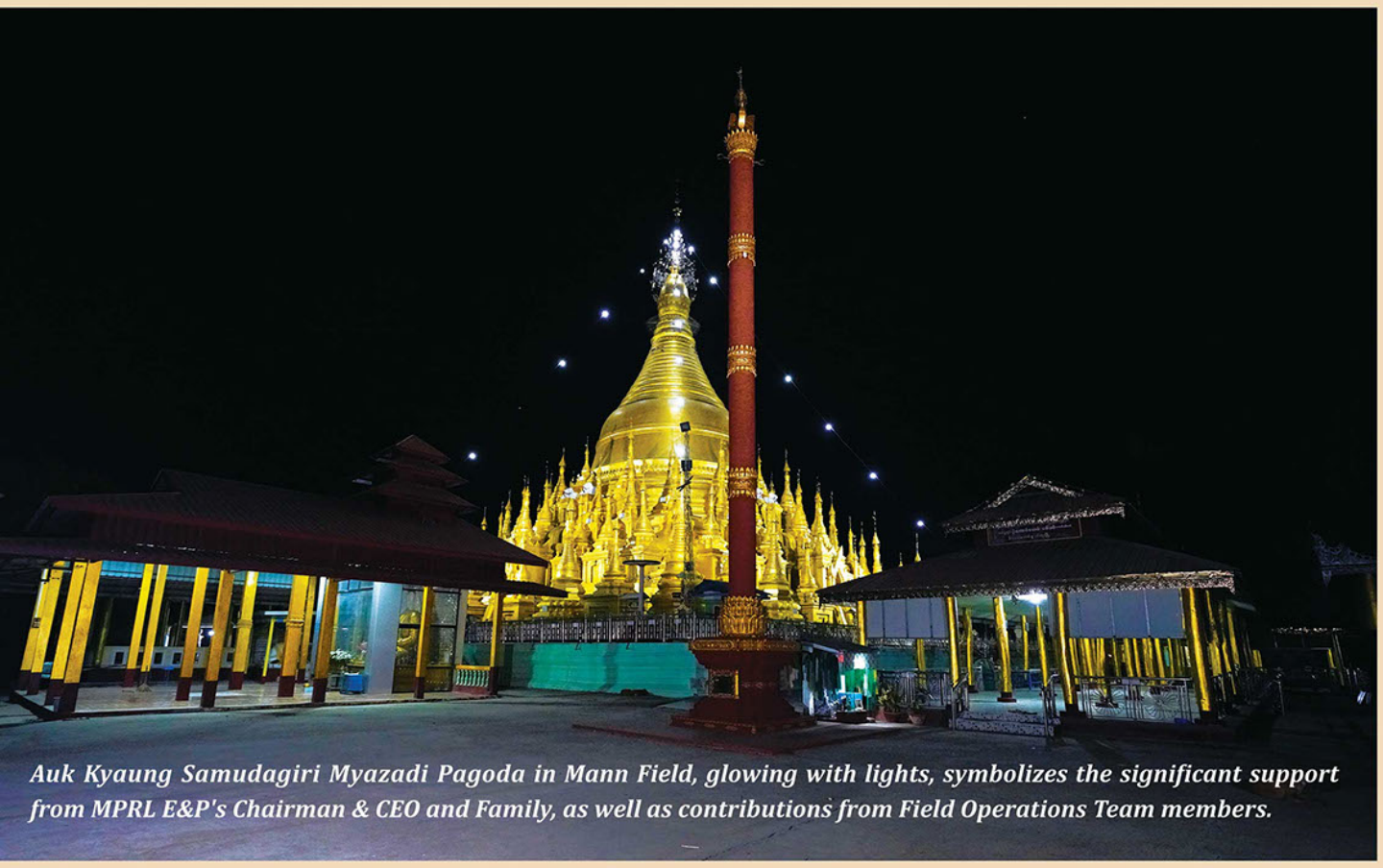
U Saw Eh Hsar Blute Htoo, a Senior CSR Officer from the CSR & Communications Department and the organizer of the ceremony, emphasized the active involvement of all staff members in the essential preparations. "As members of the CSR & Communications Team, we actively promoted the involvement of all staff members in the essential preparations for the ordination ceremony. We encouraged contributions such as donating robes and arranging meals for the novices throughout the week. Thanks to the collective efforts, we successfully dispatched the donated items on time," he said, expressing his joy. "This made the ceremony more complete, and it was a blessing that embraced both the company and its dedicated staff members."

The event unfolded with the support of the CSR Program and the generous contributions from the staff members of the MPRL E&P and Myint & Associates (Mann Field Project) donating offertories to the Principal Sayardaw of Auk Kyaung Monastery. Twenty-seven esteemed members of the Sangha from the 14 monasteries in the neighboring villages of Mann Field received a sum of MMK 2,700,000 and offertories including robes and meals (Soon). Subsequently, the Principal Sayardaw of Auk Kyaung Monastery, Bhaddanta Sandavara, conferred novicehood upon the young boys.

The ceremony witnessed the nomination of a total of 71 young boys from 14 surrounding villages in Mann Field to become novice monks. These novices will spend seven days and an extended duration as they wish in the monasteries of their respective villages, as per the planned arrangement. The CSR Program, along with contributions from staff family members, provided support for the novices' food expenses for the entire seven-day period.

The ceremony incurred a total cost of MMK 30,669,150, which included MMK 13,000,000 contributed by the staff family members of MPRL E&P and Myint & Associates (Mann Field Project).

The Village Administrator U Kyaw Soe, who took the lead in the preparation and catering of the donated meals, expressed his gratitude, stating,



Auk Kyaung Samudagiri Myazadi Pagoda in Mann Field, glowing with lights, symbolizes the significant support from MPRL E&P's Chairman & CEO and Family, as well as contributions from Field Operations Team members.

"We are truly grateful to MPRL E&P (CSR Program) for organizing and leading this initiative to hold such a solemn ceremony in our community. It is also heartening to see everyone organizing and participating harmoniously. We are particularly delighted for our Maung-Shin-Laung (young boys) who have not yet been ordained. Also, we are pleased to have organized 31 members for the culinary and reception team. As a village resident, I am proud and elated that this event took place at the Auk Kyaung Pagoda, and that we were able to arrange food and reception in an orderly manner, resulting in a great success."

During the MPRL E&P's novitiation ceremony, a total of over 2,700 attendees honored the community tradition of 'Pwal Yoe', which showcased a diverse array of traditional dishes, including fried pounded dried fish, pickled bean sprout salad, fried red chilli and chickpea soup.

"My twin sons have recently turned 13 years old, marking a significant milestone in their lives. As we fulfill our parental duties and guide them along the path to becoming novices, we are profoundly grateful for the support extended by the company during this auspicious moment. For individuals like us facing finicial challenges, the emotions that arise from witnessing my sons as two Maung-Shin-Laung are truly beyond words. May MPRL E&P continue to thrive and achieve even greater success," expressed Daw Ei Ei Hlaing, a mother of twin brothers from Lay Eain Tan Village, who is proud of her sons' novitiation.

MPRL E&P consistently demonstrates a sense of familial connection with the Mann Field Communities, actively contributing to the socio-economic development alongside its corporate growth. The novitiation ceremony, wherein the cherished gems of the Mann Field Communities are acknowledged as novices, represents a collaborative endeavor aimed at preserving a revered tradition among the predominantly Buddhist Myanmar people, reflecting MPRL E&P's benevolence towards the local community. The successful execution of the novitiation ceremony stands as evidence of the fruitful collaboration between the company and the communities, symbolizing the establishment of a robust community that MPRL E&P is fostering in Mann Field. ■

Navigating Leadership Excellence: Insights from MPRL E&P's Dale Carnegie Training Journey

Moe Thu Zar Soe

In a collaborative effort to foster the professional growth of its in-house young leaders, MPRL E&P initiated an employee development program in the second quarter of Fiscal Year 2023-2024. This comprehensive program, designed to elevate work performance, includes coaching, training sessions, and leadership mentoring, notably through the renowned Dale Carnegie Leadership Essentials Program.

The Dale Carnegie training program is specifically tailored for MPRL E&P's 25 young leaders, engaging them in a transformative "Leadership Journey" spanning 18 months. The inaugural three-day, in-person training session, facilitated by Carnegie Master Mr. Paul Siregar and Certified Trainer Daw Sanda Thein in June 2023, marked the commencement of this transformative journey.

Following this training, five groups of participants underwent three virtual coaching sessions led by a certified trainer in July, October, and November 2023, focusing on applying principles learned during the period between face-to-face and virtual sessions.

As a pivotal component of this ongoing training initiative, MPRL E&P's HR Department organized phase-2 in-person training in the last week of February 2024. The second three-day training also focused on maintaining participant engagement at the desired level between formal training sessions. It focuses on essential skills necessary to build strong teams and equip new leaders with the right mindset to take charge. This second part of the program is tailor-made to tackle the challenges new leaders face, giving them a mindset makeover and boosting their confidence with top-notch strategies and tools used by successful leaders.

Here are the insights from trainees in the five participant groups, representing a subset of the 25 trainees, detailing their improvement in five areas of focus and their experiences throughout the training sessions and subsequent virtual coaching sessions.

U Saw Eh Hsar Blute Htoo
Senior CSR Officer
CSR & Communications Department

How has the Dale Carnegie Leadership Essentials Program influenced your approach to leadership?

The Dale Carnegie Leadership Essentials Program has significantly influenced my approach to leadership, particularly in two key areas: effective communication and fostering a positive work environment. This program is designed to enhance leadership skills by providing practical strategies for leading teams effectively.

One aspect that stands out is the program's emphasis on clear and empathetic communication. Through attending this program, I've learned how to express my ideas more clearly and effectively, offer constructive feedback, and actively listen to my co-workers. As a result, I've become more adept and confident in conveying information to my supervisor, team members, and colleagues. For example, I now utilize open-ended questions during team meetings to encourage dialogue, creating a more collaborative environment where everyone feels heard and valued.

Can you provide specific examples of how the program has impacted your professional interactions?

Absolutely! The Dale Carnegie Leadership Essentials Program has significantly influenced my professional interactions, particularly in creating a more positive work environment. For instance, one specific way it has impacted me is by teaching me how to cultivate positivity within the workplace. By recognizing and celebrating achievements, fostering a culture of collaboration, and providing support and encouragement to my colleagues, I've been able to contribute to a more conducive atmosphere for productivity, creativity, and employee satisfaction. Additionally, it enhanced my communication skills, leading to improved trust and collaboration within the team. Overall, the program has played a pivotal role in creating a more positive and productive work environment.

Daw Yi Mon Aung
Junior Staff Officer
Executive Management Office

How do you actively work on building and strengthening relationships with colleagues and team members?

People skills are essential for professional and personal success, focusing on building relationships based on trust and integrity. It is also important to have the skills necessary to communicate and work with others to achieve our organization goals. As far as I understand, people skills involve the ability to work with or talk to other people in an effective and friendly way. Therefore, I actively work on building and strengthening relationships with colleagues and team members in the workplace as the following ways:

(i) Talk friendly
(ii) Respect each other
(iii) Give constructive feedback to colleagues if required.

As a result, we can avoid misunderstanding, learn and acquire different ideas from the colleagues.

Can you share an example of how improved people skills have positively impacted your professional interactions?

I experienced a positive impact when dealing with a new senior colleague. I apply the principles learned during training in a practical setting. She is a senior colleague who likes to enjoy time alone and she does not talk much. When she first joined the office, we weren't close. Interestingly, I am also an introvert. Recognizing the need for a smoother working environment, I decided to initiate a change. I approached her in a friendly manner, actively listened, and respected differences in opinions. I embraced feedback from my colleagues. Overtime, we gradually grew closer and built a better relationship. In a nutshell, the key is to initiate change within oneself, view others positively, and maintain a positive workplace environment.

U Myo Chit Oo
Engineer
Field Operations Department

How have you worked on building your self-confidence, especially in the face of challenges or setbacks?

Currently, I am assuming the role of a team leader in the mechanical workshop during my senior's absence. In this capacity, I address challenging problems efficiently by identifying their root causes, minimizing errors. Our team navigates difficulties without engaging in arguments, promoting a stress-free work environment. When confronted with challenges, I calmly take responsibili-

ty, ensuring the completion of tasks with a focus on both efficiency and safety. Following my participation in the Dale Carnegie Leadership Program, where I applied its principles in real-world scenarios, my self-confidence, communication, relationship, and management skills have significantly improved when collaborating with internal and external stakeholders.

Can you share a specific experience where increased self-confidence played a crucial role in achieving a goal?

I would like to share an experience that highlights the crucial role of how self-confidence played in achieving a goal. Prior to participating in the Dale Carnegie Leadership program, my approach to problem-solving and decision-making was often hasty. During a well-servicing operation, a truck engine overheated and malfunctioned at the well site. Despite routine maintenance, a worn-out engine water pump belt was overlooked due to my swift decision-making.

After attending the Dale Carnegie Leadership program and incorporating the principles from "Basic Techniques in Analyzing Worry" into Carnegie's golden book, I implemented a more thorough decision-making process: gather all the facts, weigh them, come to a decision, act, and write out specific questions about the problem, causes, and possible solutions. In a recent incident involving a 35-ton crane, I successfully identified and resolved faults such as oil leaks and a slightly retracted top and second boom telescoping cylinder during load testing. By systematically addressing the issues, the crane is now ready for operations.

This experience taught me to approach problem-solving by identifying root causes and avoiding quick decisions. Consequently, my current situation reflects increased self-confidence in problem-solving abilities.

Daw Thin Thin Phyo
Accountant
Finance Department

What strategies do you employ to manage and reduce stress in your personal and professional life?

I implement Dale Carnegie's strategies to manage and reduce stress in both my personal and professional life. One key approach is the principle of "Living in the present". Focusing on the present moment and giving full attention to what we are doing is the best way lead a quality life. Learning from the past experiences and deriving lessons from previous losses further contributes to personal growth.

Another effective strategy is "Analyzing worry and do the very best I can." It emphasizes the importance of identifying the source of a problem before attempting to solve it. Without understanding the root case, effective problem-solving becomes challenging.

"Thinking positively and focusing on solutions, not blame" is another valuable strategy. While encountering different problems daily, adopting a positive mindset and seeking solutions, rather than blaming others, ensures a clearer perspective and better decision-making. Blaming can lead to confusion and potential for more problems.

Additional strategies I incorporate include "Not fussing about trifles," "Listing priorities and preparing in advance," and "Putting enthusiasm into my work". I often prepare in advance and prioritize tasks to streamline my work and reduce stress. This approach helps maintain a balanced and stress-free life both personally and professionally.

Can you share a specific instance where stress reduction techniques positively influenced your overall well-being?

For instance, when dealing with external stakeholders and auditors, I often experience stress due to the need to explain a lot of procedures and answer many inquiries to meet deadlines for our financial statements and audit reports. To alleviate stress, I first analyze the problems causing my stress and ask myself, "Why do I feel stressed?" I then identify possible solutions to overcome these challenges. Through this process, I discovered that thorough preparation is key to facilitating smooth progress.

Additionally, implementing a positive mindset and building healthy relationships with my co-workers contribute to creating a more comfortable working environment. By consistently adopting these strategies, I believe I have found effective solutions to solve any problems or mitigate the challenges.

U Myo Thu Aung
Procurement Officer
Material & Logistics
Department

In what ways has the program enhanced your communication skills, both verbal and non-verbal?

Participating in this program has significantly improved my communication skills, positively impacting interactions with colleagues and enriching connections with family and friends. Engaging in group discussions has sharpened my verbal communication, enhancing clarity and confidence in expressing ideas for both professional and personal settings. The program's focus on active listening has transformed my engagement, fostering deeper connections at work and in personal relationships, and strengthening bonds with family and friends for more thoughtful responses. Exploring the complexities of non-verbal communication has fine-tuned my cues, heightening sensitivity to body language, facial expressions, and gestures, contributing to more effective communication dynamics in various settings.

Are there specific techniques or strategies learned in the program that you find particularly valuable in your daily interactions?

Certainly! The program's incorporation of conflict resolution and negotiation skills goes beyond professional contexts, extending to managing dynamics within family and friend circles. This holistic approach has equipped me with versatile tools to adeptly navigate challenges and make a positive contribution to various facets of my life. Furthermore, the program's emphasis on feedback mechanisms and a commitment to continuous improvement has translated into tangible results in real-world situations. Whether leading discussions at work, resolving family conflicts, or negotiating decisions with friends, this program has empowered me with a dynamic toolkit for effective communication in different aspects of my life. ■

Personal Reflection on CSR Internship

Kaung Htet Han

Hello, everyone! My name is Kaung Htet Han, and I am here to share my short but impactful journey as an intern at MPRL E&P.

To provide a little background, I am a twenty-year-old graduate from Myanmar Imperial University (MIU), holding a diploma in Business Management. Currently preparing for my pursuit of a Bachelor of Business Management Degree in the United Kingdom (UK), I have a strong desire to one day establish my own successful business, akin to the impressive legacy of MPRL E&P.

Recognizing the important of internship experiences in shaping my future study in the UK and fulfilling my entrepreneurial aspirations, I eagerly sought opportunities as soon as I completed my Higher National Diploma (HND) at MIU. During this pursuit, my mother suggested applying for an internship at MPRL E&P, known for its socially responsible practices and commitment to local youth development — a perfect match for my goals and values.

At my mother's request, U Sithu Moe Myint, the Chief Operating Officer (COO) of MPRL E&P, facilitated an internship opportunity for me at the company. Following the COO's recommendation, I underwent a personal interview with MPRL E&P's Human Resources (HR) Department. Their insights into the company, highlighting its technical focus as an oil and gas company with five business support departments aligned with my specialized major, Business Management, guided me in choosing the CSR & Communications Department. My positive impression of the company's CSR initiatives and keen interest in CSR's role in supporting business operations made this choice a resounding success.

Arriving at the Vantage Tower, I was blown away by its impressive architecture and very high security measures. Despite some initial concerns about fitting in with my seniors, they proved to be kind and always ready to assist whenever needed. The working atmosphere at MPRL E&P made me feel very comfortable and I looked forward to coming to work every day.

During the first week of my internship, many orientation sessions provided me with comprehensive knowledge of the roles and responsibilities across different departments. Additionally, I read a significant number of the company's newsletters, which are an excellent source for gaining insights into the past, present, and future endeavors, and enriched my understanding of MPRL E&P's actions and stories from staff members.

My internship period, spanning from 06 November 2023 to 19 December 2023 — just one and a half months — was short but incredibly educational, especially in the field of CSR. When I started my internship at CSR & Communications Department, I quickly learned how MPRL E&P runs its business ethically and strategically invests in social initiatives within Mann Field Communities.

I also discovered that orientation sessions and reading assignments including the newsletters and reports really taught me about MPRL E&P's CSR Program; the many community investment initiatives that are being implemented in Mann Field. These strategic initiatives include Community Infrastructure Development, Community Livelihood Development, Educational Partnership, Community Capacity Building, Community Healthcare Program, Community-led Waste Management, Operational Grievance Mechanism, Stakeholder Engagement, and Corporate Philanthropy. The very systematic and well-formed nature of these programs are impressive, particularly the Community Livelihood Development, Community Healthcare and Educational Partnership Programs.

I strongly believe that investing in livelihood programs is crucial for our human kind. I discovered that Mann Field Communities are largely dependent on agriculture, and receive support through the CSR Program, including agricultural inputs such as tomato, chickpea, and sunflower seeds. The loan program, funding pilot project farms, empowering agricultural knowledge, and supporting the cultivation process contribute to the sustainable development of Mann Field Communities.

Moreover, the understanding that "health is wealth" resonates not only for us individuals but also for Mann Field Communities. MPRL E&P's Community Healthcare Program offers free healthcare services through Mobile Clinic sessions, benefiting thousands in Mann Field Communities. The eye healthcare program and healthcare-related knowledge provided by MPRL E&P's CSR Program contribute to the well-being of community members. While I have not met them, reading their interviews in newsletters and witnessing their happiness brings me great joy.

Since 2013, MPRL E&P has been providing internship opportunities to younger generations. As I am one of the beneficiaries in the internship opportunities, I have seen that MPRL E&P empowers the local youth not only with the internship program but also with the scholarship program. In Mann Field, MPRL E&P's CSR Program collaborates with government agencies and training institutes, providing scholarship support to local youth. These educational partnerships enable youth to continue their education, acquire the necessary skills, and create better employment opportunities. I am genuinely grateful for MPRL E&P's investment in future generations and local talent development.

During my internship, I also participated in the "Bear with Me" campaign of the CSR & Communications Department, which added a delightful twist to my internship. Supporting my seniors in event preparation, registration, and documentation, I gained insights into internal communications ideas and creative concepts for future learning. The stuffed fluffy bears during the campaign added an extra layer of happiness and excitement, and I hope my seniors "Bear with Me" if I made any mistakes during my internship.

Before beginning my internship, I had participated in CSR activities through my university's donation events, leading me to believe that corporate social responsibility (CSR) primarily involved financial contributions. However, my internship experience at MPRL E&P broadened my understanding that CSR encompasses more than monetary donations. Comparing MPRL E&P's CSR activities with those of other local companies, it stood out as superior, actively improving the lives of communities beyond mere charity. This profound understanding of CSR will undoubtedly shape my future business ambitions.

Reflecting on my internship, I can confidently say that I gained valuable knowledge, professional experiences, and had a lot of fun. The internship program at MPRL E&P are very beneficial for future careers, and I encourage future interns to make the most of these opportunities. Through this newsletter, I extend my special thanks to the Senior Executive Management, CSR & Communications Department, and my seniors for their kind support during my internship. This chapter has been instrumental in my personal and professional growth, and I look forward to applying these learnings in my future endeavors.

I crossed path with Ma Khine Nwe Oo in the hallway, and a quick hello turned into a conversation about the upcoming Thingyan holidays and how work life is going. We then briefly touched base on the HR happenings and what interested me most was the Staff Retainment Survey. Let's dive into this.

I am so happy to finally catch up with you and talk about all the happenings in your HR Department! What's the scoop for 2024?

This year, HR L&D Team is all set to roll out the second part of MPRL E&P Young Leadership Program Learning Journey - "Stop Doing, Start Leading". We kicked things off in February, and the program is not your typical leadership training. It focuses on the essential skills that are essential to build strong teams and equip new leaders with the right mindset to take charge. This second part of the program is tailor-made to tackle the challenges new leaders face, giving them a mindset makeover and boosting their confidence with top-notch strategies and tools that are used by successful leaders. In the upcoming month of July, L&D Team will organize the final part of the Learning Journey - "Unleash Talent in Others," as part of the Young Leadership Program. It is like comprehensive toolkit for leaders in today's workforce, covering hard skills, proven behaviors, and the right attitudes for being a world-class leader.

Our L&D Team has been working hard with trainers on the learning content. We are throwing in real-world business cases and some simulation case studies to enhance business acumen and strategic mindset of the participants. The goal? Improve their strategic thinking, critical and analytical skills, and problem-solving skills with business perspectives. Plus, we're throwing in some "Management Essentials" like decision making, managing stakeholders, building personal brand, organizational learning, and change management. The end game? Well-rounded leaders with robust skills in leadership, management, and business strategy.

Also, the L&D Team continuing our trusty tools - Individual Development Plan (IDP) and Succession Planning. We are on a mission to identify and prepare candidates for high-level management positions that might open up. It's all about making sure we've got a solid plan in place for leadership continuity, avoiding those painful and costly gaps in key positions. To accelerate the pace of learning, we are throwing in the IDP to help employees map out their growth goals, you know a roadmap for success, outlining intentions, learning outcomes, and the support needed to meet those growth goals.

Which HR related program(s) is lighting up your excitement this year and why?

In 2023, L&D Team kicked off a "Young Leadership Program" aimed at the future leaders in our succession pipeline. This program is one of the milestones for L&D Team; we're talking about molding leaders with the positive mindset, resilience for days, a knack for risk, and a whole toolbox of diverse, creative business mindset.

Now, let's talk about "Succession Planning". We've got this process together with a nine-box matrix assessment and a critical role identification process. We kicked off this program in February. When succession planning is carefully conducted and the plan regularly checked, you're basically dodging those extended and costly vacancies. In my opinion, every organization should have succession planning on the top shelf of its strategic business plan.

In a nutshell, these two programs are most fulfilling and exciting for me. A well-developed succession plan in place is important because it keeps our business sailing smoothly, offering growth opportunities, and creating a workforce that is as diverse as it gets.

I have been hearing about the Staff Retainment Survey, is this new?

We introduced the Staff Retainment Survey last year and this year, we are going to roll out again as part of our Employee Engagement and Retention Initiatives. We are all about keeping the workforce engaged and happy and also, being proactive and taking those early steps to keep our staff from heading for the exit. Our goal is to figure out why they're staying with the company and what could make them leave, in other words, why they love (or don't love) their position – everything from the organization culture and climate to pay, team collaborations, working conditions, and all the other important details. It's a goldmine for us to retain top talent, strengthen the bond between the staff and the organization, and develop effective strategies for performance expectations at every level.

So, this is a fairly new initiative! What do you think it the most interesting part of this survey?

I would say, the survey questionnaire. Questions are classified into organization aspect, job scope, team dynamic, management, and learning and development, and so forth.

Our most interesting questions are feedback related to the reasons why our employees work here, challenging areas that they encounter in their daily work life and the factors that possibly make them leave our company. We ensure to focus on both upside and downside drivers to take necessary proactive actions instead of reactive ones to realize and visualize the objectives and benefits of survey. Based on such results, we could identify the required gaps to facilitate necessary proactive approaches to retain the talent, provide support and assistance, to focus on motivators to be embraced and mitigate dissatisfiers to prevent loss of qualified employees as much as possible.

This survey is open to all levels of employees and is not limited to specific job categories and job types such as probationary staff, consultants, either expats or local, permanent employees except cleaners. In addition, we make sure anonymity and confidentiality for participants during the survey.

Definitely exciting and insightful to hear what employees have to say! What does HR do with the survey results?

Based on the survey result, HR can define the motivating factors that attract employees to grow with the company and further dive deeper into the meaning of a good working environment, positive teamwork, fair treatment, respect, plus better compensation and benefits with internal equity and external competitiveness. We must also throw in some attractive company facilities and supportive learning opportunities for career development, and equality in reward and recognition.

What we have been finding out is that over 40% of respondents are hungry for more learning opportunities, especially in the technical and soft skills aspects. Another 20% are all about gaining more internal knowledge sharing among team members, and the rest are mentorship, job rotation, and challenging assignments. In addition, over 30% want to pursue and obtain more technical knowledge and experience from respective seniors.

Based on these findings, we are planning to offer more learning and development opportunities, both with internal management and third parties. We believe that cross-functional team communication and coordination will further enhance the internal knowledge sharing sessions and coaching sessions.

Lastly, we ensure to debrief the results of the survey to all staff so that we can discuss what changes need to happen in each department or what issues are present organization-wide. This way, we can take any initiatives or proactive or corrective actions to tackle any areas of improvement and further boost our current strengths. We are always looking for ways to enhance our employee development programs and build up that young talent pipeline with diverse and creative mindset. This has always been one of our organization's core values and I am happy to be part of this team!

Thank you for enlightening me with some of these programs, Ma Khine Nwe Oo. I didn't realize how long we talked; we must get back to work. I hope this new year brings you and your department great things and best of luck with everything!

Celebrating Milestones: MPRL E&P Scholars' Graduation at AIT

Hnin Wynt Zaw

On 14 December 2023, the first batch of scholars from MPRL E&P marked a significant milestone as they received their Master's degrees from the Asian Institute of Technology (AIT). The convocation ceremony was graced by the presence of MPRL E&P's Chairman & CEO, adding a touch of honor to the celebratory occasion. As we explore the reflections of these scholars, we witness their expressions of gratitude and excitement as they share their words of appreciation and anticipation for the journey ahead. Let's uncover their inspiring stories and celebrate their accomplishments together.

Pyae Phyo Paing

Junior Engineer

On 14 December, as I crossed the stage at my graduation ceremony, I felt a strong sense of pride and accomplishment. The auditorium erupted with applause, creating an atmosphere of joy and celebration. What made this day particularly memorable was the presence of our CEO, highlighting the supportive culture within our company.

Amid the excitement of the occasion, I had the opportunity to take a photo with our CEO, symbolizing a mutual sense of acknowledgement. This moment represented more than just my academic achievement; it demonstrated the investment the company has made in my professional growth. The camaraderie shared among my colleagues that day deepened my dedication to contributing to the success of our organization. Graduating with academic and professional support marked a significant milestone and filled me with gratitude and optimism for the promising future.

Htet Paing Oo

Junior Geoscientist

This achievement signifies a remarkable milestone for both my colleagues and me. We were extremely overjoyed, and I must all our rigorous work, intense pressure, time invested, exam periods, looming deadlines, and all the efforts that have been put in are so worth it in the end. I am proud of myself and my colleagues; this shows how close-knit we are as coworkers and friends. It is teamwork, and success is a team effort as well. Knowing that we made our workplace proud of us made me feel more overjoyed than anything else. Our CEO was there to witness our achievements and congratulate all of us, I must say this day has to be one of the best memories for us!

Htet Aung Kyaw

Junior Engineer

On the day of graduation, surrounded by my colleagues, I felt a sense of unity and pride, knowing we had each other's backs as we embarked on our professional journeys. Graduation wasn't just about receiving a diploma; it was about celebrating the shared successes and looking forward to the bright future ahead in our careers. What made that day even more special was the presence of our CEO, whose attendance underscored the unwavering support and encouragement our company extends to its employees.

Khin Yadana Nwe

Junior Geoscientist

On graduation day, emotions ran high as I reflected on the journey that led me to this moment. There was a mix of excitement and anticipation as I prepared to embark on the next phase of my career, armed with the knowledge and qualifications gained throughout my Master's Program. Standing among peers and mentors, I felt grateful for the support and guidance that had propelled me to this point.

Yu Nandar Myat

Junior Engineer

Graduation day at AIT, marking the completion of my Master's Degree, was a heartwarming experience, characterized by a mix of emotions and excitement. As I walked across the graduation stage, the applause and cheers resonated with the collective effort and support of the entire academic community.

What made the day exceptional was the genuine presence of our CEO, taking time from his demanding schedule to share in our achievement. The camaraderie among peers, the heartfelt speeches, and the symbolic photo with our CEO highlighted not just the academic milestone but also a moment of gratitude for the investment our company has made in our professional growth.

Even though my parents could not attend the ceremony, the camaraderie among colleagues and the gracious presence of our CEO added an extra layer of significance to the day. The collective celebration and support made the graduation truly memorable and fulfilling, turning it into a moment that goes beyond individual achievements to signify the shared success and encouragement within the academic and professional community. This day filled me with gratitude and optimism for the exciting journey that lies ahead in my future.

MPRL E&P's Second Batch Scholars Embark on Global-PBL Program in Tokyo, Japan

Hnin Wynt Zaw

The second cohort of MPRL E&P Employees recently embarked on a transformative journey through an intensive one-year Professional Master's Program at AIT, starting in August 2023. As part of their curriculum, these scholars seized the opportunity to participate in a study tour following the completion of their first semester exams in February 2024.

From 26 February to 06 March 2024, they engaged in a 10-day program, collaborating with students from esteemed institutions including Shibaura Institute of Technology, Kasetsart University, Asian Institute of Technology, King Mongkut's University of Technology Thonburi, and Hanoi University of Civil Engineering. Through group projects and interactions with Japanese construction companies, they gained invaluable insights into diverse cultures, problem-solving strategies, and teamwork dynamics.

The annual Global PBL Program (gPBL), organized by the Geotechnical and Earth Resources Engineering (GTE) department of the Asian Institute of Technology (AIT) in Bangkok and the Shibaura Institute of Technology in Tokyo, continues to foster international cooperation in tackling pressing challenges. This unique program convenes students from various universities to collaborate on problem-solving projects, presented by professors, Japanese corporations, and organizations. With a focus on disaster prevention and mitigation technology, gPBL addresses common natural hazards such as earthquakes and heavy rains faced by Japan, Thailand, Vietnam, and Indonesia. Moreover, it aims to develop social infrastructure technologies aligned with Sustainable Development Goal 11, which promotes sustainable urban development.

Participating in the exchange program not only broadened the scholars' perspectives and enhanced their communication skills but also nurtured their independence and self-confidence in navigating unfamiliar territories. This enriching experience not only facilitated their personal growth but also fostered enduring connections with peers and industry experts. MPRL E&P provided its employees with a scholarship opportunity for the intensive one-year Professional Master's Program at AIT since 2023. Five scholars have already completed their courses, while four scholars are currently studying at AIT.

Thin Thandar Win
Assistant Engineer

Through the Global Project-Based Learning Program (gPBL), we collaborated with students from universities such as Shibaura Institute of Technology, Kasetsart University, and Hanoi University of Civil Engineering on the Natural Disaster Prevention Project, aligned with the eleventh goal of the Sustainable Development Goals (SDGs).

My team, comprising 13 students from Japan, Thailand, and Myanmar, engaged in teamwork, learning from each other's perspectives on major natural disasters and monitoring systems in our respective countries. After knowledge sharing, we proposed the application of machine learning for better prediction.

During the 10-day program, I thoroughly enjoyed making new friends, as I had the privilege of learning about multiculturalism, the education system at SIT, and acquiring knowledge about the importance of natural disaster prevention. I was also fascinated by the brilliant ideas from other groups on Flood Management and transportation management to make cities more resilient and safer. Furthermore, I had the opportunity to improve my communication skills, overcome challenges with the team, and enhance my leadership skills.

Referring to my experience with the gPBL program as eye-opening, I had the opportunity to explore Japan's simple yet innovative technology in disaster prevention and mitigation, the construction of port harbor infrastructures, sustainable urban planning, and transportation management. I was particularly impressed by the site visits to the Port of Hitachi Naka for Caisson Technology in Ibaraki City and Ichihara for the Columnar Foundation Ground Improvement Method, designed to withstand frequent earthquakes in Chiba City. These visits provided valuable insights into Japan's latest technology for disaster prevention.

Overall, the gPBL program has been a highly fruitful experience. Engaging with fellow students from diverse engineering backgrounds and participating in discussions with industry professionals undoubtedly broadened our perspectives and deepened our knowledge of natural disaster prevention for the safe living of citizens. We are very excited to share our newfound knowledge and experiences with colleagues, contributing not only to creating a more collaborative and knowledgeable work environment but also to the growth and well-being of Myanmar citizens.

Phone Pyae Kyaw
Junior Engineer

I visited Tokyo, Japan, for ten days and had a great time immersing myself in the city's lively atmosphere. One of the highlights of my trip was meeting students at Shibaura University. I was impressed by the university's international community, a place where students from different cultures gathered to share knowledge and learn from each other. Their passion for learning and willingness to embrace different perspectives were truly inspiring.

While exploring the city, I found out about the fascinating world of Japanese cuisine. I enjoyed traditional sushi at Tsukiji Fish Market and savored hot bowls of ramen in the lively streets of Shinjuku. Each culinary experience left a lasting impression. Japanese food was meticulously prepared, with great attention to detail and exquisite presentation, showcasing the country's rich culinary heritage. I marveled at how the weather influenced Japanese cuisine.

Throughout my trip to Japan, I was deeply impressed by the country's famous discipline and the helpful nature of its people. Tokyo's public transportation system was highly efficient, the streets were meticulously maintained, and people were consistently punctual in all aspects of their lives, a testament to the discipline ingrained in Japanese society. Despite language barriers, people were incredibly polite and went out of their way to assist me. The sense of community and mutual respect was evident in every interaction, leaving me with profound admiration for the Japanese way of life. I now aspire to implement the same level of discipline in my own country, Myanmar.

My visit to Tokyo provided me with an enriching experience that encompassed Shibaura University's diverse student community, the tantalizing flavors of Japanese cuisine, the discipline and helpfulness of its people, and the timeless beauty of Japanese women. It is a place where knowledge transcends borders, culinary artistry delights the senses, discipline and community thrive, and beauty emanates from within.

Soe Thiha
Senior Engineer

I was awarded a scholarship through the gPBL program, which was based on my first-semester exam scores. This program, held at the Shibaura Institute of Technology (SIT) in Tokyo, Japan, is an international student exchange initiative.

Five schools participated in the gPBL program: Shibaura Institute of Technology, Asian Institute of Technology, Kasetsart University, King Mongkut's University of Technology Thonburi, and Hanoi University of Civil Engineering. The program involved cultural exchange among students from different countries, collaborative project preparation within cross-paired international groups, and site visits.

As a member of Group 3, consisting of thirteen members, we chose the project topic "Liquefaction" through a voting system. Despite the topic not aligning directly with my courses and being unfamiliar,

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I embraced the opportunity to learn about a new subject alongside students from diverse backgrounds. These moments were enlightening, providing insights into their problem-solving approaches, critical thinking, and various abilities.

During the two-day site visit organized by SIT, we explored the Caisson Construction Site at Port of Hitachi Naka, supported by Aomi Construction Co., Ltd. Additionally, we visited a site supported by SST Co., Ltd to study ground strengthening using the SST technique. In my spare time, I explored famous places around Tokyo, such as Mount Fuji, Shibuya Crossing, Meiji Jingu Shrine, Tokyo National Museum, Imperial Palace, Akihabara area, and various Japanese restaurants.

What captured my attention during my Japan trip was not just the food, fashion, or natural landscapes but Japan's approach to developing its country and community. I admired Japan's technology and modern conveniences that enhance daily life. Japanese leaders, including teachers and business heads, encourage innovation indirectly, fostering an environment of continuous improvement. This innovative spirit resonated with me, and I believe it is a key factor in Japan's development.

The gPBL program in Japan has significantly boosted my motivation. I am determined to stay abreast of modern technology and knowledge to ensure I do not lag behind in the rapidly evolving world. If given another chance, I would eagerly explore new technology development areas and apply the knowledge gained to benefit my surroundings and future endeavors.

Zaw Min Latt
Senior Engineer

My experience with the gPBL program in Japan was truly amazing and unforgettable. I had the chance to immerse myself in a multiplicity of cultures, perspectives, and historic customs, gaining invaluable experiences along the way. Engaging in group activities at Shibaura Institute of Technology provided me with a unique opportunity to involve in Japanese culture, daily lifestyle, and delicious foods. Collaborating with participants from Thailand, Nepal, the Philippines, and Japan, I had the privilege to exchange ideas and learn from each other's perspectives, thereby enhancing our understanding of each other's cultures. ■

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underscore the significance of promoting a safe culture, emphasizing the importance of every staff member feeling safe and healthy.

Do you participate in any CSR-related activities at Mann Field? If so, which activities are most exciting or rewarding for you, and why?

Many CSR activities are well-received among the villagers near Mann Field. Various initiatives such as vocational trainings, educational programs, plantations, trash hero activities, Mobile Clinics, OGMs, etc., have left a positive impact. Notably, the mobile clinic stands out as the most popular in the current situation. Given the higher cost of medical products and transportation challenges, the residents heavily rely on our Mobile Clinic for their health needs. Our crews have provided impressive feedback about the effectiveness of the Mobile Clinic. Personally, I find it directly linked to taking action in the OGM case concerning oil spills and other environmental concerns. The sense of reward comes from actively contributing to the protection against oil spills and preventing the overflow of formation water into the farmland of the communities.

How long have you been working at MPRL E&P and how do you feel about your journey in Mann Field so far?

I have been working for over 28 years at MPRL E&P Group of Companies and over 23 years at Mann Field, and it is exciting for me. This is because daily operations can only be completed safely if the entire organization can do its best to fulfill its responsibilities. Studying about the oil and gas industry is not the end. Therefore, there must be listening, learning, asking, studying, and trying from the seniors, engineers, and knowledgeable people.

Are there any motivational words for the reader?

I joined Mann Oil Field Operation as a trainee. At that time, I was concerned about my job because my specialized field was not related to the oil and gas industry, and I faced numerous challenges in my daily routine. However, I didn't feel discouraged; instead, I worked hard and learned a great deal about oil and gas knowledge from seniors and operation engineers.

During my long-term service, MPRL E&P taught me how to overcome difficulties and challenges, how to lead and communicate with team members, and how to learn from technical experiences. I was subsequently promoted to Technician in June 2001, Senior Technician in April 2008, and Measurement Team Leader in October 2017. Despite not having a background in the oil and gas field, I can now effectively work with and communicate with personnel in the industry, leading the production measurement team as a leader.

I firmly believe that difficulties are meant to be overcome, not grumbled about. Nothing is impossible; you just need to try. I will never feel discouraged by any difficulties, and I am confident that I can continue to grow together with MPRL E&P. Life paths may differ, but everyone has sons, daughters, or relatives with whom they can share their experiences, knowledge, and the hardships they've faced. Therefore, any business must be carefully studied and handled with intelligence. ■

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whistleblower protection program is essential to ensure that any potential violations are reported quickly and dealt with appropriately. I am confident that my knowledge and experience in the field will enable me to create and maintain a successful compliance program for your organization.

Why do you think companies need compliance officers?

From my point of view, compliance officers play a crucial role in ensuring that companies follow regulations and laws, especially in the realm of combating money laundering, anti-bribery, and financial crimes. A compliance officer is an individual who ensures that a company complies with laws, rules, regulations, procedures, industry-specific guidelines, and internal policies. The compliance function is vital for any organization aiming to maintain a positive reputation and protect itself from legal and financial consequences. Given the ever-changing regulatory landscape, it's crucial that companies have compliance officers who stay current and possess the necessary skills to navigate the challenges inherent in the role. Based on the considerations, companies need compliance officers.

In your own simple words, can you describe what compliance means and where does compliance sit in an organization?

Compliance means that a company adheres to the relevant laws, rules, regulations, procedures, guidelines, specific industry standards, and ethical conduct standards necessary for its legal operation. This includes compliance with country-specific laws, regulatory requirements from the regulatory authorities, and internal company directives.

The placement of compliance within an organization varies based on the industry and size. In large organizations, it may be part of or housed within a general counsel's office. In smaller organizations, compliance often resides informally within the functions of the Chief Executive Officer, Chief Financial Officer, and Head of HR. In the financial services sector, compliance departments focus on achieving key regulatory objectives to protect investors and ensure fair, efficient and transparent markets.

Regardless of where it sits, the compliance function should maintain a direct line of communication with the CEO and the Board of Directors. ■

MPRL E&P Implements Community Capacity Building Initiative with Basic Life Support and First Aid Training

Moe Thu Zar Soe

As part of Community Capacity Building Program, MPRL E&P's CSR Program launched Basic Life Support and First Aid Training for teachers from Mann Field Schools and Healthcare Assistants from MPRL E&P's Mobile Clinic Program in November 2023. This training aims to empower participants with immediate emergency aid skills, focusing on basic life support, first aid procedures, proficiency in effective emergency actions, and facilitating recovery with minimal side effects.

"At first, our goal is to empower Healthcare Assistants from our Mobile Clinic Program with basic emergency life support and first aid skills. Recognizing the need within the school community, we extend this training to teachers for immediate emergency aid. Dr. Kyaw Ye Htut, HSE Officer at MPRL E&P, shared his first aid and medical knowledge in the training with the support of the CSR Team," as emphasized by Senior CSR Officer U Saw Eh Hsar Blute Htoo.

The training course covered a diverse range of essential topics, delving into the intricacies of the human body's structure and mechanisms. Participants are guided through ten crucial emergency life support procedures for sudden cardiac arrest, including Cardiopulmonary Resuscitation (CPR).

"I designed the course to provide comprehensive training on handling bleeding wounds, snake bites, insect bites, fractures, dislocations, sprains, burns, scalds, head and spinal injuries, open chest wounds, and preventive measures for choking, heatstroke, shock, epileptic attacks, and seizures. It also includes instructions on stretcher usage and patient transportation," explained Dr. Kyaw Ye Htut.

The two-day training took place at the Auk Kyaung Pagoda premises in Auk Kyaung Village on 16 and 17 December 2023. The sessions included practical demonstrations and hands-on experiences corresponding to each topic. A total of 18 participants, including Heads of Schools, teachers from Mann Field, Healthcare Assistants, community healthcare personnel, and interested Community Volunteers, actively engaged in the training sessions.

One attendee, Daw Khin San Aye, the Head of School from Mann Kyoe Village, emphasized the significance of the training, stating, "This training is crucial for the school community, as the acquired skills and techniques can be directly applied in real-life situations. The use of projectors and teaching aids in training has also enhanced the visibility of first aid techniques and procedures, which are not readily accessible in our daily lives. I also aspire to provide our school children with the opportunity to access such training in the near future, and I'd like to express gratitude to MPRL E&P's CSR Program for affording us the chance to participate in its Community Capacity Building Program."

Similarly, in March 2020, MPRL E&P initiated the very first First Aid Training Program for local youth in Mann Field Communities. Beyond training, MPRL E&P's CSR Team has actively engaged former trainees in local social events and fostered connections with the Township-level Red Cross Society, paving the way for future collaborative efforts. This initiative not only imparts life-saving skills but also instills a sense of community responsibility and collaboration, demonstrating MPRL E&P's unwavering commitment to social well-being and capacity building for Mann Field Communities through its CSR Program.■

MPRL E&P Empowers Education and Research in Broiler Breeding

Moe Thu Zar Soe

MPRL E&P has collaborated with State Agriculture and Livestock Institute (Pwint Phyu) to enhance educational resources for final-year students pursuing Agriculture and Livestock Science. Support has been provided to create opportunities for practical study and research on broiler breeding.

In this research initiative, final-year students will observe the growth of 500 broiler chickens that are fed different diets and select the most appropriate methods, analyzing factors for cost-effectiveness. The research plan outlines a 45-day period, from 02 January 2024 to mid-February 2024, for rearing the broiler chickens. The impactful initiative undertaken by MPRL E&P's CSR Program involved allocating MMK 4,641,500 to fully fund a project, covering all associated expenses.

Following the project's completion, students diligently compiled a comprehensive report on their research findings with guidance from their supervisors and submitted it to both their institute and MPRL E&P.

This endeavor yielded impressive results, with 867.82 visses produced, generating returns totaling MMK 5,987,958. After deducting expenses amounting to MMK 4,968,900, the net profit stands at MMK 1,019,058.

In addition, for the academic year 2023-2024, MPRL E&P extended scholarship opportunities to 16 scholars from Mann Field Communities. These scholars are currently enrolled in various universities, institutes, and training centers, diligently pursuing their academic and professional endeavors in line with their commitments.■

M&AOSB Offers Nurse Aide Training and Pharmacist Aide Training for Local Youths

Pyae Pyae Phyo

Myint & Associates Offshore Supply Base Ltd. (M&AOSB) is deeply committed to community development through our Corporate Social Responsibility (CSR) Program. As a member of the MPRL E&P Group of Companies, M&AOSB prioritizes social responsibility alongside its business activities.

In collaboration with government training institutes and private educational institutions, M&AOSB has been offering vocational support courses to locals, aiming to enhance livelihoods and create more job opportunities. Over 420 individuals have already benefitted from these initiatives.

In the current Fiscal Year 2023-2024, M&AOSB's CSR Program has taken a targeted approach by focusing on villages near its project area. Recognizing the challenges faced by young people with limited access to higher education, M&AOSB selected six youths from different localities within its project area for Nurse Aide Training and Pharmacist Aide Training at the iCare Nurse Aide and Pharmacist Aide Training Centre in Pathein.

Five local girls and one boy were among the beneficiaries of M&AOSB's CSR Program. These youths, aged between 18 and 22 and having completed secondary education, embarked on a three-month course taught by experienced instructors. Over this period, they will undergo a two-month lecture series in Pathein followed by a one-month practical training in Yangon hospitals, facilitated by the training school. The training began on 01 January 2024 and focused on the latest curriculum.

M&AOSB covered all expenses, including training fees, course materials, living costs, and travel expenses. The CSR Program not only covers the financial aspects but also provides moral support to the trainees.

Therefore, through the interviews, the beneficiaries expressed their gratitude to M&AOSB and shared their ambitions for the future.

Ingyin Lhyar
Kyway Chaing Village

"I am Ingyin Lhyar from Kyway Chaing Village Tract. Thanks to the generous support of M&AOSB's CSR Program, I am currently enrolled in Nurse Aide Training. The course spans three months, during which I aim to gain medical knowledge and practical nursing experience. With M&AOSB covering all course fees, my focus remains solely on learning. Previously lacking in health knowledge, I have since acquired valuable insights into disease prevention and treatment methods, alongside fellow participants also benefiting from M&AOSB's support."

Han Nadi Soe Myint
Kyway Chaing Village

"I am Han Nadi Soe Myint, also from Kyway Chaing Village Tract. With M&AOSB's CSR Program's support, I am part of the Nurse Aide Training. Unlike previous courses targeting mainly to adults, this vocational training program prioritizes the development of local youths. M&AOSB's commitment to supporting our community's growth is praiseworthy. Upon certification, I hope to pursue higher education in Singapore and returns to provide healthcare support to the elderly in our communities."

Eain Si Tin Moe
Nanttharpu Village

"I am Eain Si Tin Moe from Nanttharpu Village Tract. With the support of M&AOSB's CSR Program, I am enrolled in Pharmacist Aide Training. Despite the initial challenge of choosing between courses, this experience has enriched my understanding of pharmacy. Not only have I expanded my knowledge and awareness at the training, but I have also witnessed an improvement in social relations."

Hnin Thinzar
Nga Yoke Kaung Town

"My name is Hnin Thinzar, and I come from Nga Yoke Kaung Town. M&AOSB's dedication to community development is deeply appreciated. As a first-year Philosophy major student, I am grateful for M&AOSB's support in my three-month Pharmacist Aide Training. My motivation stems from a desire to assist family members who have experienced medication errors and to educate others in the village about health."

Zun Thet San
Nanttharpu Village

"I am Zun Thet San from Nanttharpu Village Tract. Under the support of M&AOSB's CSR program, I am undertaking a three-month Pharmacist Aide Training. Despite initial unfamiliarity with medicine, this course has opened my eyes to future employment opportunities in the field. I am thankful to M&AOSB for its support and wish to apply my knowledge to improve the local community and ensure my family's well-being."

Naung Win Htet
Nga Yoke Kaung Town

"I am Naung Win Htet from Nga Yoke Kaung Town. With M&AOSB's support, I am pursuing a three-month Pharmacist Aide Training. My goal is to aid those in need, expand my knowledge of pharmacies, and potentially establish my own business. Through this course, I have not only gained vocational skills but also improved in communication skills. I am determined to leverage my learnings to benefit my community and secure promising career prospects in the future."

It is our pleasure to hear the beneficiaries' feedback and to see M&AOSB's investment in the future of the community. Successful completion of the course will earn the trainees a certificate recognized locally and internationally.

Empowering M&A Telecoms through Certified Data Center Professional Training

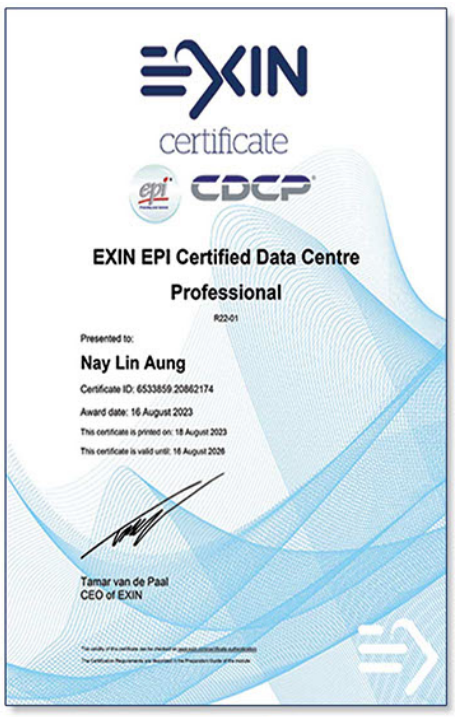
M&A Telecoms

In the ever-evolving world of telecommunications, Myint & Associates Telecommunications Ltd. (M&A Telecoms) is dedicated to maintaining its position as a leader in delivering top-tier data center services in Myanmar. To ensure this commitment, the company believes in investing in the continuous professional development of its team members. Recently, two of M&A Telecoms' dedicated staff from Data Center Operations, U Zin Toe Thiha and U Nay Lin Aung, embarked on a journey to enhance their expertise through the Certified Data Center Professional (CDCP) Training course, offered by EXIN EPI Certified Data Center. Their remarkable success underscores M&A Telecoms' unwavering dedication to providing the best services in the industry while fostering the growth of their team.

The CDCP Training course is renowned for its comprehensive curriculum, covering the essential aspects of data center design, management, and operations. It equips professionals with the knowledge and skills necessary to excel in the dynamic realm of data centers, addressing crucial topics such as data center standards, cooling and power systems, security, and data center architecture, among others.

U Zin Toe Thiha and U Nay Lin Aung, both devoted NOC (Network Operations Center) Engineers at M&A Telecoms, not only completed the CDCP course but also achieved outstanding results. Their relentless commitment, hard-work, and passion for excellence were instrumental in their remarkable success. Their achievements reflect not only their individual dedication but also the culture of excellence that M&A Telecoms nurtures among its team members.

The outstanding achievement of U Zin Toe Thiha and U Nay Lin Aung in completing the CDCP Training course by EXIN EPI Certified Data Center is a testament to M&A Telecoms' commitment to excellence and growth. As the telecommunications industry continues to evolve at a rapid pace, M&A Telecoms is well-prepared with a highly skilled and dedicated team to meet the challenges and provide top-tier services to its clients. This achievement mirrors M&A Telecoms' unwavering dedication to staying at the forefront of the fast-paced telecommunications landscape.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certificate
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R22-01
Presented to:
Nay Lin Aung
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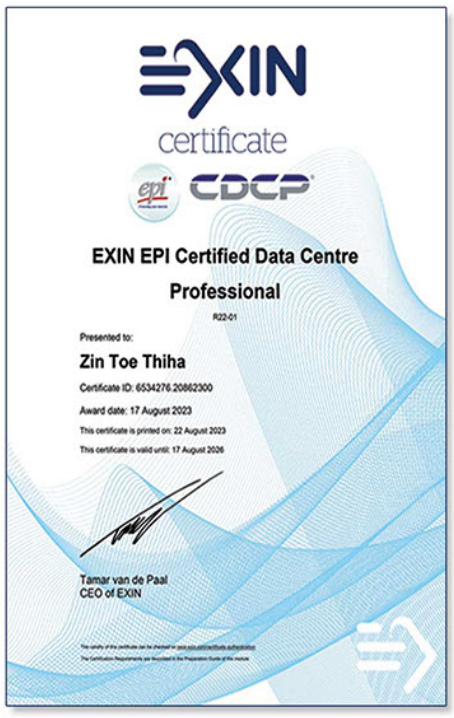
Award date: 16 August 2023
This certificate is printed on: 18 August 2023
This certificate is valid until: 16 August 2026
Tamar van de Paal
CEO of EXIN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Award date: 17 August 2023
This certificate is printed on: 22 August 2023
This certificate is valid until: 17 August 2026
Tamar van de Paal
CEO of EXIN

M&A Telecoms is not only known for its top-tier data center services but also for its commitment to the professional development and growth of its team, ensuring that they remain leaders in the telecommunications industry in Myanmar.

Let's see what U Zin Toe Thiha and U Nay Lin Aung, M&A Data Center Engineers, have to say about their CDCP training experience.

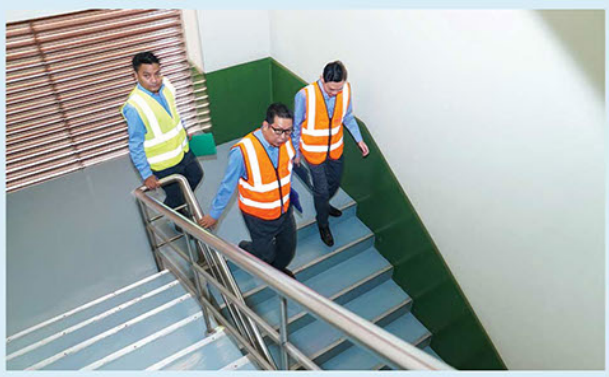
"During our participation in the CDCP course offered by EPI, we were excited to observe a diverse group of data center professionals from Southeast Asian countries in attendance. As representatives of M&A Data Center, we proudly represented Myanmar in the class, and this opportunity allowed us to engage with our peers from other Southeast Asian nations. The CDCP course has proven itself as an essential program for individuals working within the Data Center industry.

We were particularly impressed with the course syllabus, which covered a wide range of valuable content. The instructor's careful and thorough explanations provided us with knowledge that we could directly apply in our workplace. The combination of theoretical coursework and practical hands-on experience proved immensely beneficial, not only for our roles at M&A Telecoms but also for our personal career development.

M&A Data Center has already achieved international certifications, including Tier III Design and PCI DSS. With the support of our company, we are now equally proud to have received the internationally recognized CDCP certification related to Data Center operations. This achievement represents our dedication to maintaining the highest standards in the industry and our commitment to continuous improvement in our roles as Data Center professionals."■

Events

Limited Emergency Evacuation Drill Exercise (Fire Only) Conducted at Vantage Tower on 27 February 2024



Transformative Impact: Online English Learning Program in Mann Field Communities

Pyae Pyae Phyo

MPRL E&P's CSR Program introduced the Online English Learning Program (OELP) in Mann Field Communities to empower underprivileged youth through English and computer skills. Utilizing the mangoSTEEMS Universe (MSU) platform with support from iGroup Myanmar, the program began at Aye Mya Community Centre in Fiscal Year 2022-2023, expanded to Nan U Community Centre in Fiscal Year 2023-2024, and is slated to extend to Mann Kyoe Village in Fiscal Year 2024-2025. Currently, Aye Mya has 11 students, Nan U has 14, and three Community Education Facilitators (CEFs), each with teaching backgrounds, have been appointed.

The OELP provides laptops, accessories, internet services, teaching materials, and conducts quarterly exams for students, teaching assessments, computer training, and weekly meetings. Aye Mya Community Center has already completed quarterly exams, showcasing English proficiency and computer skills. It is our pleasure to know that the OELP has received widespread praise and positive feedback from students, parents, and CEFs, with interviews capturing valuable insights into the transformative impact based on first-hand experiences.

Nan Mhue Khin
Grade-5

"I've been attending the OELP at Aye Mya Community Center over a year now. The course covers many topics, not just English words and grammar but also computer skills, typing, poems, and nursery rhymes.

My favorite parts are grammar lessons and singing. I pay close attention in class and apply what I learn at home, and I got first prize in quarterly exams twice. This course improved my English skills, it helps me better understand my schoolteacher. In this class, I get to use the computer a lot. Now, I can even type in both English and Myanmar.

The OELP is so much fun because we get to learn through pictures, videos, songs, and games. I enjoy learning all of this with my friends. We always have fun in class together. I want to take more classes because I want to learn more."

Kaung Khant Kyaw
Grade-3

"At OELP, I always come to class early to practice typing in English and Myanmar. I study English vocabulary and if I don't know, I ask my teacher or search online. In class, I write using the computer and save my lessons in a folder. I use the computer to take photos and videos too.

We have our own account online at mangoSTEEMS Universe (MSU) platform, and we use our names and own passwords to log in. I also do exercises there. I am on level-6 and my four friends are too. I won second prize three times in the OELP test.

I listen carefully in the class. I love using the computer for learning. At home, I sing English songs to my mother, and I talk to her in English. I am happy to be in this class. I learn a lot of new words and songs. Learning English with computers is so much fun. I want to do more of this!"

U Aung Toe
Parent

"About 11 children from our Aye Mya Village, including my son and daughter, actively participate in the OELP. After a year of learning, we've noticed significant improvements in the English proficiency of most children, with my daughter, Nang Mhue Khin, winning first prize twice in the class exams.

Every day after school, my children look forward to this class. Their fondness for both English and computers have grown so much, they are now more interested in technology. I have been thinking about buying a small laptop for my children. They will love it! When I return home from work, I see all the children engaging in their English class and seeing this makes me happy.

Our entire community is excited and grateful to see our children embracing modern technology for learning. These opportunities are rare, and thanks to the support from MPRL E&P, our children can conveniently access modern education. We hope the company continues to provide more assistance to our Mann Field Communities soon."

Daw Hnin Wit Yee Myint
Parent

"I am Kaung Khant Kyaw's mother, and he has been attending the Online English course for over a year. Initially, his English skills were limited, but since starting the course, he has begun using English words in our conversations. Despite not having a computer at home, he diligently learns and revisits lessons, managing his own account for accessing the platform. He finds joy in this!

His dedication is evident through consistent attendance and punctual preparation after school. It brings me joy to see not only my son but also other children actively participating, overcoming challenges like power outages with solar lights.

I'm thankful for MPRL E&P's CSR Program, which enables our children to access these courses without financial burden. We sincerely appreciate their support and hope for continued assistance in the future."

Daw Soe Soe Nwe
Community Education Facilitator

"Digital learning is scarce in our region due to transportation challenges, making it difficult for parents to support their children's education. Thanks to MPRL E&P's CSR Program, local children are now learning Online English at Aye Mya and Nan U Community Centers, a support not easily achievable in our community.

As a Community Education Facilitator, I teach at Aye Mya Community Centre on weekdays and Nan U Community Centre on weekends. The CSR Program provides basic computer training for us, fostering community development and capacity building. I enjoy preparing lessons for each class, and I make sure students understand my teaching. I would use real-life examples encourage students to practice in both Myanmar and English, so they understand the language better.

After a year of training, Aye Mya students have shown notable progress in computer skills and English speaking. Meanwhile, students in Nan U Village have just begun their journey, and I'm hopeful they'll progress over time. I also wish that MPRL E&P's CSR Program will continue to support us in the future."

Daw Su Daewi Tun
Community Education Facilitator

"I currently serve as a Community Education Facilitator at the OELP at Nan U Community Center. On Wednesdays and Thursdays, I assist Daw Lai Lai Khaing at Aye Mya Community Center, learning her teaching methods. Then on weekends, I teach at Nan U Community Center alongside Daw Soe Soe Nwe.

In my five months here, I've observed the children at Aye Mya have improved their English skills, showing a strong desire for learning. They ask questions and practice speaking English with their classmates. In contrast, children at Nan U are new to the program and still developing their English skills but they will catch up soon.

To prepare for teaching, I focus on grammar, vocabulary, and computer usage, learning from Daw Lai Lai Khaing's guidance. The mangoSTEEMS Universe (MSU) platform is a valuable tool for both teachers and students, offering teaching lessons and resources that enhance the learning experience. This learning opportunity is crucial, especially in rural areas like Mann Field. The MPRL E&P CSR Program's support extends beyond English classes, providing job opportunities and additional training. I am grateful for the opportunities afforded to us and the benefits it brings to our community."

Daw Lai Lai Khaing
CSR Field Coordinator

"Since November 2022, I've volunteered as a Community Education Facilitator for the OELP. I teach at Aye Mya Community Center during the week and offer support at Nan U Community Center on weekends. My roles include monitoring progress, mentoring fellow facilitators, and suggesting effective teaching methods.

The students at Aye Mya Community Center have shown remarkable improvement, mastering typing in both English and Myanmar fonts. I encourage computer skills and online learning through mangoSTEEMS platform. To ensure effective teaching, I invest time in self-study, preparing lesson plans, and enhancing my English language proficiency through resources like the Teacher Portal on mangoSTEEMS Universe (MSU) platform.

As a facilitator, I'm delighted to witness students' progress, and there's growing demand from other villages, indicating the program's success. I advise villages to preserve and transform libraries into Community Centers to align with MPRL E&P's CSR objectives. Villages interested in hosting such programs should ensure the regular operation of their libraries, and once established, these centers can host courses like OELP, and Summer Art Classes furthering community development efforts." ■

Yangon Sailing Club Marks Centennial Milestone: A Century of Excellence

Hnin Wynt Zaw

In a celebration of a remarkable century, the Yangon Sailing Club (YSC) commemorates its centennial anniversary, tracing a journey from tranquil waters to boundless skies. As the YSC approaches this historic milestone, it reflects on a century of challenges, triumphs, and an enduring commitment to sailing excellence.

Founded in 1924 during the British colonial era, the Rangoon Sailing Club, now known as the Yangon Sailing Club, stands alongside esteemed sports associations such as the Kokkine Swimming Club and the Rangoon University Boat Club. These institutions, established as early as 1904, have weathered the changing tides of history.

Yangon Sailing Club (Club House, 1925)

The history of the YSC is intertwined with challenges, particularly during World War II. The Club's teak hull Rater Class boats faced submersion as a precautionary measure against Japanese occupation to avoid potential deconstruction. Simultaneously, the Club house served as a convalescence home during this tumultuous period. Despite the severe impact of World War II, the Club successfully navigated through adversity. In 1945, it emerged with renewed strength, boasting newly renovated buildings, recovered and repaired boats, and the commissioning of new boats.

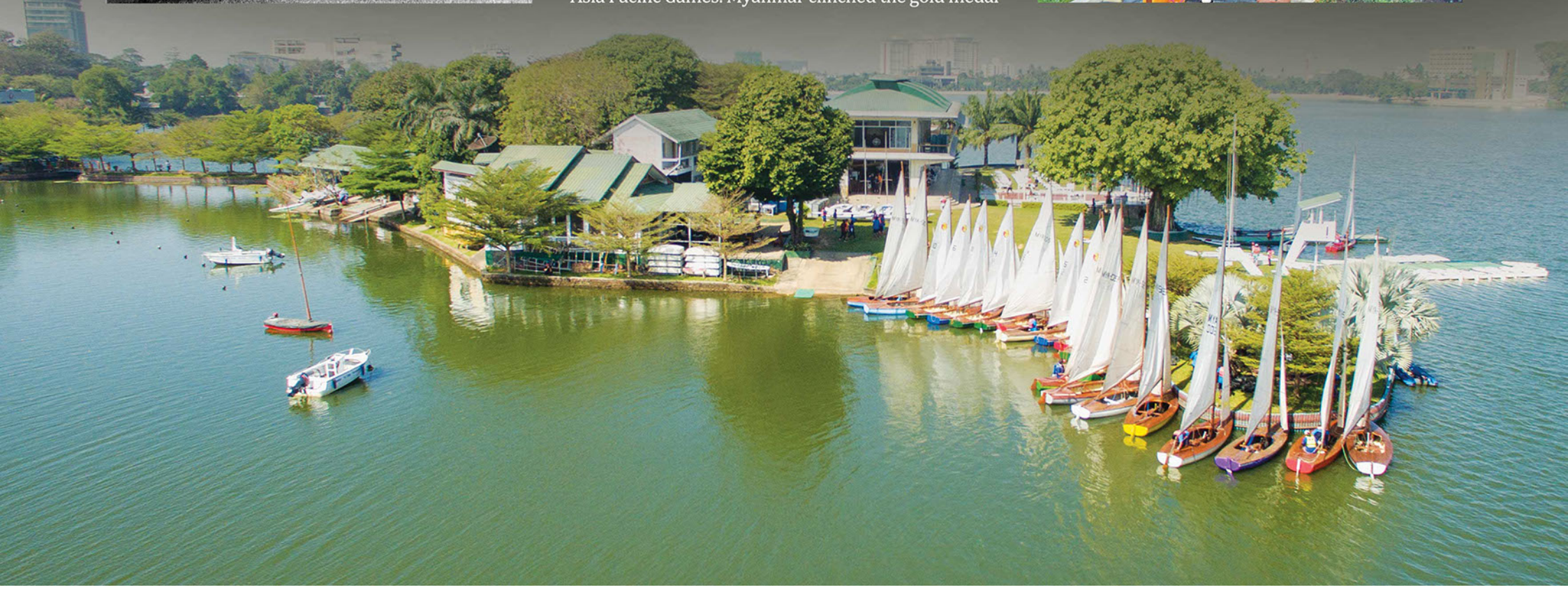
Yangon Sailing Club (Club House, 1947)

Following the rebirth, the Yangon Sailing Club evolved into one of the two sailing clubs in Myanmar, with both clubs engaging in sailing activities on Inya Lake, marketing the initiation of the thriving sport of sailing in the region. In 1956, the Burma Yachting Federation, now known as the Myanmar Yachting Federation, was first established. Since then, the Club's sailors have proudly represented Myanmar at numerous regional Southeast Asian and Asian Games. Their remarkable performances have led to multiple podium finishes, bringing honor to both the nation and the Club. Notably, the Club's sailors once had the privilege of representing Myanmar in the sailing events of the 1956 Melbourne Olympics and the 1960 Rome Olympics.

A significant historical milestone is the introduction of the sailing event during the 2nd Southeast Asia Pacific Games in 1961, hosted by Myanmar. Inya Lake witnessed the Regatta, featuring the Rater and Sharpie classes as the very first sailboats in the Southeast Asia Pacific Games. Myanmar clinched the gold medal in both classes, making a historic mark in the early days of competitive sailing in the region.

Yangon Sailing Club (Club House, 1996)

The record indicates the successful celebration of the Yangon Sailing Club's 50th Anniversary in May 1974. Subsequently, it marked the grand occasion of the 75th Anniversary Diamond Jubilee Celebration in April 1999. Spanning its journey since its establishment in 1924, the YSC has navigated through diverse eras. Despite political challenges, the Club rekindled its sailing activities in 1991, leading to a transformative phase that culminated in its official renaming to the Yangon Sailing Club in 1996. The pinnacle of its prowess was evident in the 2001 Southeast Asian (SEA) Games in Malaysia, where the YSC members, also comprising the Myanmar National Sailing Team, clinched 3 gold medals and 1 bronze. This achievement set a remarkable example for the country and the next generation of sailors at the Club.



The YSC's facilities received official recognition in 2006, transforming from a colonial-era shanty into a world-class facility. After a 44-year hiatus, Myanmar hosted the 27th Southeast Asian (SEA) Games in 2013, with the Myanmar National Sailing Team earning international acclaim. Today, we can proudly say that a new and dynamic era is in the pipeline and continuing to bloom. The dawn of this new era shall lead the Club to many good years ahead.

Recent times mark a shift in the YSC's demographics, with a focus on training young sailors from diverse backgrounds, including the Institute of Sports Education. Families now actively participate in sailing classes, fostering a close-knit community within the Club.

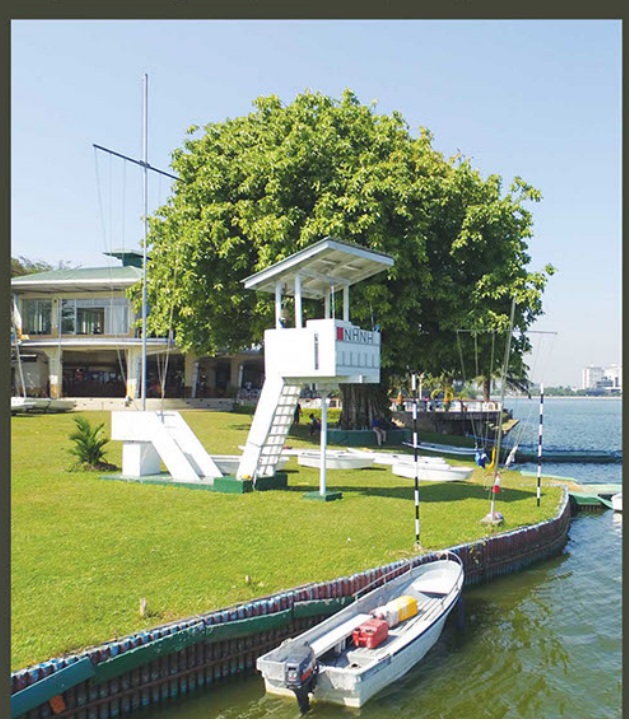
What sets YSC apart is the unique lake sailing experience, which is not commonly found worldwide. YSC takes proud in offering this distinctive experience at the heart of Yangon on Inya Lake. Moreover, the Club places a strong emphasis on providing a child-friendly and safe environment, aiming to instill moral character, discipline, and valuable life skills in its young sailors.

U Moe Myint, the President of the Myanmar Yachting Federation and a life member of Yangon Sailing Club, recognizes the unwavering commitment of the fourth generation in preserving traditions and enhancing Myanmar's global standing in competitive sailing under the Federation's auspices. Looking ahead, the President expresses optimism, envisioning the YSC's continued remarkable journey into the future.

As the Club approaches its 100th birthday, a call is made for present and future generations to unite, safeguard historical milestones, and strive for new achievements in the years to come. In conclusion, heartfelt wishes are extended to the beloved Yangon Sailing Club, a beacon of sailing excellence in Myanmar, as it embarks on its next century of sailing greatness.

More information on YSC can be found in Insight! Newsletter (Issue 34).

Yangon Sailing Club (Club House, 2005)



"Established 100 years ago, we take immense pride in our rich traditions, exceptional staff and facilities, and the warm, family-friendly culture that has made us renowned as 'The Family Club.'

As we celebrate our Centennial Celebration in 2024, we honor the traditions that have shaped The Yangon Sailing Club into the welcoming community it is today. Our history is marked by a commitment to camaraderie, sportsmanship, and a passion for sailing. Joining our Club means becoming a part of a legacy that spans a century. Our commitment to excellence is reflected in our dedicated staff and high-quality facilities beside the stunning Inya Lake. We are focused on ensuring your experience provides a setting for camaraderie, recreation, and relaxation, both on and off the water.

More than a club, Yangon Sailing Club is a community that welcomes members of all ages. Our family-friendly culture is designed to create an environment where both the young and young-at-heart can enjoy various amenities and activities.

Our commitment to the next generation is evident through our Junior Sailing Programs. We take great pride in offering a safe and educational environment for young sailors to develop skills, build friendships, and cultivate a lifelong love for the water. Families are the heartbeat of our Club, and we cherish the memories created together on and off the water.

I personally have been fortunate as a member of this Club, serving as Commodore for ten years and enjoying this once-in-a-lifetime opportunity to celebrate the Centennial as a Past Commodore."

U Myo Tin
Past Commodore

"As I reflect on the rich history of the Yangon Sailing Club, I am filled with admiration for the resilience and dedication displayed by our members over the years. From our humble beginnings in 1924 to our present-day status as a thriving sailing community, our Club has weathered many storms, both literal and metaphorical. Through it all, our commitment to the sport of sailing and to each other has remained unwavering. I am proud to lead such a storied institution and look forward to continuing our legacy of excellence in the years to come."

U Sithu Moe Myint
Commodore

"When a handful of Rater Dinghies designed by Linton Hope arrived in Yangon in 1919, no one could have foreseen that they would lay the foundation for sailing in Myanmar for the next century. Since the establishment of the Yangon Sailing Club in 1924, the club has consistently upheld a strong commitment to promoting the sport of sailing in Myanmar, with the Raters serving as a reliable backbone. As we joyously celebrate the well-earned 100-year anniversary of YSC, the Club must gear up for the challenges and triumphs of the next century.

To cultivate the seed for a 100-year running sailing club, three crucial ingredients are needed: water, sailing boats, and dedicated sailors. I firmly believe that YSC will continue to provide these essential elements, growing stronger and better with time. Indeed, YSC is fortunate to have skilled boat builders, eliminating the need for plastic boats and allowing the club to sustain the sport of sailing in an environmentally conscious manner.

In my role as the Rater Fleet Captain, I harbor a flicker of hope that both YSC and the Rater Fleet will endure for another century. I extend my heartfelt wishes to the Yangon Sailing Club on its Happy 100 Years Anniversary, with hopes for Good Luck, Good Sailing, and Good Winds in all the years yet to come!"

Captain Holger Rolfs
Rater Fleet Captain

Yangon Sailing Club 2023 Annual Prize Awards Ceremony & Dinner

20 January 2024

Admiral's Cup Regatta & Joint Training Pattaya, Thailand (17~27 February 2024)