

Coral Conservation Efforts Expand

in Ngwe Saung with Awareness Event and Coral Assessment

Pyae Pyae Phy

As coral reefs face increasing threats from climate change, pollution, overfishing, and destructive human activities, the need for conservation has become more urgent than ever. Recognizing this challenge, the MPRL A-6 Pyitharyar Integrated Project (PIP) Corporate Social Responsibility (CSR) Program launched the "Coral Revive" initiative in April 2024 at Gaw Yan Gyi Island in the Ayeyarwady Region. After the pilot project's success, the initiative expanded to Ngwe Saung in September 2024.

On 28 September 2024, the PIP CSR Program held a coral reef awareness event at Ngwe Saung Yacht Club & Resort (NSYC), attracting 80 attendees. The event brought together a diverse group of stakeholders, including government officials from Ngwe Saung General Administration Department (GAD), Directorate of Hotels and Tourism, Department of Fisheries, Environmental Conservation Department, and Forest Department. Academics from Marine Science Departments of Myeik and Patheingyi Universities, along with community members, hoteliers, diving and tour operators, speedboat association members, and local fishermen leaders, were also present. Diving experts and volunteer divers from the Gaw Yan Gyi Coral Reef Conservation Group joined the PIP CSR Team for the occasion.

Fifty Years of Gaia Hypothesis

Old Geo-Geezer (OGG)

The facts, proposals, interpretations, and any other statements exposed in this paper are the sole responsibility of the author and do not represent in any way the thoughts, positions and/or opinions of the MPRL E&P Group of Companies. The author begs all experts in the matter forgiveness for oversimplifications, shortcuts and approximations, the price to pay for attempting to explain in day-to-day language the great complexity of this subject in limited space.

Introduction

Just fifty years ago this year, in 1974, when climate change was unheard of, appeared in a small science journal, a short paper that would revolutionize the way we understand the Earth and its so far unique peculiarity: life. This paper, titled "Atmospheric homeostasis by and for the biosphere: the Gaia hypothesis", shook the burgeoning environmental science. Their paper served as one of the essential paving stones on which are based the climate models painting the future skies over us all.

The authors, Lynn Margulis and James Lovelock, were proposing that the Earth is a complex system whereby the living being, or biosphere, was self-regulating its environment, the air and the oceans, by maintaining fairly stable conditions for its survival, or "homeostasis".

More Stories

Chief Executive's New Year Message

New Year Message 5 ➤

MPRL E&P Group of Companies Pledges over MMK 1,000 million for Typhoon Yagi Flood Relief and Rehabilitation

News 9 ➤

A Journey through the Oil Field: The Story of a Young Engineer

Employee Spotlight 11 ➤

A Photo Essay: Test Launch of Artificial Reefs and Coral Nurseries to Revive Marine Life

Feature 13 ➤

Dispute or Dialogue: The Role of Operational Grievance Mechanisms in Human Rights Due Diligence

Feature 14 ➤

Fifty Years of Gaia Hypothesis

Feature 16 ➤

MPRL E&P's 15th Blood Donation Drive Sets New Participation Record

In the Group 23 ➤

Insight!

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

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

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

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

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

MPRL E&P Pte Ltd.
CSR & Communications Department

623 Pyay Road, Kamayut Township
11041 Yangon, Union of Myanmar
Tel : (95-1) 230 7733
Fax : (95-1) 230 7744
Facebook : www.facebook.com/mprlep
Email : mprlstaff@mprlexp.com
Website : www.mprlexp.com



From the Desk of the Editor

Dear Readers,

Thank you once again to all our readers, both locally and abroad, for your continued support of Insight! Newsletter. A heartfelt thank you also goes out to all the contributors. My Editorial Team and I are truly fortunate to be part of such a close-knit community that thrives on collaboration, learning, and inspiration. We understand the behind-the-scenes effort it takes to produce a transparent, informative publication, and we deeply appreciate your time, input, and dedication.

This December marks the 10th anniversary of Insight! Newsletter, and the journey has been one of incredible growth and positivity. Here is to the continued success and shared learning in the years ahead! In this special holiday issue, we are proud to highlight the inspiring work of our CSR Team, who have advanced their conservation efforts in the Ayeyarwady Region. This year, the team launched an innovative test project, introducing artificial reefs and coral nurseries to help restore marine life in local waters. We also want to acknowledge our collective commitment as a company, supporting communities affected by Typhoon Yagi with donations for flood relief and rehabilitation across Myanmar. This devastating disaster, one of the worst in 50 years, struck in early September. On behalf of the Editorial Team, we extend our heartfelt thoughts and well wishes to all those affected.

As we approach 2025, it is natural to feel a mix of emotions about the coming year. The global landscape is filled with uncertainty. From political instability and elections across major regions to geopolitical tensions in the Middle East, Ukraine, and Israel, the ripple effects are felt everywhere. We are also facing rising temperatures and extreme weather events that threaten livelihoods, along with the increasing use of disinformation and AI technologies, which have raised serious concerns about societal divisions and unrest. Additionally, the

is affecting populations worldwide, both in developed and developing nations. These interconnected issues will undeniably shape the global agenda for 2025 and beyond. We are closing 2024 amidst a complex and challenging economic and political environment. However, our outlook on the future depends on one crucial factor: ourselves. While we may not control the global climate, we have full control over our mindset—our perceptions, thoughts, and beliefs. By drawing on the lessons from our mentors, elders, and our shared experiences, we can reassure ourselves that we are well-prepared to face these challenges head-on.

The same philosophy applies to our company. As an oil and gas enterprise operating in Southeast Asia, we are uniquely positioned to navigate this uncertain road with resilience and innovation. Our location, resources, and expertise provide us with the tools to adapt and thrive, even in unpredictable times. By fostering a mindset of foresight and adaptability, we can continue investing in the future, unlocking new energy solutions and contributing not only to our region but also to global energy needs.

Imagine the possibilities ahead. What if our very own resources could offer new energy solutions? How exciting would it be to contribute to the global stage, helping solve some of the world's most pressing energy challenges? Together, with our shared vision and commitment, we can embrace the future with confidence and purpose. Stay hopeful, stay resilient, and let's step into 2025 with optimism and determination. I hope you find this issue just as educational, informative, and enjoyable as our previous ones. As our main contributor, OGG, would say, "May the fun go on!" Happy holidays, and here's to a fantastic new year ahead for everyone! ■

Cheers,
Hnin Wynt Zaw

MPRL E&P's Mann Field Operations Achieve 4 million Man-hours Worked without a Lost Time Accident

Nay Myo Aung

On 13 October 2024, MPRL E&P announced that its Mann Field Operations have surpassed 4 million man-hours worked without a Lost Time Accident (LTA), marking more than four years without an incident.

The milestone, reached on 13 October, comes after 4 years, 1 month, and 27 days of continuous safe operation. The achievement follows the company's last reported LTA on 17 August 2020, involving the amputation of a Pumping Unit Maintenance worker's fingers at Well No. 23.

Since the incident, teams comprising MPRL E&P and M&AS staff, casual crews, Myanmar Oil and Gas Enterprise (MOGE), and third-party contractors have worked together to maintain rigorous safety standards, overcoming challenges such as extreme weather, political unrest, aging equipment, and the coordination of a diverse workforce.

MPRL E&P attributed the success to the commitment and vigilance of all personnel, emphasizing the strict adherence to safety protocols. We extend our heartfelt thanks and congratulations to everyone involved in reinforcing our safety commitment and setting a benchmark for future operations.

The company encouraged employees to continue prioritizing safety in future work, stating, "Let's maintain this momentum, uphold our high safety standards, and continue achieving success together." ■



Your Opinion: What Are the Key Elements for Career Achievement?



Myat Thu
Auditor
Internal Audit Department

For me, career achievement means growing in my job, reaching my goals, and feeling proud of the work I do. Career achievement also means feeling fulfilled in our role, knowing that our work contributes to both our personal development and the organization’s success. Here are the few most important factors for achieving long-term success in a career. First, hard work and focus are very important for long-term success. It is also important to have a clear idea of where you want to go and to keep learning new things.

Another important factor is stress. No career journey is without stress. How we respond to it often determines our long-term success.

Finally, maintaining a balance between work and personal life is vital for long-term success. Taking care of our mental and physical well-being is essential because it allows us to have the energy and focus needed to perform at our best consistently.

Despite all this, in my opinion, competency, results, potential, and networking can and will help someone succeed in their career and here is why.

Competency means being good at our job. When we show that we can perform our work well, people trust us more. Achieving good results demonstrates our reliability and reflects our value to the company.

Potential indicates our ability to grow and take on new responsibilities, which employers appreciate. They like to see that we can learn and improve in our role, as this can lead to more training and support for our career.

And finally, networking connects us with people who can provide support, advice, and opportunities. Building a strong professional network is essential for career advancement. Together, these factors help us build a successful career.

And to conclude, career achievement is about more than just moving up in our job. It means growing in our role, reaching our goals, and making a positive impact on our company. ■



Eaindra Nay Win
Junior Reservoir Engineer
Reservoir Engineering Department

Career achievement can be defined in many ways, depending on individual goals, industries, and personal views of success. For some, it may be measured by promotions and salary increases, while for others, it could be the fulfillment of professional milestones or job satisfaction. Personally, I see career achievement as the attainment of key professional milestones, combined with financial success and a healthy work-life balance. Achieving long-term career success requires continuous effort in various areas. The key factors influencing this success can be categorized into four main groups: competency, results, potential, and networking.

Competency is the foundation of professional excellence. Demonstrating a high level of skill and knowledge ensures the ability to meet job expectations, solve complex problems, and remain relevant in a rapidly changing work environment. It enhances credibility and trustworthiness, making individuals more valuable in their roles.

Results are the tangible outcomes of one’s work. Organizations value employees who consistently meet or exceed expectations, deliver successful projects, and contribute to overall business objectives. Consistent delivery of strong results builds a reputation for reliability, productivity, and a commitment to excellence.

Potential refers to an individual’s capacity for future growth. Employers seek individuals who excel in their current roles and demonstrate the ability to take on greater challenges and innovate. This positions them as future leaders and valuable assets to the company. Finally, networking involves developing and maintaining professional relationships that foster career advancement. A strong network opens doors to new opportunities, industry insights, and valuable collaborations.

Achieving career success requires a blend of competency, demonstrated results, future potential, and effective networking. By focusing on these four pillars, individuals can create a solid foundation for sustained professional growth. In conclusion, career success is a multifaceted journey encompassing skill, achievements, growth potential, and relationships. By continuously developing these areas, professionals can navigate their careers more effectively and achieve meaningful, long-lasting success. ■

MPRL E&P Contributes MMK 8 million as Part of MOGE Employee-centered CSR Program

Moe Thu Zar Soe



MPRL E&P contributed a total of MMK 8 million in October 2024 to support the employees of Myanmar Oil and Gas Enterprise (MOGE) at Mann Field as part of its Employee-centered CSR Program.

Of the total, MMK 5 million will be used for renovations at the Basic Education High School-Subdivision (Eain Yar) in Mann Field, while MMK 3 million

will provide stationery supplies for the children of MOGE employees attending basic education levels.

U Myo Win, Field Operations Manager at MPRL E&P, handed over the donation to U Khun Myo Thant, General Manager of MOGE (Mann Field), at a ceremony held at the Field Operations Department on 12 October 2024.



MPRL E&P said it is committed to strengthening its Employee-centered CSR initiatives by addressing the specific needs of MOGE employees in collaboration with General Manager of MOGE (Mann Field). ■



MPRL E&P Strengthens Stakeholder Engagement through Proactive Communication

Moe Thu Zar Soe

MPRL E&P has reinforced its commitment to stakeholder engagement by enhancing communication with key stakeholders, including Mann Field Communities and government entities, as part of its focus on responsible business practices.



On 07 October, Daw Wit Hmone Tin Latt, Head of CSR & Communications Department, along with the company's Technical Manager and CSR Team, presented updates on the company's Corporate Social Responsibility (CSR) performance for the first half of the Fiscal Year 2024-2025. The meeting, held at the Myanmar Oil and Gas Enterprise (MOGE) in Nay Pyi Taw, was attended by 15 participants, including MOGE officials from both Nay Pyi Taw and Mann Field, as well as MPRL E&P representatives, who joined both in person and virtually.

MPRL E&P remains committed to fostering partnerships and ensuring that stakeholders are regularly informed of the company's CSR activities. The company has implemented various engagement strategies, including direct meetings, training sessions, workshops, and participation in government and community initiatives. In addition, MPRL E&P uses surveys, feedback mechanisms,



periodic reports, newsletters, and other communication tools to maintain transparency and open dialogue with stakeholders. ■

Ensuring Sustainable Operations: MPRL E&P's Commitment to Environmental Compliance

Han Myo Aung

MPRL E&P proudly upholds its commitment as the holder of the Environmental Compliance Certificate (ECC) by submitting biannual Environmental Monitoring Reports (EMoR) to the Environmental Conservation Department (ECD). The latest report, submitted in September 2024, marks the first submission following the extension of the Mann Field ECC for 2024-2029 and is the ninth report since the original ECC was established in 2019.

Mann Field, located in Central Myanmar northwest of Magway Division, was discovered by the Myanmar Oil and Gas Enterprise (MOGE) in 1970. As of August 2024, the field comprises 674 wells, with 287 actively producing while the remainder are shut in. The Mann Field Enhanced Oil Recovery (EOR) Project is crucial for extracting additional oil from this mature field. While this project is essential for maximizing output and extending the reservoir's lifespan, it also presents significant environmental challenges, emphasizing the need for robust monitoring to ensure responsible and sustainable management.

MPRL E&P is committed to regulatory compliance and submits EMoRs biannually, with the exception of the severe COVID-19 pandemic. Each report details opportunities, threats, challenges, extraordinary events, regulatory inspections, and more. The latest EMoR covers activities from April to September 2024 and incorporates data from the Corporate Social Responsibility (CSR), Technical, Field Operations, and Health, Safety, and Environment (HSE) departments.

In collaboration with the regional ECD, MPRL E&P monitored air, noise, and soil quality, particularly due to security and electricity concerns affecting environmental measurements. Water quality analyses for surface and groundwater were conducted



using samples collected and tested by independent laboratories, while self-environmental monitoring surveys were carried out at workstations and discharge points.

One highlight of this reporting period was the disposal of 3.39 tons of long-used rubber waste—including safety shoes, V-belts, and washers—at the Yangon City Development Committee's Waste-to-Energy Plant for energy recovery, aligning with waste management hierarchy principles. Additionally, a tree planting campaign conducted in collaboration with MOGE in July 2024 near the MOGE guest house area at Mann Field underscores MPRL E&P's commitment to enhancing the local environment. However, as with previous reports,

certain parameters such as selenium, vanadium, silver, and uranium could not be tested due to the lack of available laboratory facilities.

For MPRL E&P, environmental monitoring goes beyond regulatory compliance; it is a vital tool for protecting natural resources, mitigating environmental impacts, and ensuring sustainable operations. By consistently tracking water, air, soil, and biodiversity, the company aims to minimize its ecological footprint, respond swiftly to environmental incidents, and maintain long-term sustainability in oil production. Through these efforts, MPRL E&P demonstrates its dedication to environmental stewardship and the well-being of the communities it serves. ■

Chief Executive's New Year Message

I would like to extend my warmest wishes for the New Year, and express my sincere gratitude to all of our internal and external stakeholders for your unwavering support and partnerships throughout the past year. Together, we have faced new challenges, yet we continue to stand strong, driven by our shared commitment to create a brighter future for our nation and beyond.

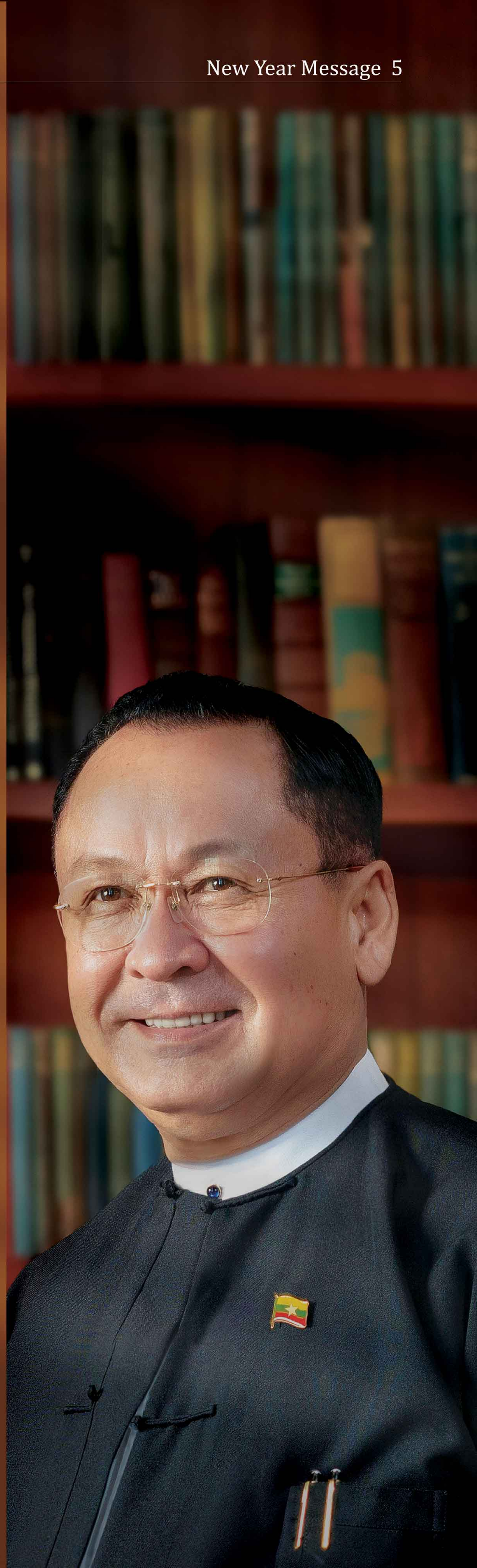
This past year has been one filled with increasing and unprecedented geopolitical uncertainty amidst a landscape of far-reaching polarization, particularly in many developed nations. Globally, more people than ever in history will have headed to the polls in over 64 countries, with outcomes that have the potential to change the very fabric of our global institutions, multilateralism, and global energy architecture. Such a landscape have required many businesses to pursue strategies that prioritize actively safeguarding core initiatives and ensuring meaningful yet cautious positioning and progress. In light of the volatile landscape, the one key certainty remains: the exponentially growing need for new vast amounts of sustainable energy supply to support our technological growth as the world embarks towards the dawn of a new age driven by the advancement of artificial intelligence.

On the eve of our New Year, I wish to reaffirm my commitment towards enhancing the energy security of our nation through unlocking a new sustainable energy resource to further fuel growth and prosperity for generations to come. I am proud to indicate that our Pyitharyar Integrated Project (PIP) continues to fully embody our mission, propelling us forward and bringing us closer towards providing an affordable and clean energy resource that also aligns with the global energy transition. We continue to be a company that invests in the future—whether in people, technology, or partnerships; and remain dedicated towards advancing Myanmar's role as a key energy provider in the region leveraging the vast energy resources that will become unlocked through the development of PIP.

With much sadness, this year also brought significant climate challenges, including an especially heavy rainy season and affects of the unprecedented floods that swept through 65 townships across nine of our states and regions in Myanmar. I wish to extend my deepest sympathy and prayers towards all those impacted by the devastation, and also extend my sincere praise to everyone that have whole heartedly and selflessly contributed towards the restoration and rehabilitation efforts for our fellow citizens whom have been deeply impacted.

I send my heartfelt 'Metta' and warm wishes to all of you, and hope that the New Year bring renewed optimism, determination, and strength to us all. ■

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



Know Your Body: MPRL E&P's Health Campaign for Promoting Wellness and Boosting Workplace Productivity

Sithu Zeya

In today's demanding work environment, where health and wellness often take a backseat to daily tasks, the importance of well-being cannot be overstated. Recognizing this, MPRL E&P's HSE Department has launched the "Know Your Body" campaign in October 2024, an initiative designed to promote healthier lifestyles and foster a happier, more productive workplace across the MPRL E&P Group of Companies (GoC).

The campaign focuses on raising awareness about body composition and empowering employees to take charge of their health. By understanding key health metrics—such as muscle-fat ratio, obesity levels, and overall fitness—through the results provided by InBody, a body composition analyzer device, employees can identify potential risks and take preventive measures to improve their long-term well-being. Furthermore, the campaign not only encourages healthier habits but also aims to boost morale and increase productivity throughout the GoC.



"Our goal is to empower employees through InBody analysis and health education to promote well-being, encourage healthier habits, and enhance both morale and productivity across the Group of Companies," stated the HSE Manager.

The "Know Your Body" campaign is organized in two phases to track employee progress and assess the impact of health interventions. The first phase, held on 10 and 11 October, 2024, at Vantage Tower, involved baseline measurements and body composition analysis, providing critical data on various health metrics, including visceral fat and waist-hip ratio for GoC participants. The assessments were conducted by the InBody service provider, with the HSE Department measuring participants' height and weight beforehand to ensure accurate results.



The second phase, scheduled for March 2025, will allow employees who participated in the campaign to compare their progress against the baseline data, providing valuable insights into how their health has improved over time. This follow-up assessment will measure the effectiveness of the campaign's health interventions, giving participants a clear picture of their progress.

A total of 29 volunteers from various departments within the GoC facilitated the campaign, ensuring smooth execution and active participation from all employees. After each body composition analysis, participants received detailed feedback from the Site Doctor, Senior Office Medic, and a representative from InBody. These experts explained participants' current health statuses and highlighted areas for improvement. Additionally, monthly knowledge-sharing sessions will offer personalized guidance, helping employees make informed decisions about their health.



Throughout the campaign, the HSE Department has planned a variety of fun and engaging activities, including Workout Evidence Submissions, Photo Competitions, and Exercise Challenges, all designed to motivate employees to adopt healthier habits.

The "Know Your Body" campaign marks a significant step toward creating a healthier, more engaged, and productive workforce. As of 11 October, 2024, a total of 180 employees from the MPRL E&P Group of Companies have actively joined the campaign, investing in their health and well-being. Stay tuned as we witness how our employees transform their health and lifestyles through this exciting initiative! ■



MPRL E&P Organizes Personal Leadership Mastery Training for Young Professionals

Pyae Pyae Phy

MPRL E&P continues its commitment to developing future leaders by offering opportunities for continuous learning and personal growth. As part of the company’s Learning and Development initiatives, the Human Resources Department recently hosted a two-day soft skills training program called “Personal Leadership Mastery Training.” The program, led by Daw Yee Mon Kyaw of the Gift-Ed Training Center, aimed to nurture young, high-potential employees. A total of 20 participants from 13 departments attended the training.

Held at The Moon Gallery Cafe & Bistro on 04 and 11 September 2024, the training was designed to help participants reflect on their life and career goals, enhance their self-awareness, and create a clear vision for their future. The sessions focused on improving leadership and personal development skills.

By the end of the program, participants gained valuable insights into:

- Setting clear life and career goals
- Living with greater self-awareness and intentionality
- Building executive presence to foster trust and engagement
- Improving emotional intelligence and communication skills

The training covered key topics such as:

- Life assessment and vision and purpose discovery
- An introduction to the seven levels of energy leadership
- Techniques to remove energy blocks that hinder the achievement of vision
- Strategic action planning for career and life



- Developing executive presence by enhancing emotional intelligence
- Effective communication strategies

Participants also explored their personal definitions of success and learned how to lead an authentic, purposeful life. They practiced resolving difficult conversations, created personal “life maps” highlighting key milestones, and developed purpose statements. The interactive activities, including pair talks, group discussions, case studies, and presentations, allowed attendees to apply what they learned and share insights. The final task included preparing a core values presentation for LinkedIn.



MPRL E&P remains committed to empowering its employees through initiatives like the “Personal Leadership Mastery Training,” ensuring that its workforce is equipped with the skills and mindset necessary to lead with confidence, purpose, and authenticity in both their professional and personal lives.■



Maternal and Child Health and Nutrition: A Collaborative Health Talk for the Mann Field Communities

Dr. Kyaw Ye Htut

Nutritional health is a critical component of overall well-being, especially for women of childbearing age and young children. In Myanmar, malnutrition and nutritional deficiencies among women aged 15 to 49 have become urgent health issues. According to the Global Agriculture and Food Security Program (GAFSP) and the Food and Agriculture Organization (FAO), approximately 14.3 percent of these women are underweight, while 22.9 percent are obese. These conditions not only impact general health but also have serious implications for maternal and child health, contributing to complications such as ovulation problems, stillbirths, low birth weight, and premature labor.

Understanding Nutritional Deficiencies and their Impact

Nutritional deficiencies affect millions globally, particularly in low-income regions. Some of the most common deficiencies include:

Iron Deficiency Anemia (IDA): The most prevalent nutritional disorder worldwide, IDA occurs when there is insufficient iron to produce hemoglobin, the protein in red blood cells that carries oxygen. It primarily affects women of childbearing age and young children. Symptoms include fatigue, weakness, and shortness of breath. Management can involve dietary adjustments, supplements, and, in severe cases, intravenous treatments.

Iodine Deficiency: Iodine is essential for thyroid function, which regulates metabolism, growth, and development. In regions where the soil is deficient in iodine, such as parts of Myanmar, this deficiency can lead to goiter, hypothyroidism, and developmental delays in children. Salt iodization has been a key public health intervention globally, helping to mitigate these issues.

Vitamin A Deficiency: Particularly common in Southeast Asia and Africa, vitamin A deficiency can cause night blindness, increased susceptibility to infections, and, in severe cases, complete blindness. Programs distributing high-dose vitamin A capsules have significantly reduced deficiency rates in at-risk populations.

Focusing on the First 1000 Days

The first 1000 days of a child's life—from conception to their second birthday—are crucial for



growth and development. Proper nutrition during this period has lasting effects on a child's health, cognitive abilities, and overall well-being. Exclusive breastfeeding is recommended for the first six months, as it provides all essential nutrients and antibodies. Complementary feeding, beginning around six months, introduces solid foods while continuing breastfeeding, ensuring a diverse, nutrient-rich diet. Well-nourished mothers are essential in this phase, as they have healthier pregnancies, produce sufficient breast milk, and recover more quickly postpartum. Nutritional interventions during this period can significantly reduce the risks of malnutrition in both mothers and children.



A Balanced Diet for Women and Children

It is vital for women, especially breastfeeding mothers, and young children to receive a balanced diet for long-term health. A diet rich in fruits, vegetables, whole grains, lean proteins, and healthy fats supports overall well-being. Breastfeeding mothers require additional calories, hydration, and nutrient-dense foods to sustain milk production. After six months, infants need iron-rich foods, such as pureed meats and fortified cereals, to prevent

anemia. Young children require balanced meals that include protein, whole grains, fruits, and vegetables to support their rapid growth and development. Reducing sugary snacks and emphasizing healthy choices promotes better long-term health outcomes.



MPRL E&P's Commitment to Community Health

The central regions of Myanmar, particularly Minbu and Magway, face some health challenges due to their hot and dry climate. In response to some health concerns affecting the Mann Field Communities in Minbu, MPRL E&P's CSR Program has proactively collaborated with Site Doctors to share essential knowledge and preventive measures through a health talk titled "Maternal and Child Health and Nutrition." This initiative aims to enhance maternal and child health by offering practical guidance on nutrition.

On 25 September 2024, a total of 182 community members, including pregnant women, nursing mothers, and mothers of children under five, participated in the health talk session organized by the CSR Program in Auk Kyaung Village. To facilitate attendance, the CSR Team arranged transportation for participants and distributed educational pamphlets and booklets. Additionally, the team provided each attendee with ten eggs to support their nutritional needs following the health talk session. Through this session, MPRL E&P not only raised awareness but also promoted the health and safety of women and families in the Mann Field Communities they serve, aligning with national and global health priorities for sustainable development. ■

MPRL E&P Group of Companies Pledges over MMK 1,000 million for Typhoon Yagi Flood Relief and Rehabilitation

Hnin Wynt Zaw

In response to the devastating floods caused by Typhoon Yagi, the MPRL E&P Group of Companies has pledged MMK 1,000 million (1 billion kyats) to support flood relief and rehabilitation efforts across Myanmar. The typhoon, which struck in early September 2024, coincided with a depression in the west-central and northwestern Bay of Bengal, resulting in unprecedented rainfall and widespread destruction across nine regions and states. This weather event is one of the worst Myanmar has faced in 50 years, affecting 54 townships—16 percent of the total—in 9 regions and states across the country.

By 21 September 2024, the scale of the disaster became clear: over 2,100 buildings were completely destroyed, 136,000 submerged, and a total of 148,643 people affected. The death toll reached 348, with hundreds more injured or missing. In addition to the tragic loss of life, infrastructure damage included the destruction of over 500 bridges and roads, 99 communication towers, and the loss of over 144,000 livestock according to state media reports.

The government, with a budget of MMK 30 billion, has been coordinating relief efforts. Citizens have come together in donation drives to provide immediate assistance to the hardest-hit areas. To complement these national efforts, MPRL E&P Group of Companies, led by CEO U Moe Myint, has pledged a total of MMK 1,024,157,000. This amount, currently being collected, includes contributions from the CEO and his family, the Mann Field Production Enhancement Project Fund, donations from staff and their families at the MPRL E&P Group of Companies, and a generous contribution of MMK 6,700,000 from Mr. Alexander Polgar, a friend of the CEO.

The state-level donation ceremony took place on 21 September in Nay Pyi Taw, where the company's contribution to flood relief and rehabilitation efforts was formally recognized. Officials expressed their gratitude for the timely and efficient support provided.

To ensure effective distribution of the funds, two internal committees have been established. These

committees are working closely with the Myanmar Department of Disaster Management and local entities—regional, state, district, and township organizations—to guarantee that aid reaches the most affected communities efficiently and transparently.

MPRL E&P's commitment reflects its broader organizational objectives of contributing to societal well-being and supporting the recovery of affected regions during times of crisis. The collective efforts and charitable donations from the MPRL Group of Companies demonstrate the company's strong corporate citizenship. As a Myanmar-led company in the energy sector, we are proud to contribute to the nation's welfare in times of need, especially in the face of natural disasters, highlighting our leadership in corporate social responsibility. ■



Photo credit: AP/ Aung Shine Oo

Arkar Phyo: A Journey of Dedication at MPRL E&P

Hnin Wynt Zaw

In this edition, we sit down with Arkar Phyo, who shares his journey from security staff to Administrative Assistant at MPRL E&P. He reflects on the skills that have helped him excel in his role, his daily responsibilities, and how he envisions his future growth within the company. Let's get to know more about Arkar and his insights into the vital role of administration in supporting company operations.

Nice to meet you Arkar. Can you tell me briefly about your background and your work experience after graduation from the university?

My name is Arkar Phyo, and I was born and raised in Auk Kyaung Village, Minbu Township. My family consists of four members: my parents, my sister, and me. I completed my high school education at Minbu in 2010 and graduated from Magway University with a degree in Geography in 2014.

I was inspired by the staff at the Field Operations Team in Mann Field and, when I heard from a friend that security personnel were being recruited by Myint & Associates Co., Ltd. (M&AS), I applied for the position. I was hired and began working as a security guard at M&AS in November 2012, during my first year at Magway University. I continued working in security at M&AS while pursuing my studies, eventually graduating from Magway University in 2014. After 11 years with M&AS, I was invited to join MPRL E&P as an Administrative Assistant in 2023, which is my current position.

I was recruited by MPRL E&P Administration & Contracts Department in 2023 as an Administration Assistant. I joined M&AS in November 2012 and November 2024 would mark my 12th year at MPRL E&P Group of Companies (GoC).

What are your responsibilities and which part(s) are the most challenging to you and why?

My main responsibilities include arranging transportation, such as ferry routes for office and overtime staff, local travel logistics, and crew change transportation in coordination with M&AS's Administration Department. I also handle the monthly purchase of stationeries, tea, coffee, and office supplies for business units. Additionally, I am responsible for accurate monthly stock-taking of office supplies and the care of indoor plants at MPRL E&P offices. I also assist with minor office repairs and renovations in collaboration with the Building Management Office.

The most challenging aspect of my job is managing the procurement of office supplies within the approved budget. Due to the current situation, there is a shortage of products in the market, and prices are high, making it difficult to purchase necessary items while staying within budget constraints.

In which type of office environment do you excel most?

I excel in an organized workplace where collaboration

with different teams and departments is encouraged. Working together in such environments allows me to thrive and I enjoy working in my department because of this reason.

How do you envision an Administrative Assistant contributing to an organization?

An Administrative Assistant should possess strong organizational skills, accountability, and a dynamic personality that fosters efficiency and creative thinking. In my role within the Administration & Contracts Department, particularly during times of inflation, I contribute by applying my time management skills and dynamic approach to procuring office supplies in a timely manner. I ensure cost savings by making purchases at the best value and at the right time.

At our company, transportation activities are a vital part of business operations. This includes managing daily transportation for staff and coordinating local travel arrangements. As an Administrative Assistant, I work closely with the Senior Administrative Assistant to facilitate transportation requests from various departments, ensuring prompt and efficient arrangements. I take pride in managing these tasks, which require efficiency, multitasking, and creativity.

What special skills do you possess that help you excel in your position?

Beyond my routine responsibilities, I am able to handle urgent, ad hoc tasks within the department efficiently. This includes procuring essential office supplies for other departments at reasonable prices and ensuring the timely dispatch of important letters and materials to various relevant destinations from the Executive Management Office. In summary, my dynamic approach, quick decision-making, and creative problem-solving skills have greatly contributed to my success as an Administrative Assistant.

Do you prefer working as part of a team, or do you feel more productive when working independently?

I enjoy working as part of a team. Collaborating allows us to brainstorm, share knowledge, and solve problems together, which enhances both team efficiency and productivity.

How do you handle multiple projects with the same or close deadlines?

I prioritize tasks based on their urgency and importance, tackling the most critical ones first. When needed, I seek guidance from the Head of Department and collaborate with team members to ensure everything runs smoothly. I make sure to stay prepared in advance and avoid missing deadlines at all costs.

What do you enjoy most about administrative work?

What I enjoy most about administrative work is the daily collaboration and coordination with not just my team but also with other departments. This constant interaction helps me improve both my social and teamwork skills.

What are the top three qualities required to perform at your best as an Administrative Assistant?

In my opinion, the top three qualities are physical wellness, communication, and coordination. As an Administrative Assistant, you must be ready to leave the office at any time to complete tasks such as purchasing office supplies, collecting and delivering parcels, or handling other urgent matters. Strong communication and coordination are essential for ensuring timely correspondence and smooth information flow between MPRL E&P Group of Companies and other service providers. Maintaining effective coordination helps foster long-term relationships.

Lastly, to perform at your best, it's essential to prioritize both physical and mental health. It's easy to overlook this, especially during busy times, but I want to remind everyone that maintaining good health is crucial for people of all ages, young and old alike.

Where do you see yourself in the next 5 to 10 years?

In the next 5 to 10 years, I aim to grow within my department, continually improving my skills and taking on more responsibilities. ■



A Journey through the Oil Field: The Story of a Young Engineer

Hnin Wynt Zaw

Meet Daw Pyae Pyae Win, a dedicated Junior Engineer at MPRL E&P, who has transitioned from academic life to the challenging environment of Mann Field. With a degree in Petroleum Engineering from Technological University (Thanlyin), she took her first career steps with MPRL E&P without prior industry experience. Driven by curiosity and a commitment to safety and teamwork, she has excelled through various technical roles, gaining hands-on experience in critical field operations. Her journey reflects resilience, adaptability, and a strong motivation to pave the way for other women in the male-dominated oil and gas sector, aspiring to make a lasting impact in the industry.

Born and raised in Yangon, Pyae Pyae Win always had a curiosity for how things worked. Growing up with her parents and brother, she attended No. 5 Basic Education High School in Tharkayta and later pursued a degree in Petroleum Engineering from Technological University (Thanlyin), graduating in 2023. Unlike many of her peers, she dove headfirst into the industry without any prior work experience—MPRL E&P became her first job after graduation.

“I didn’t have any previous experience in the oil and gas sector, but I did help my family with our clothing wholesale business,” she recalls. “I was drawn to MPRL E&P because of its strong reputation in the industry and the chance to apply my degree in a real-world environment. It was the perfect place to start my career.”

Her journey with MPRL E&P began as a Junior Engineer. The first few months proved challenging, as she adjusted from academic life to the practical demands of fieldwork. “I had to bridge the gap between what I learned in school and what was required in the field. It was a steep learning curve, but the support from my mentors and colleagues made a big difference.”

Now, over a year into her career, Pyae Pyae Win has undergone numerous on-the-job trainings in various teams, including measurement, downhole, pumping unit maintenance, pulling unit, and now the echometer team. “One of the biggest challenges was getting comfortable with hands-on tasks,” she says. “But with the right guidance, I quickly learned to adapt and improve.”

Currently, Pyae Pyae Win continues her work as a Junior Engineer, balancing her time between the echometer and pulling unit teams. Her primary responsibilities include diagnosing pump cards, reporting any abnormalities to supervisors, and ensuring timely pump servicing to maintain daily production targets.

Safety protocols hold paramount importance for Pyae Pyae Win and her team, and they ensure strict adherence at all times. The safety protocols are essential for engineers working on-site due to the hazardous nature of the oil and gas industry, which involves heavy machinery, flammable materials, and complex

equipment. “Here at our workplace, safety is our top priority. Safety protocols provide guidelines on operating machinery safely, handling materials, and moving around the site. Following these protocols minimizes the risk of accidents, injuries, or fatalities for both individuals and teams,” she explains.

Pyae Pyae Win further emphasizes that adhering to safety standards is also about regulatory compliance. The industry is highly regulated, with strict health, safety, and environmental standards. Meeting these protocols not only protects employees but also shields the company from fines, legal issues, and potential damage to its reputation. “Promoting a culture of safety is crucial. It sets a standard for new team members and demonstrates responsibility and commitment to the team, laying the foundation for a long and safe career in the industry,” she adds.

Working in the field has been an eye-opening experience. Based in the Mann Field, Pyae Pyae Win acknowledges the challenges that come with being a female engineer in a male-dominated environment. “The ratio of male to female engineers here is around 95 to 5, so it is definitely noticeable,” she admits. “Managing predominantly male crews can be tricky, but I don’t let it affect my performance. I focus on fostering collaboration and getting the job done.”

Despite the gender imbalance, she says that the support she has received from her seniors has helped her adjust to the tough conditions of fieldwork. “The weather can be extreme, and being far from home can make you feel a bit isolated at times,” she notes. “But I have learned to embrace the challenges, and I have come to appreciate the beauty of the countryside and the connections I have made with the local villagers.” Overall, as a Junior Engineer, she enjoys her role in Mann Field, finding the experience both positive and inspiring. Although there are good days and bad days, the hands-on experience she gains from working at the project site is invaluable.

When asked about her motivation, she quickly credits her team. “Their support keeps me going,” she says. “The teamwork we have is incredible, and the dynamic nature of the job keeps me engaged. Every day is a new learning opportunity.”

In the Mann Field, ensuring high productivity is

crucial. Pyae Pyae Win emphasizes the importance of having competent and skilled crews, as well as teamwork, to meet daily operational targets. She also mentions the significance of addressing challenges as they arise. “Unexpected problems can occur, but our team stays adaptable and works together to solve them.” One of the projects she is particularly proud of is her involvement in the Water Flooding project, which has successfully increased oil production from several wells. “It is rewarding to see the impact of our hard work, especially when it directly contributes to the company’s production goals.”

Reflecting on her journey so far, Pyae Pyae Win believes that key qualities for success in the field include problem-solving skills, adaptability, and strong communication. “You also need to be detail-oriented and always prioritize safety,” she adds. “That is how you ensure smooth and efficient operations.” She also emphasizes the importance of resilience and confidence, which help her navigate challenges in a traditionally male-dominated environment.

As one of the few female engineers in the field, Pyae Pyae Win encourages more women to pursue careers in oil and gas. She is always proud and excited to see strong women working alongside male colleagues. “It is tough, no doubt—especially with the physical demands and extreme weather conditions—but women are just as capable as men in this industry,” she asserts. “If you are passionate about the work and up for a challenge, this career is incredibly rewarding.”

Pyae Pyae Win was drawn to a career in this field because it offers a dynamic environment where she can apply her technical knowledge and problem-solving skills. Our company, in particular, is constantly evolving, which not only supports her professional growth but also inspires her to actively contribute to its journey. She is excited to be part of an industry that continually presents challenges and opportunities for development.

Looking ahead, Pyae Pyae Win has ambitious goals. “In five years, I want to deepen my expertise and take on more responsibilities within my team,” she says. “Ultimately, I hope to hold a leadership role and be a role model for other women in the field. I want to inspire the next generation of female engineers to follow their passions, just as I did.” ■





The event featured a series of presentations aimed at raising awareness of the crucial role coral reefs play in maintaining marine biodiversity and supporting local livelihoods. Daw Wit Hmone Tin Latt, Head of Corporate Sustainability for the PIP CSR Program, delivered the welcome speech, followed by the opening remarks from U Thein Zaw, Township Administrator of the Ngwe Saung GAD.

Two keynote presentations were given during the event. Dr. Cherry Aung, Professor and Head of Marine Science Department at Myeik University, discussed the significance of coastal resources, with a particular focus on coral reefs. Dr. Khin May Chit Maung, Associate Professor of Marine Science Department at Patheingyi University, followed with a presentation on sustainable marine fisheries. U Myo Zaw Oo, Assistant Manager of Government Relations at PIP, concluded the event with the closing remarks.

In addition to the presentations, attendees participated in hands-on activities, including coral mapping exercises, brainstorming sessions on local conservation initiatives, and Q&A discussions. The enthusiastic response from participants highlighted a shared commitment to marine conservation and the potential for collaboration to protect coral reefs.

The following day, on 29 September 2024, the PIP CSR Team, along with divers from the Myanmar



Dive Center and marine experts, conducted coral inspection and assessment activities near Kyun-Lyar-Shay and Bird Islands in Ngwe Saung. The assessments aimed to evaluate the current condition of the reefs and gather data for future conservation efforts.

The “Coral Revive” project, now expanded to new areas like Ngwe Saung, exemplifies the PIP CSR Program’s dedication to preserving Myanmar’s fragile coral ecosystems. Through continued collaboration among government agencies, academic institutions, local communities, and private sector partners, the PIP CSR Program aims to ensure the long-term sustainability of these vital ecosystems for future generations.

U Thein Zaw
Township Administrator
Ngwe Saung General Administration Department

This coral reef awareness event at Ngwe Saung is a valuable opportunity for our community. We know there are coral reefs near Ngwe Saung beach, as well as around Kyun-Lyar-Shay and Bird Islands. The Professors from Marine Science Departments have given us a thorough explanation of these reefs, the causes of their destruction, and why conservation is so important. I believe this event is truly beneficial for us.



We hope that the coral conservation effort under the MPRL A-6 PIP CSR Program will bring significant benefits to the Ayeyarwady Region. It has the potential to boost tourism, increase foreign income, and improve the livelihoods of our local community through tourism development. Moreover, it will help ensure the sustainability of our environment and marine ecosystem.

For coral reef conservation to succeed, we need a commitment to act, the right knowledge and expertise, and sufficient resources—both human and financial. Since MPRL A-6 is leading this project, we believe they meet these requirements. We, the government agencies, warmly welcome this coral conservation initiative led by the MPRL A-6



A Photo Essay: Test Launch of Artificial Reefs and Coral Nurseries to Revive Marine Life

Pyae Pyae Phyo

A landmark coral reef conservation project came to life near Sabahtar Island, Nga Yoke Kaung Town, as part of the MPRL A-6 Pyitharyar Integrated Project (PIP) Corporate Social Responsibility (CSR) Program. In collaboration with the marine expert Dr. Cherry Aung from Myeik University and nine divers—including local volunteers and experienced professionals—the PIP CSR Team launched a test project for artificial reefs and coral nurseries to revive marine life in the waters surrounding the island.



The journey began on 12 October 2024, with the PIP CSR Team conducting land-based tests on the artificial reef and coral nursery structures. The air was filled with anticipation as each structure was carefully examined to

ensure readiness for underwater deployment. The team finalized transportation logistics, ensuring everything was prepared for the next phase of the project.

Each artificial reef was constructed in a pyramid shape using 46 concrete blocks. These blocks, each weighing 23 kilograms and measuring 16 inches long, 8 inches wide, and 8 inches high, were assembled to form towering underwater habitats.



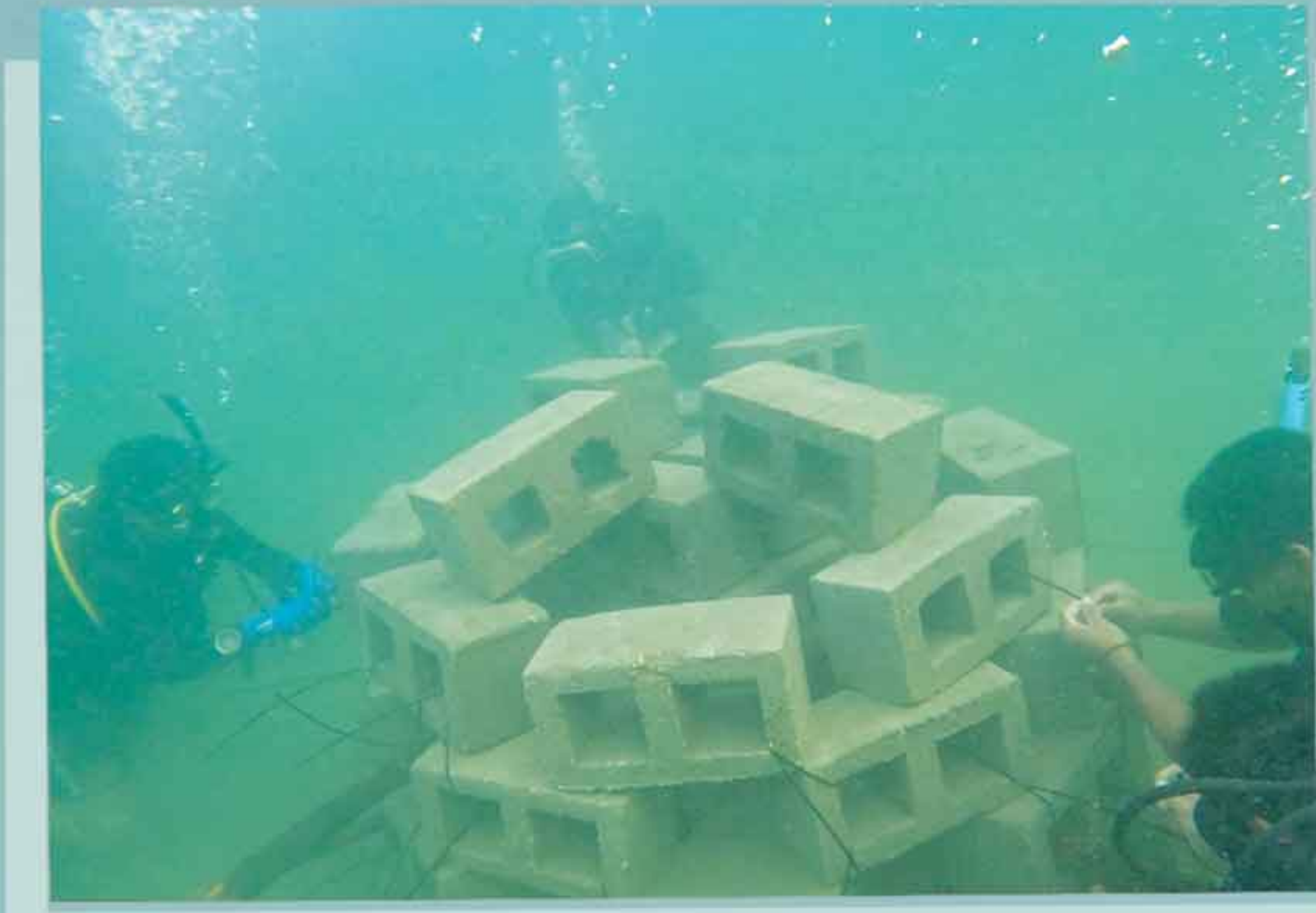
In total, 184 blocks were used to build four structures, each standing 3.5 feet tall and 6 feet wide.



Local welders and masons played a vital role in creating the coral nurseries. They crafted sturdy frames with a 5-foot diameter, using thick iron rods, 50-kilogram concrete posts, and metal connectors. These frames will later hold coral

fragments, promoting regeneration and reviving the reefs in the area.

In the morning of 13 October 2024, the Project Team loaded the concrete blocks onto a boat bound for Sabahtar Island. Divers prepared to descend while experts demonstrated the use of localized lift bags to transport the heavy blocks into place underwater.



As the divers submerged, the first three artificial reef structures were successfully deployed. Suspended by lift bags, the concrete blocks were carefully lowered to the seafloor. These reefs, designed to serve as breeding grounds

for marine life, were positioned in areas carefully chosen to enhance the local ecosystem.

On 14 October 2024, the Project Team deployed the final artificial reef structure along with two coral nurseries. Coral fragments from nearby reefs were collected, sorted, and attached to the nursery frames. These fragments will soon grow and help restore damaged coral populations, contributing to the area's ecological balance.



The team used localized lift bags to position the concrete blocks and coral nursery frames securely underwater. Ropes and weights anchored the structures, ensuring their stability. Floating buoys and signal lights were installed

to warn passing boats, protecting the newly formed marine habitats.

With all four artificial reefs and two coral nurseries in place, the Project Team gathered for a commemorative group photo, marking the culmination of months of preparation and hard work. The PIP CSR Program's successful test launch created new breeding grounds for marine life, marking a significant step toward restoring and enhancing the marine ecosystem in the Gaw Yan Gyi area.



This test launch not only provides a safe space for marine organisms to thrive but also demonstrates the power of collaborative conservation efforts. It paves the way for future marine restoration projects, offering hope for the revitalization of coral ecosystems in the region.■

Dispute or Dialogue: The Role of Operational Grievance Mechanisms in Human Rights Due Diligence

Thal Sandy Tun

Effective planning in development projects must incorporate the interests and concerns of local communities, ensuring stakeholders can meaningfully participate in processes that significantly impact their lives. In today's corporate environment, businesses are becoming increasingly aware of their human rights responsibilities, often aligning operations with frameworks like the UN Guiding Principles on Business and Human Rights. This awareness is particularly vital in conflict-prone areas where weak institutional structures and limited access to justice can exacerbate human insecurities and contribute to social unrest.

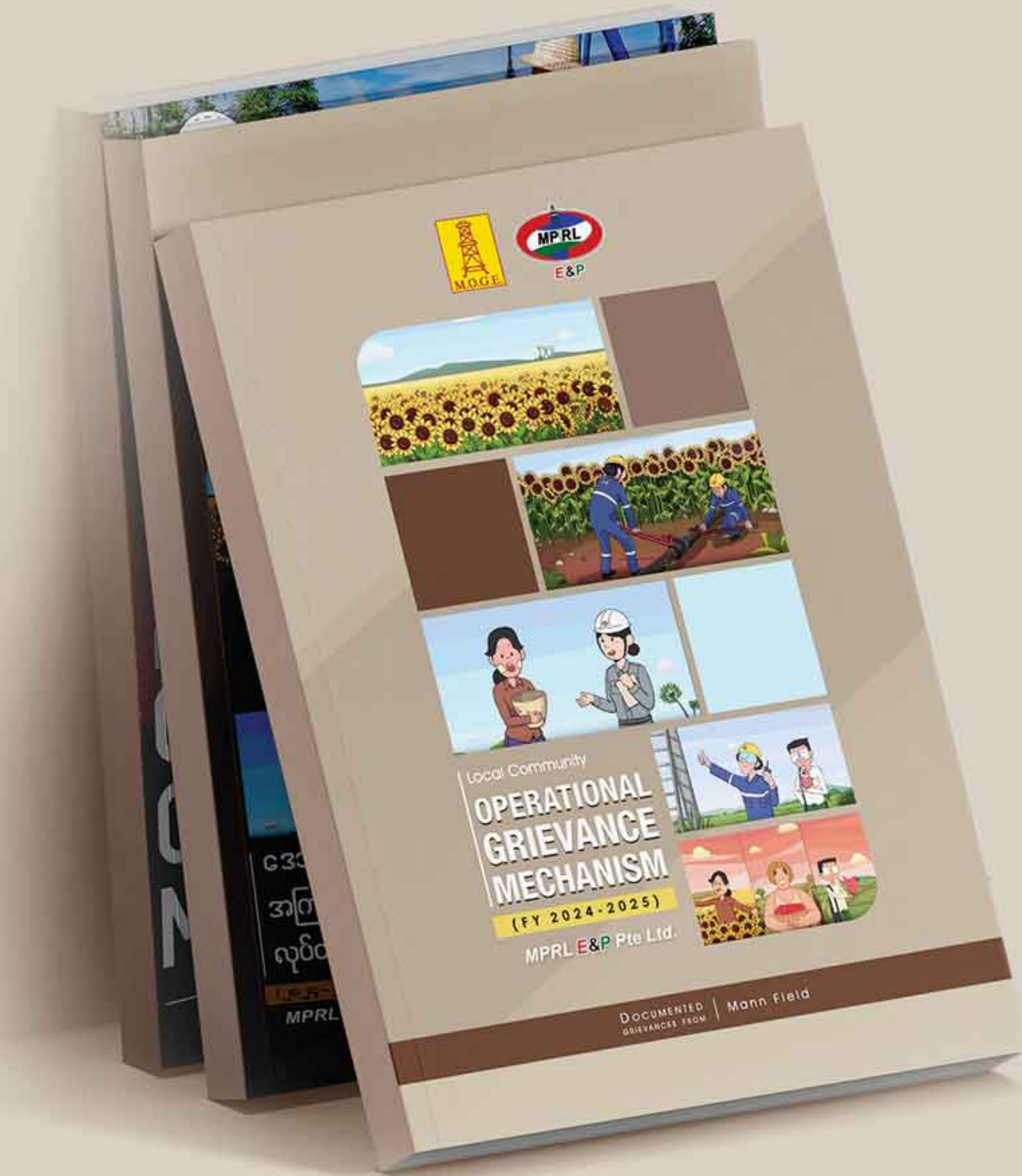
The emergence of corporate responsibility and the introduction of grievance mechanisms date back to the late 20th century, when companies began implementing corporate social responsibility (CSR) policies. Initially, these mechanisms focused on a narrow set of stakeholder concerns. However, they have since evolved to address a wider array of interests, promoting transparency and accountability in corporate operations.

Today, companies increasingly embed grievance mechanisms within their broader sustainability and ethical frameworks. This integration ensures not only accessibility but also cultural appropriateness for all stakeholders, particularly marginalized groups who often face the most significant risks. Demands for thorough reporting on the effectiveness of these mechanisms are spurred by stakeholder expectations and changing regulatory landscapes.

Operational grievance mechanisms serve two critical functions in the context of corporate responsibility for human rights:

- 1. Identification of Human Rights Impacts:** These mechanisms provide an essential platform for affected stakeholders to express their concerns about potential human rights violations. Analyzing trends in complaints help companies identify systemic issues, facilitating informed adjustments in practices and policies.
- 2. Grievance Resolution:** Once concerns are raised, OGMs allow for timely remediation of issues, either independently or in collaboration with other stakeholders. Early intervention is crucial; as addressing grievances can prevent them from escalating into serious disputes or violations, fostering a more stable and cooperative environment.

Moreover, grievance mechanisms are particularly vital in high-risk environments. They help meet regulatory standards, address community concerns, and drive positive social change. As these mechanisms gain traction, it is essential for companies and communities to collaborate on their design and implementation to maximize their effectiveness.



Transforming Relationships Through Effective Implementation

The effective implementation of OGMs can transform community-company relations from potential conflicts into constructive dialogue. By prioritizing human rights and fostering open communication, businesses reduce risks while promoting sustainable development and enhancing community well-being.

Emphasizing fairness and equitable processes creates an environment where grievances are addressed proactively, nurturing a culture of trust and collaboration. Additionally, OGMs serve as a crucial link between corporate responsibility and community engagement. By taking a proactive approach to human rights due diligence, companies can meet their legal and ethical obligations while building lasting partnerships with local communities. This shift—from perceiving grievances as disputes to viewing them as opportunities for dialogue—will ultimately contribute to a more just and equitable development landscape.



Case Study: A Decade of MPRL E&P's Operational Grievance Mechanism in Mann Field

MPRL E&P exemplifies the successful implementation of an operational grievance mechanism (OGM) over the past decade in Mann Field, effectively navigating challenges from domestic political changes to global pandemic disruptions. This mechanism has become foundational in managing relationships between the company and local communities, emphasizing the importance of dialogue and dispute resolution in achieving harmonious coexistence.

Background

MPRL E&P operates in Mann Field, an area known for its diverse ecosystems and communities that rely on agriculture and livestock breeding. Recognizing the potential environmental and social impacts, the company established an Operational Grievance Mechanism (OGM) in 2013-2014 to address concerns from local stakeholders.

Objectives of the Operational Grievance Mechanism

- 1. Transparency:** Establish an open channel for local stakeholders to voice operational concerns.
- 2. Responsiveness:** Provide timely responses to grievances to build trust within the community.
- 3. Conflict Prevention:** Identify and resolve issues before they escalate.
- 4. Continuous Improvement:** Gather feedback to enhance operational practices and environmental stewardship.



Structure of the Operational Grievance Mechanism

- 1. **Multi-Channel Access:** The OGM offered three ways to submit grievances:
 - Community volunteers
 - A dedicated hotline
 - Physical suggestion boxes within the community
- 2. **Field Staff:** Trained personnel were assigned to engage with the community, aiding individuals understand and navigate the grievance process.
- 3. **Review Panel:** A diverse panel, comprising company representatives and officials from the Myanmar Oil and Gas Enterprise (MOGE) was established to review grievances and facilitate resolutions. Village administrators and community volunteers assisted in lodging complaints, conducting investigations, negotiating resolutions, and finalizing cases.

Implementation Process

- 1. **Awareness Campaign:** Before launching the OGM, MPRL E&P recruited and trained community volunteers from targeted villages for a pilot initiative, followed by workshops and training sessions to educate the community on the grievance process and its significance.



- 2. **Monitoring and Reporting:** The company developed key performance indicators for the OGM and created a tracking system to log grievances, monitor resolution timelines, and analyze trends. Quarterly reports are made available on the corporate website.
- 3. **Feedback Loops:** After grievances are resolved, feedback is solicited from complainants to assess satisfaction with the process and outcomes.



Outcomes

- 1. **Increased Engagement:** In its early years, the OGM recorded 36 grievances, covering environmental concerns and infrastructure issues, reflecting immediate community trust in the mechanism.
- 2. **Timely Resolutions:** The average resolution time for grievances decreased from 35 days to 14 days, and then to just 7 days due to streamlined processes and heightened awareness.
- 3. **Impact on Operations:** Grievances prompted new operational practices, such as enhanced waste management protocols and improved training for staff and community leaders.
- 4. **Strengthened Relationships:** Regular community meetings were instituted to update stakeholders on grievance resolutions, fostering stronger bonds between the company and local communities.

Challenges Encountered

- 1. **Initial Experience:** Early implementation faced challenges in meeting timelines for grievance handling and compensation. Ongoing communication and process improvements helped alleviate these concerns, alongside expanded outreach programs to promote the mechanism.
- 2. **Need for Continuous Visibility:** The mechanism’s sustained success relies on ongoing refinement based on evolving community expectations and operational contexts. Adjusting the mechanism according to stakeholder feedback ensures its relevance and effectiveness in addressing grievances and maintaining trust. By its 10th anniversary, the mechanism had resolved 182 cases, highlighting ongoing community engagement in ensuring operational stability and well-being.

In conclusion, the Operational Grievance Mechanism (OGM) established by MPRL E&P in Mann Field underscores the importance of transparency, community engagement, and responsiveness in addressing stakeholder concerns.

By proactively managing grievances, the company not only improved its operational practices but also built a foundation of trust and collaboration with the local community. This case study serves

as a model for organizations in high-impact sectors, demonstrating the value of effective grievance mechanisms in fostering sustainable operations and securing a social license to operate.■



From Cover Page

After all, life exists for more three billion years (three thousands of million years), and the temperature of the Earth has always kept within boundaries that allowed it to thrive, despite the Sun having increased radiation, therefore heat received on Earth, by some 30 percent.

Gaia is simply the ancient Greek goddess representing the Earth. This name was coined to the hypothesis by an admiring friend of James Lovelock, the Nobel Prize-winning writer William Golding, as they were living in the same English village and walking together to the post office (or was it to the local beer station?).

This note is a too brief attempt to introduce the authors, and their groundbreaking Gaia Hypothesis, to tickle your inquisitiveness as it is still tickling mine.

Who were Lynn Margulis and James Lovelock?

Lynn Margulis (1938 - 2011) is a biologist from the United States. She once described herself in school as “a bad student who frequently had to stand in the corner”. Yet, she earned a Bachelor of Arts degree in 1957 at age of 19 and went on to study biology. In 1966, as a young faculty member at Boston University, Lynn Margulis wrote a fundamental theoretical paper on the origin of living cells that reproduce as exact copies of themselves. She defended the theory that living cells containing genetic material in their core, the nucleus, originated from symbiosis—the survival of two organisms whose life depends on cooperation—between bacteria and archaea. The archaea use a wider range of energies than bacteria, including light. Lynn Margulis was defending views of evolution as being the result of cooperative relationships between species, rather than the mainstream view of evolution being the result of competition, as theorized in the 19th century.

During her research, Lynn Margulis observed that bacteria produced gases such as oxygen, hydrogen sulphide, carbon dioxide, nitrogen, and ammonia—more than 30 different gases in total. She was keen to understand how bacteria came about to use and excrete all these gases during their evolutionary history. The mainstream theory was that only oxygen, a highly unstable gas, prompt to combine chemically with the widest range of elements to form oxides, was a biological product. In her own words, “go talk to Lovelock” was the suggestion of at least four different colleagues. James Lovelock believed that the gases in the atmosphere were all biological.

This brings me to James Lovelock, who became the most influential name in defending Gaia as a fundamental concept of the environment in which we live. Born in 1919 in East of England - according to him as the result of his parents celebrating the end of World War I—he died at his UK home in 2022, on the day of his 103rd birthday.

In the century of his life, much of it as an independent scientist, he was a chemist, medical doctor, and engineer.

After leaving grammar school, without the means to attend university, James Lovelock worked at a consultancy photography firm. Yet, as part of his professional duties, Lovelock attended Birkbeck College, a research university affiliated with the University of London, which specializes in evening tuition.



James Lovelock and Lynn Margulis;
from https://www.radiofrance.fr/s3/cruiser-production/2022/09/eac6f137-e6ae-4815-9f5b-329adc9fa050/860_efesptwo293542.jpg

James Lovelock finally got a grant to study chemistry at the University of Manchester, after which his professor recommended him for taking up a job at the Medical Research Council. Lovelock finally received a Ph.D. in medicine in 1948.

As an inventor, Lovelock devised and built the first electron capture detector in 1957, a device still used today to detect trace amounts of chlorine and fluorine atoms in gases. In early 1961, he was engaged by NASA as an engineer to develop instruments sensitive enough to detect trace gases in other planets. The instruments were to equip the Viking satellite missions to determine whether Mars supported life.

This led Lovelock to consider the composition of the Martian atmosphere. He reasoned that if living beings existed on Mars, they would be altering the atmosphere to survive. However, it was discovered before Viking reached Mars that the planet is surrounded by a thin layer of carbon dioxide, with only traces of other gases. The difference between this very stable Mars’ atmosphere, and the complex atmosphere of the Earth convinced Lovelock that Mars was lifeless.

This realization piqued his interest in the Earth’s atmosphere and how life sustains it. Considering the chemically unstable atmosphere, in a nutshell with far too much free unstable oxygen yet in constant proportion, the question that cropped up in his mind was: “Has the biosphere a regulatory effect on the Earth’s environment that acts to sustain life?” This is when James Lovelock met Lynn Margulis to work out an answer, building the Gaia Hypothesis, that would transcend the barriers of sciences and revolutionize ecology.

These two scientists from quite different walks of life, an academic biologist and an independent chemist, showed a new way to tackle scientific issues: working across the walls between sciences, each bringing to the other an answer to their respective questions. They wrote together a shining description of a vast science phenomenon that is not the result of linear cause-to-effect common within the walls of one science, but the result of circular feedbacks, involving several sciences to unravel their complexities.

Circular feedback: Gaia as a Game of Spheres and Cycles

Circular feedback

Circular feedback, also called “cybernetics”, from the ancient Greek κυβερνήτικος “good steering”, is

all around us, and within us. The expression comes from the image of steering a ship: the helmsperson (hopefully) always maintains a steady course, constantly reacting to the action of winds and waves. Walking on our two legs, the aircon in the office, car driving: we are made of and surrounded with circular feedbacks. Engineers spend much of their time devising and constructing systems involving circular feedbacks. At our human scale for instance, regardless of the outside temperature, we maintain our body temperature at about 100°F (37°C) in a healthy state. Let’s have a look for instance at the aircon system (figure 1); circular feedback is a system including three elements, here to maintain temperature in a narrow range:

- a **Sensor**: collects the input information, in this case, the thermometer, which measures the temperature;
- a **Controller**: the thermostat determining that the room is too hot, and switching on the aircon;
- a **Regulator**: the air conditioner that will cool the room, and complete the circular feedback to the sensor by acting on the temperature.

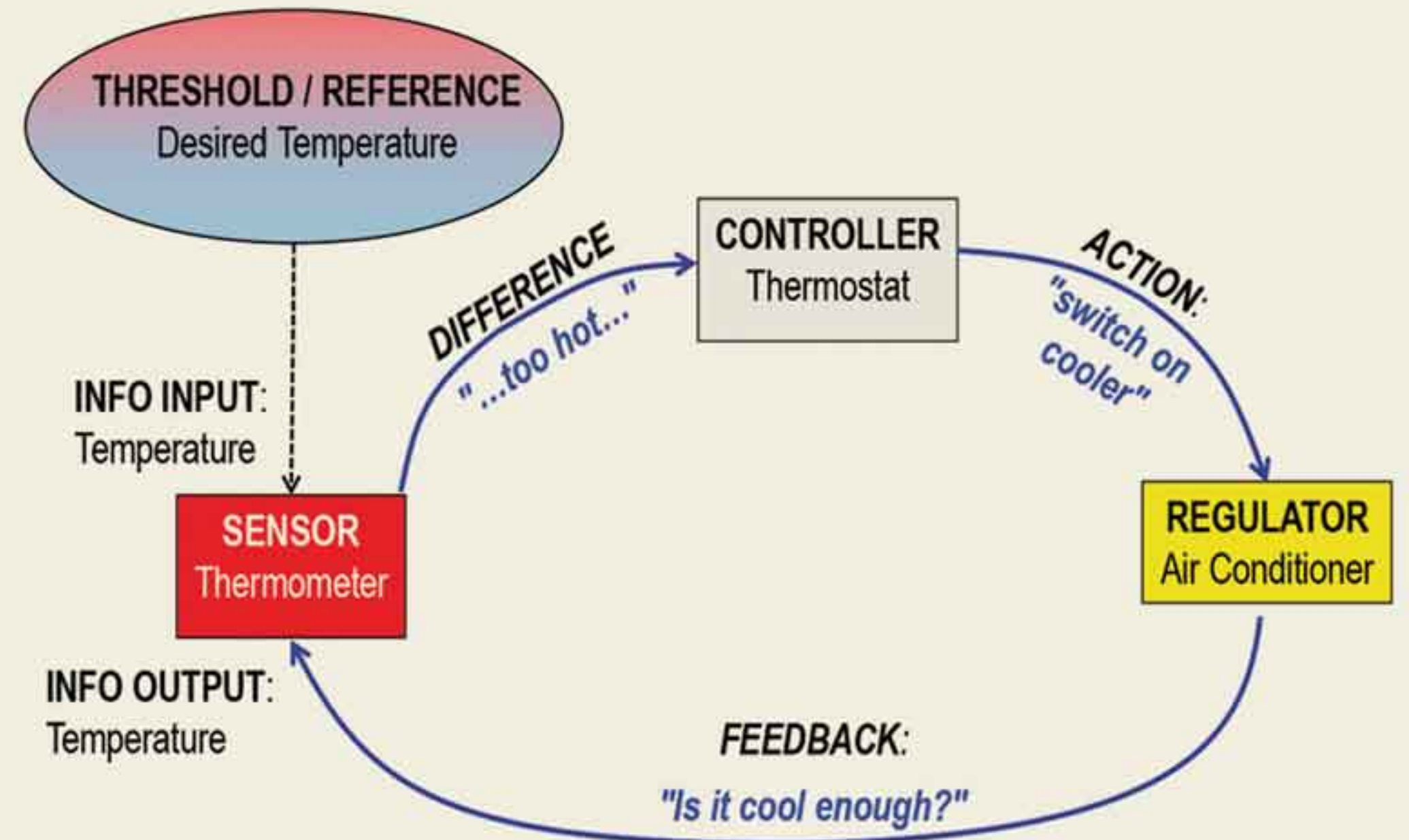


Figure 1: A circular feedback system at work: the air conditioner

The information that triggers the system and closes the process as a cycle is the same: the temperature.

The feedback can be negative or positive. In our aircon case, the feedback is negative as it is reducing the difference between the desired and the effective temperature.

By contrast, a positive feedback process will increase the difference, generally in an undesirable snowball effect away from a desired state.

What has circular feedback to do with Gaia? Gaia can be described as a dynamic system of four spheres of the Earth interacting through a number of circular feedbacks or cycles to ensure the stability of life conditions. Let’s have a look at the spheres, and then at some of the most important cycles which connect them.

Spheres

We can describe planet Earth as a sphere whose surface is eventually made of four spheres to support life. These spheres are eventually more like the shell of an egg. We can contemplate all four spheres by standing on the Ngwe Saung beach (figure 2). We belong to the biosphere, the sphere of living beings; the beach is an emerged part of the lithosphere, the ocean constitutes much of the hydrosphere, and the sky covers the lot as the atmosphere. But there is more to these spheres than seen from the beach.



Figure 2: Four spheres meet at the Ngwe Saung beach

The biosphere (“bio” from the Greek word for “life”) is not only what we see moving on legs around us or flying on wings. The biosphere, from single-cell bacteria to 200-ton blue whales, supports between 3 and 30 million species, of which only about 1.4 million have received a name (Figure 3). Biosphere is involved in all three other spheres, the hydrosphere (not only fishes, but plankton as the base of the marine food chain, algae, etc), the lithosphere (worms and lots of microfauna, roots of plants, etc.) and the atmosphere (birds and insects).

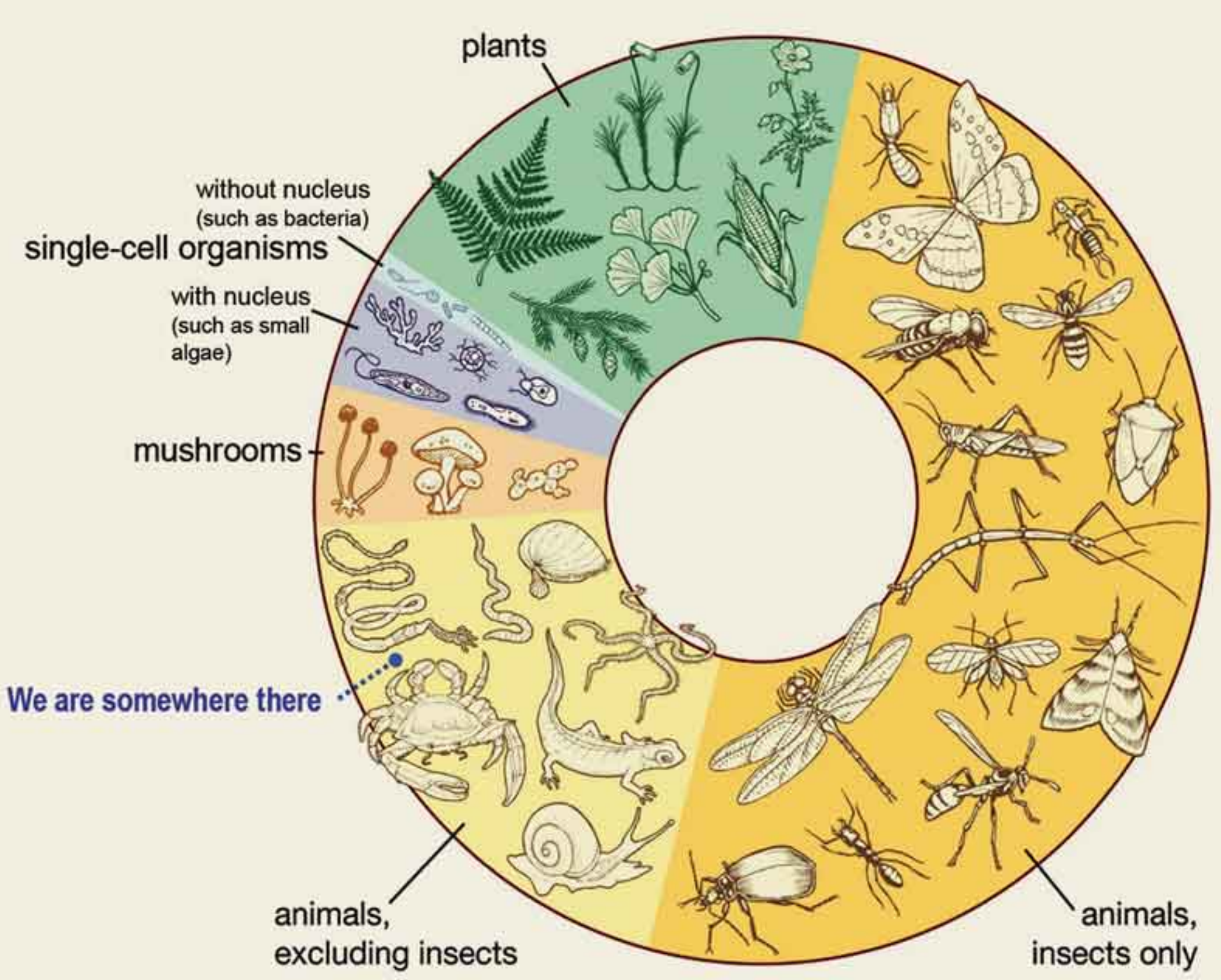


Figure 3: The biosphere; the size of the pie's slices depends on the number of named species; modified from Biosphere | Definition, Resources, Cycles, Examples, & Facts | Britannica

The lithosphere (“litho” from the Greek word for “stone”) is not only the beach or the soil beneath our feet, but all the landscape and the underlying rocks beneath it, from volcanoes to cliffs, from mountain ranges to submarine rifts and ridges, from continents to islets lost in the seas, the Earth's crust floating on the magma (Figure 4).

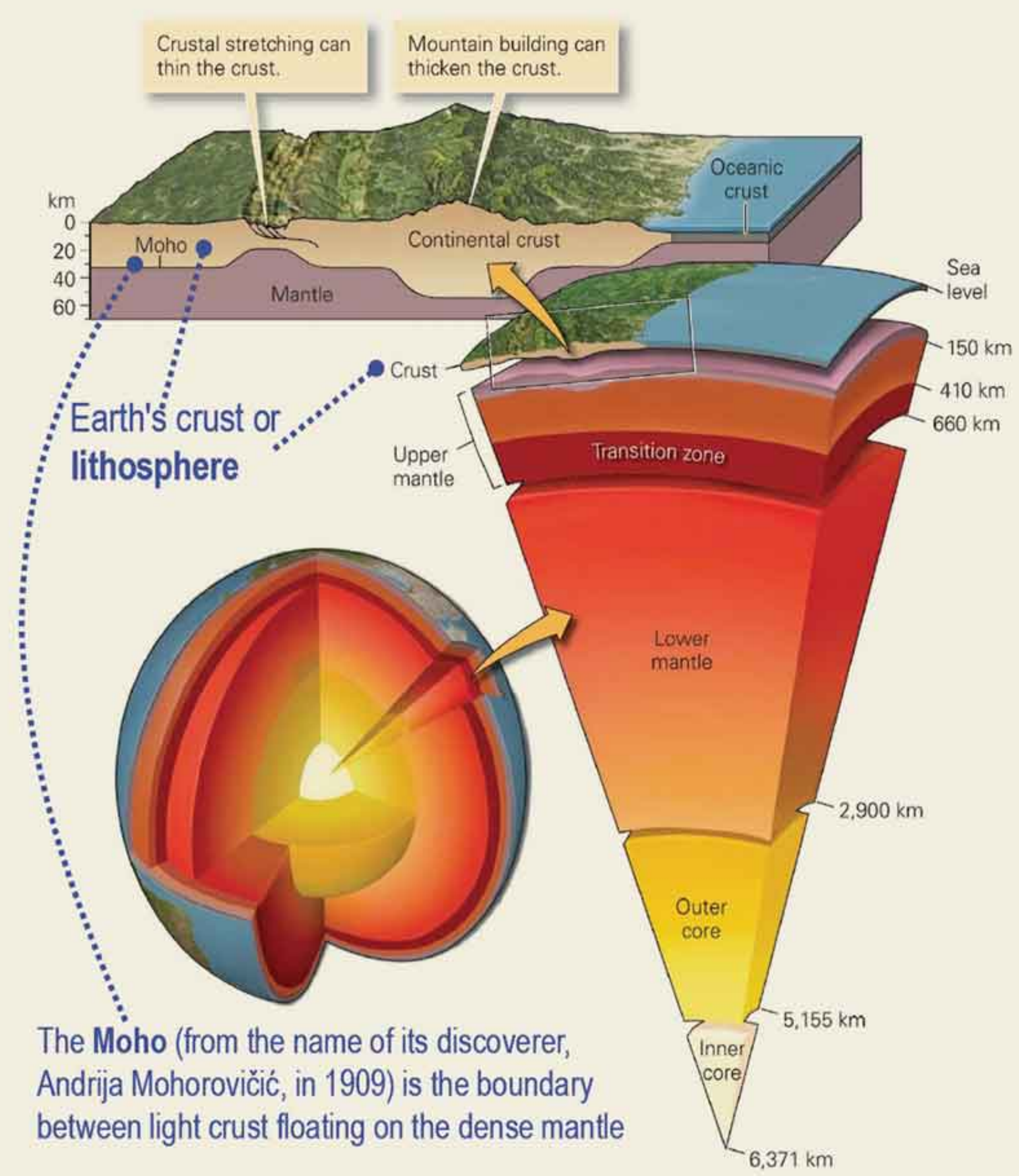


Figure 4: The lithosphere, or Earth's crust, as the outer skin of planet Earth; modified from Label Layers Of The Earth (windows.net)

The hydrosphere (“hydro” from the Greek word for “water”) is what an alien mostly sees when approaching our planet, and she/he would most probably call this planet “Ocean” rather than Earth as we earthlings call it. Oceans cover more than two thirds of the Earth and make up 97.5 percent of its water (Figure 5). Of the 2.5 percent remaining water, all the freshwater, an amazing nearly 70 percent is eventually ice of the polar caps in the Arctic and Antarctic regions, as well as in mountain glaciers. Over 30 percent of freshwater lies in the ground, as moisture water, but also mostly in pores of the sedimentary rocks deeper in the lithosphere. This leaves just only a tiny fraction—the equivalent of one small teaspoon out one kilogram of sugar—of the fresh water on Earth to be easily accessible in lakes and rivers for our consumption, whether to produce electricity, irrigate our crops, and fill up our jugs at the kitchen tap. Clouds in the sky, moist in the ground, fluids of our bodies: the hydrosphere permeates all three other spheres.

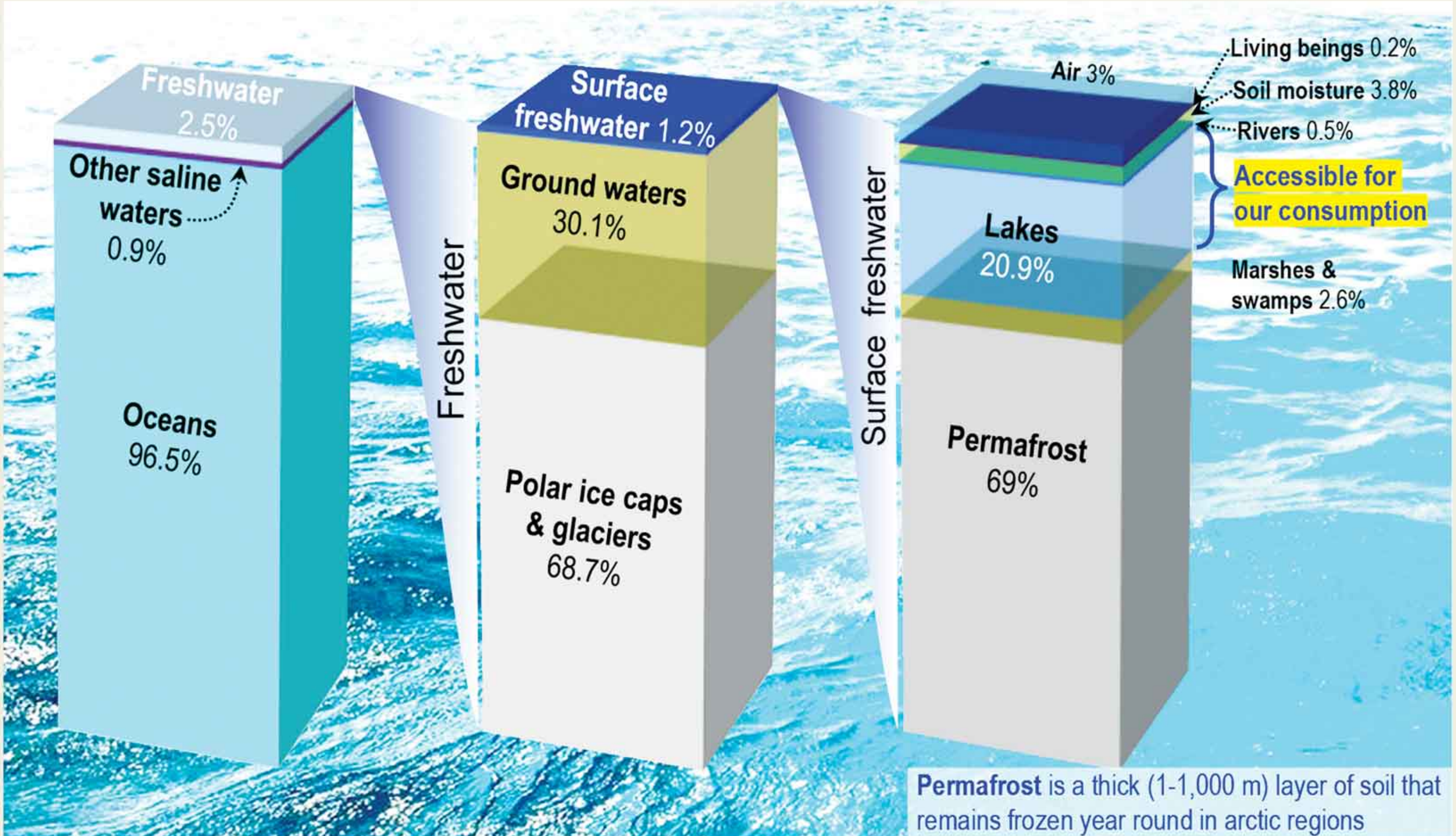


Figure 5: Where is water in the hydrosphere; redrawn from Earth's water distribution - Water distribution on Earth - Wikipedia; background modified from Celebrating World Oceans Day | British Council Sri Lanka

The atmosphere (“atmo” from the Greek word for “steam” as a gas), is not only made up of the mixture of the gas, the air that we breathe, but include several layers above the layer we live in (Figure 6). Each of these layers have a role in protecting us against excessive cold or heat, the famous greenhouse effect, against most meteorites from outer space, or shielding us from excessive exposure to harmful ultra-violet radiation from the Sun.

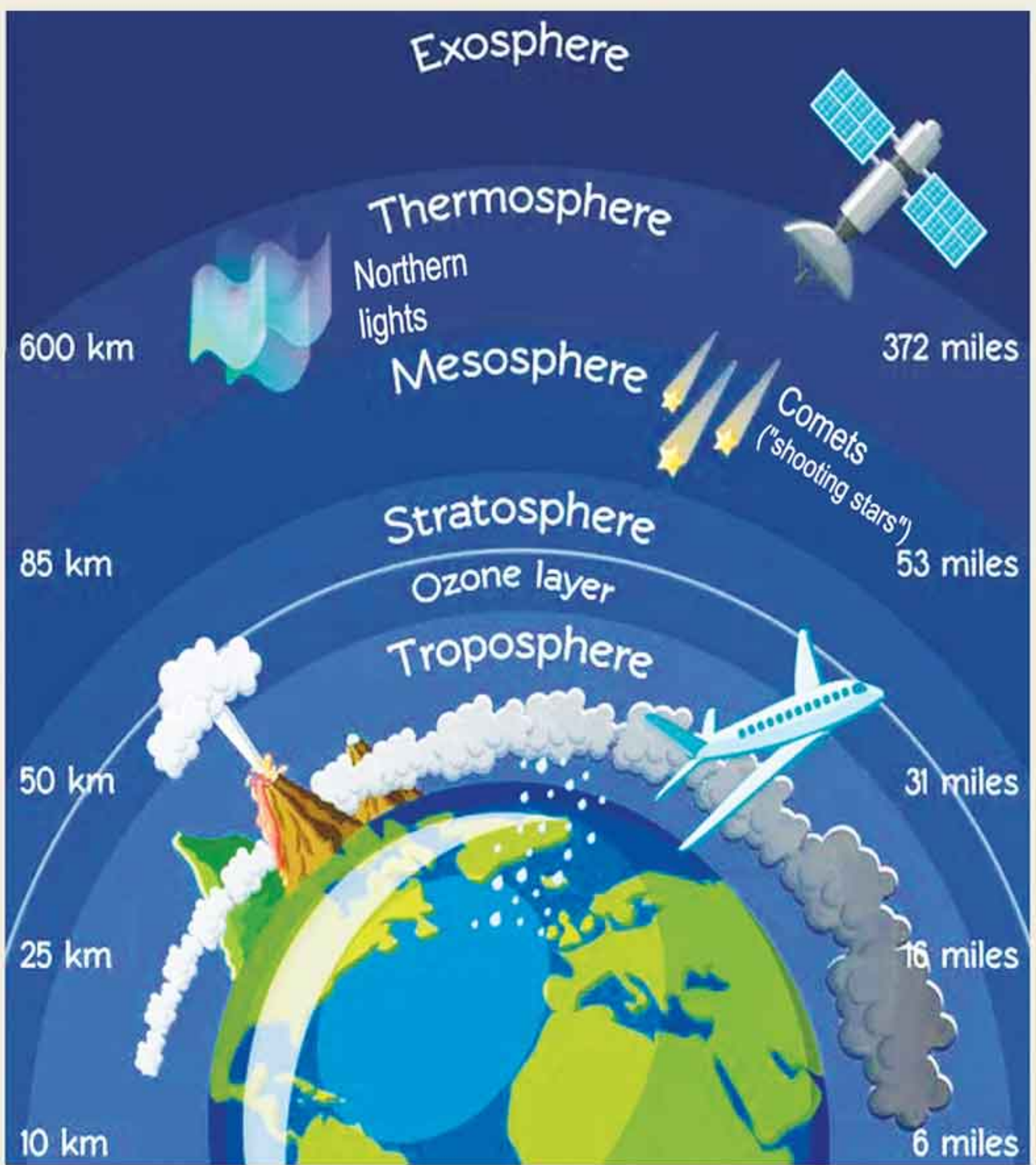


Figure 6: The atmosphere's various layers; modified from layers-of-atmosphere-infographic-vector-18423147.webp (500x500) (vectorstock.com)

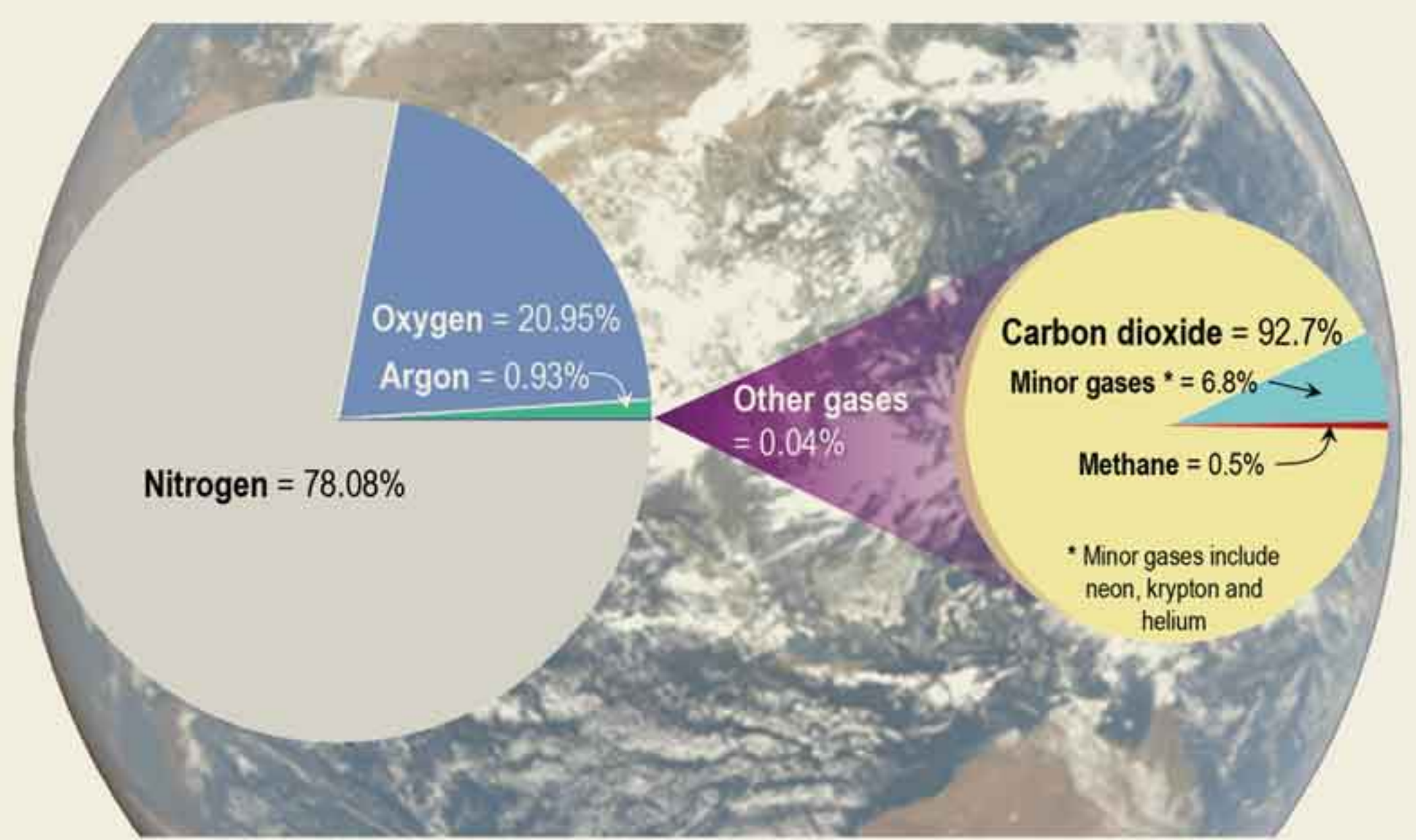


Figure 7: Composition of the air; modified from Wikipedia data (Atmosphere of Earth - Wikipedia) and plotted by author; background modified from Gallery: sun_glints (nasa.gov)

Of this mixture of gases that makes up the air that we breathe (Figure 7), let me single out probably the most peculiar one, oxygen. This gas is a kind of anomaly as it very easily attaches to many materials on Earth, the so-called oxidation phenomenon. For instance, oxidation attacks any unprotected

iron structure with rust in no time. The most common oxidation process around us is simply the oxidation of hydrogen, the water.

Yet, despite plenty of material available to bind with oxygen, its proportion in the atmosphere has varied rather little throughout the last 600 million years of planet Earth. What is the regulating mechanism that maintains the existence at about the same amount of such a wanted element as oxygen in the air? The answer is that these four spheres, the biosphere, the lithosphere, the hydrosphere and the atmosphere, constantly interact through a complex system of cycles, involving the various elements that build life.

Cycles

The basic building blocks of life are mainly carbon, hydrogen, nitrogen and oxygen, and quite a few other elements, sulphur, phosphorus, or iron in our blood for instance. All these elements are found in various amounts moving between the above-mentioned four spheres in circular feed-backs, in cycles.

The primary energy, the engine of the cycles, is the radiation from the sun. Representations of the cycles are simplified below for carbon, nitrogen, oxygen and water, showing how the biosphere interacts with each the other spheres, the lithosphere, the hydrosphere and the atmosphere. The

sensors, controllers and regulators are all organs of the living beings, reacting to various stimuli, such as light, heat, acidity, salinity, wetness, etc, as necessary to their stable survival.

For example, in the carbon cycle, the carbon dioxide (CO₂) in the air is absorbed during the day by plants, including algae in the ocean, through photosynthesis: that is the use of solar energy to convert carbon dioxide and water into sugars and oxygen. Carbon is then released back into the atmosphere through respiration and decomposition. Carbon is also stored in fossil fuels after plants degrade, to be finally released into the atmosphere through human activities such as burning fossil fuels.

Space is running out to describe the nitrogen and oxygen cycles (Figures 9 and 10), but aren't pictures worth a thousand words?

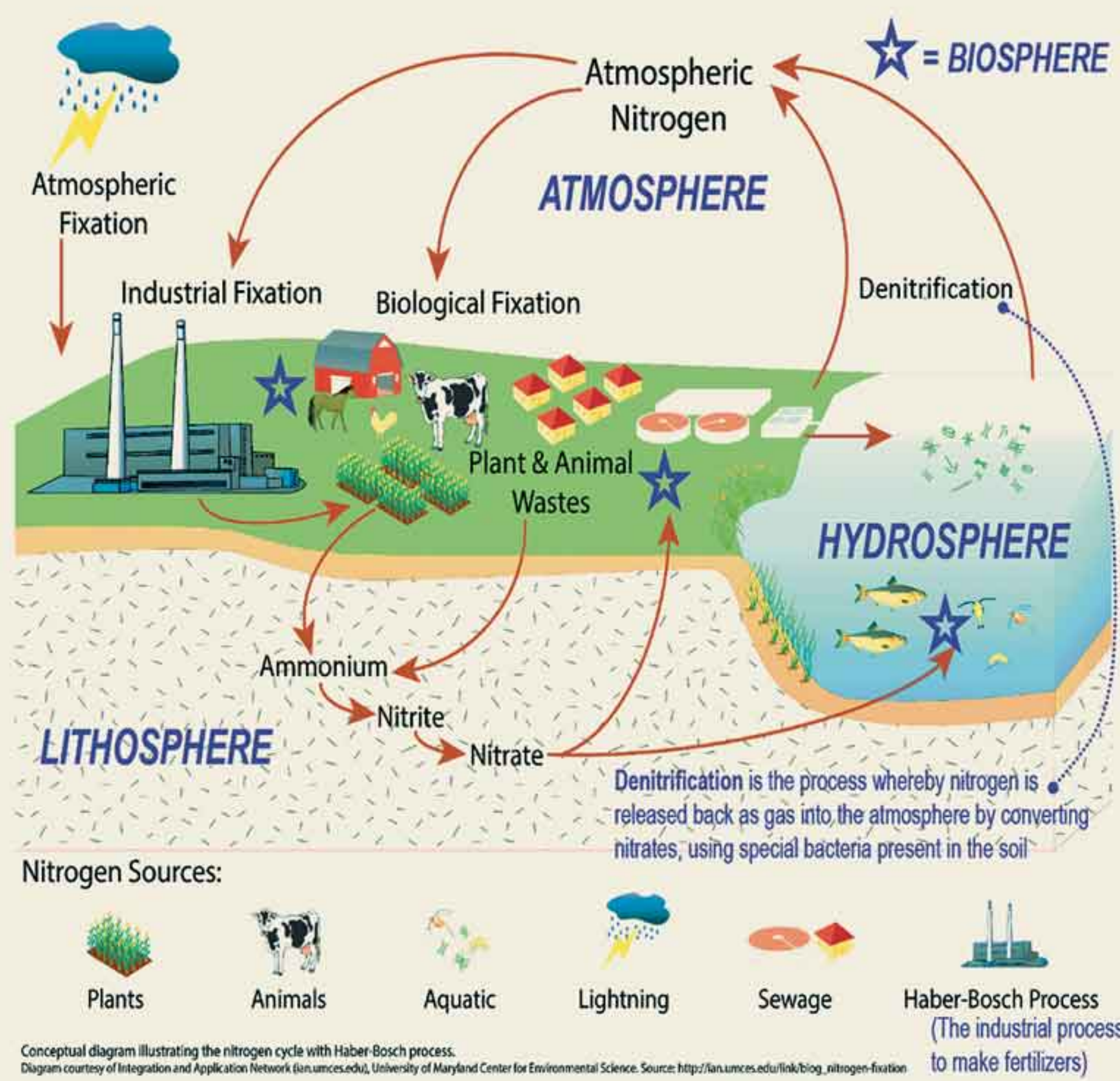


Figure 9: The nitrogen cycle; modified from Diagram Of Nitrogen Cycle OAF (mungfali.com)

The assembly tool of life involves water as the main “conveyor belt” between the spheres, also moving in circular feedback, in its own cycle. In the water cycle (Figure 11), water evaporates from land (the lithosphere) and oceans (the hydrosphere) to form clouds in the air (the atmosphere), to fall back as rain. Rain is to seep into the ground to be used by plants and other organisms, and/or will flow as rivers to fill lakes, to end up into the ocean, rich with organic matter originated from the biosphere, whether dissolved or in particles, some to serve as nutrients.

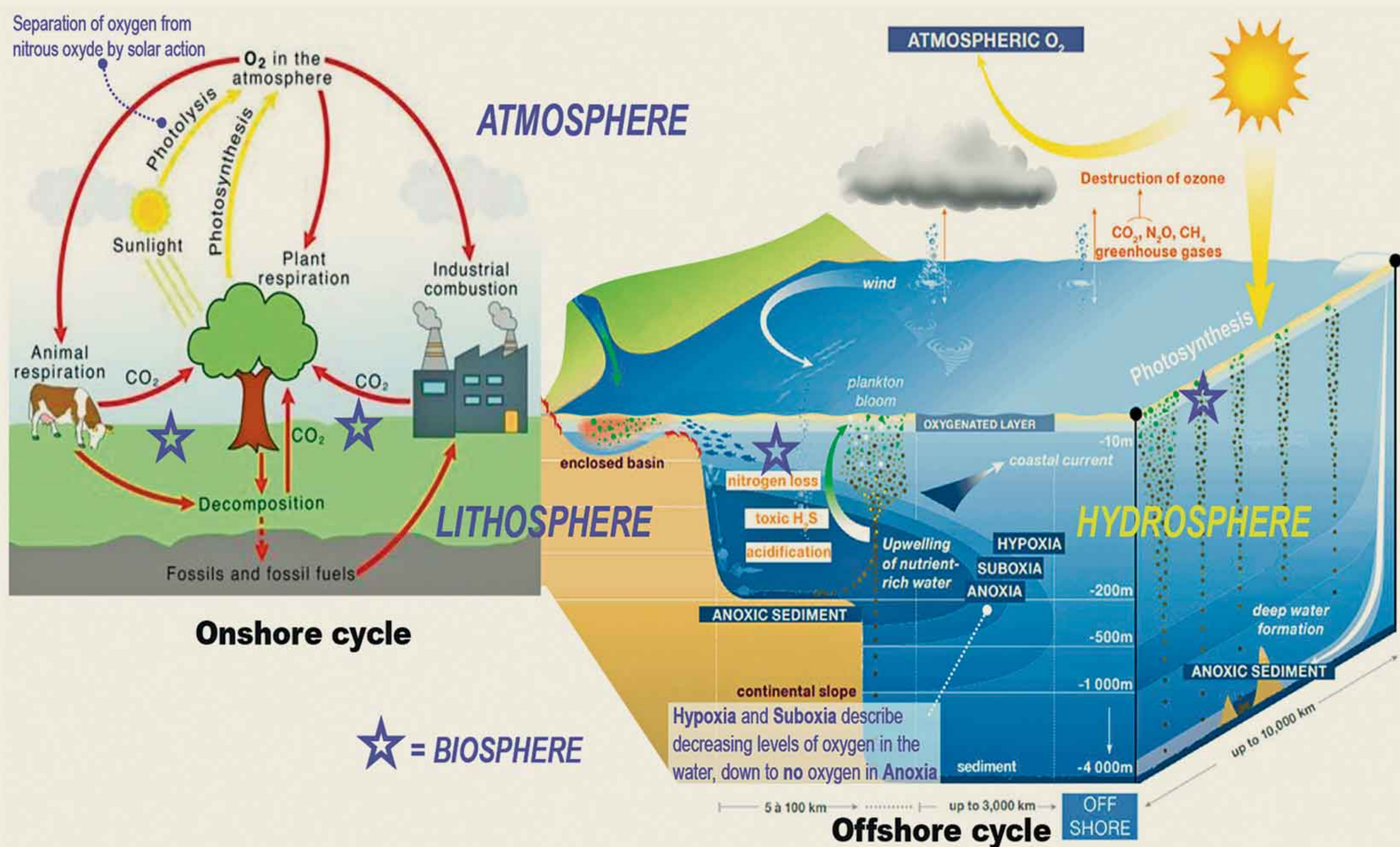


Figure 10: The oxygen cycle; Onshore (left) modified from <https://o.quizlet.com/Fy6LitdIfEQRFNWx3GRHA.jpg> Offshore (right) modified from 201801_OMZ_cycle_O2.png (1228x910) (odatis-ocean.fr)

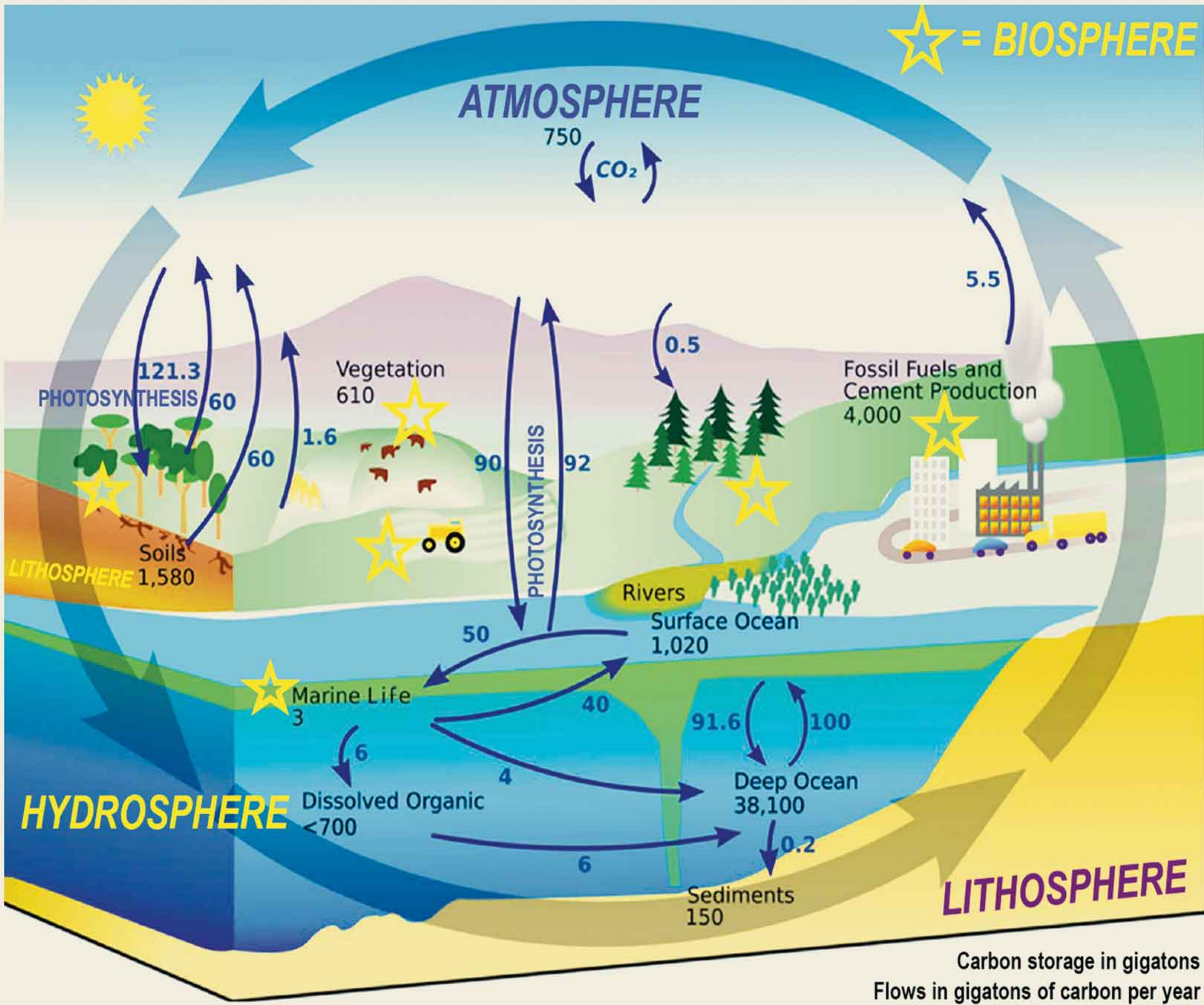


Figure 8: The carbon cycle; note the cycles within the cycle, and the yellow star showing the presence of the biosphere in all three other spheres; modified from Carbon cycle-cute diagram - Carbon cycle - Wikipedia

There are quite a few other cycles between all four spheres indispensable for the smooth wheeling of life, such as: methane and carbon dioxide (both sub-cycles of the carbon cycle), hydrogen, phosphorus, calcium, iron, sulphur (most active in deep sea near hydrothermal vents providing the energy through hot water), mercury, selenium, silica etc. The human industrial processes—as part of the biosphere—are significantly contributing to many of these cycles, often at speeds that the Gaia system can hardly adjust to, such as the carbon dioxide as a greenhouse gas whose excessive accumulation now calls for more decisive feedback by mankind.

While each of these cycles would deserve a full techie’s paper in this magazine, let’s bring this one to some conclusion.

The end for now

Let me try to conclude in a circular feedback! How did the Gaia Hypothesis, devised by two scientists who had rather little science in common, impact our knowledge of environment? Amazingly, the scientific establishment still struggles to widely accept it, mostly because sciences in the academic world involve linear cause-to-effect thinking processes.

By contrast, the Gaia Hypothesis looks at the Earth in a more all-inclusive (or “holistic”) way. Yet nowadays, by contrast with fifty years ago, ever more scientists are now talking over the walls confining their various disciplines, in collaborative teams, to improve our understanding of the many circular feedbacks that affect our environment.

One of the nice examples of such cooperation is the United Nation’s Intergovernmental Panel on Climate Change (the “IPCC”), founded in 1988, to better understand the world’s climate and the intricacies of its circular feedbacks, hence to provide the knowledge to take sensible political decisions. Their 9,889-page most recent Sixth Assessment Report was compiled by no less than 812 authors between 2015 and 2023, including facts and figures on the physical science, the impacts and adaptation to climate change, the mitigation of its effects and a synthesis.

The affiliations of the authors and reviewers of the above IPCC assessment report suggest the participation of agronomists, astronomers, biologists, chemists, climatologists, ecologists, economists, geographers, geologists, lawyers, medical doctors, meteorologists, oceanographers, physicists, psychologists, social scientists, and engineers from the agriculture, civil engineering, disasters, electricity, energy efficiency, fisheries, food, forestry, infrastructure, mining, planning of all kinds, solar and wind sectors and even a petroleum engineer from

From Page 18

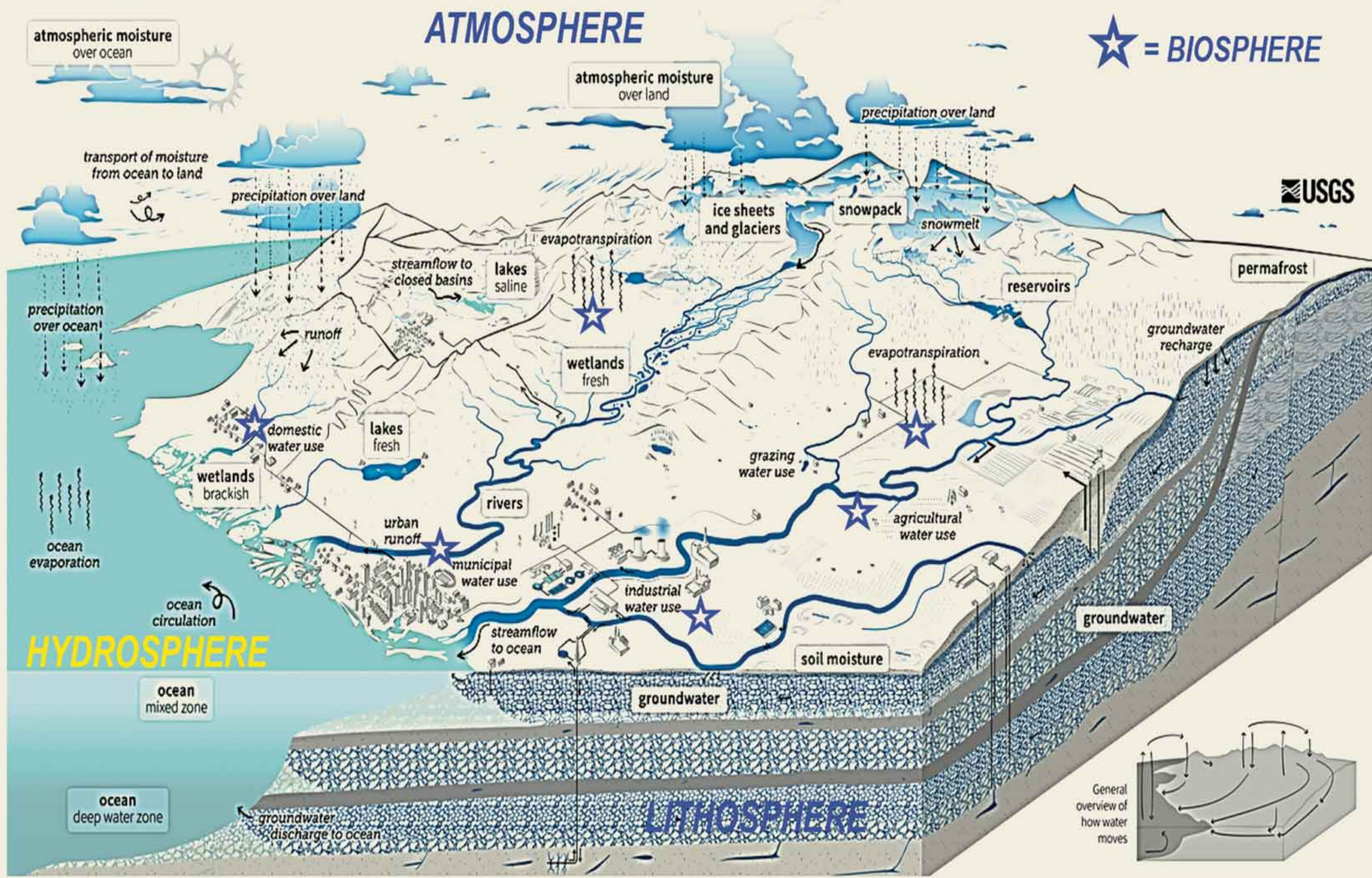


Figure 11: The water cycle; modified from The Water Cycle (PNG) | U.S. Geological Survey (usgs.gov)

from Chevron. James Lovelock was a reviewer of the IPCC Third Assessment in 2001 and is cited 45 times throughout the site.

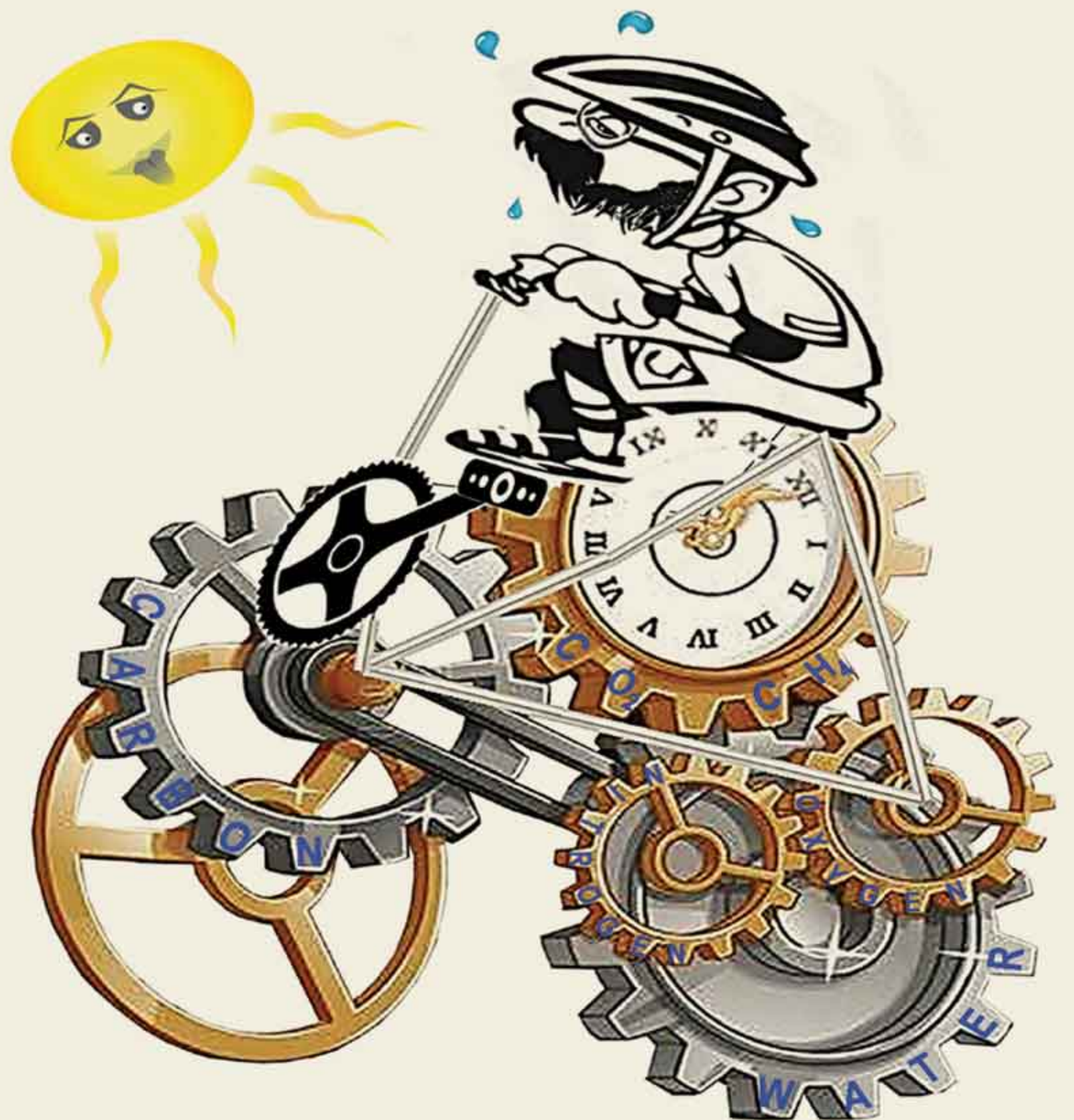
The Gaia Hypothesis is one of the foundational concepts underpinning the IPCC's works. Aren't

Margulis and Lovelock, as well as the IPCC, fine examples that a team is always more than the sum of its members? Have we come full circle?

Sources: for those of you curious to dig deeper, Wikipedia is rife with papers on the subject, just

key in “Gaia”. The best reference though is James Lovelock’s “Gaia: A New Look at Life on Earth” book, preferably the year 2000 reprint, which was wittily and clearly written for non-scientists.

That’s it for now, folks, never get tired of marveling at Earth’s wonders and asking questions to better understand, and therefore better care. Back on our pushbikes and meanwhile wishing a most robustly healthy and joyfully serene Year 2025 to you all and to all precious to you! May the fun go on! ■



From Page 12

PIP CSR Program. We are confident that if the local community gains enough awareness and knowledge, they will actively participate in these conservation efforts. The Ngwe Saung government bodies and local communities stand ready to collaborate fully in this conservation effort.

Dr. Cherry Aung
Professor and Head of Marine Science Department
Myeik University

Implementing the coral reef conservation project has been a dream of mine for many years. Our Marine Science Department started working on this after numerous discussions with MPRL A-6 company and the project finally began in 2023. The collaboration with MPRL A-6 has allowed us to meet various needs and strike a balanced approach, which I believe has significantly increased our chances of success.



For this project to succeed, a solid strategy and the right technology are crucial. As a marine scientist, I have been supporting the project by developing the strategy, providing technical assistance, and conducting awareness activities to encourage local community participation. Our goal is to enhance the local marine environment and coral reef systems, creating better habitats for marine life, expanding



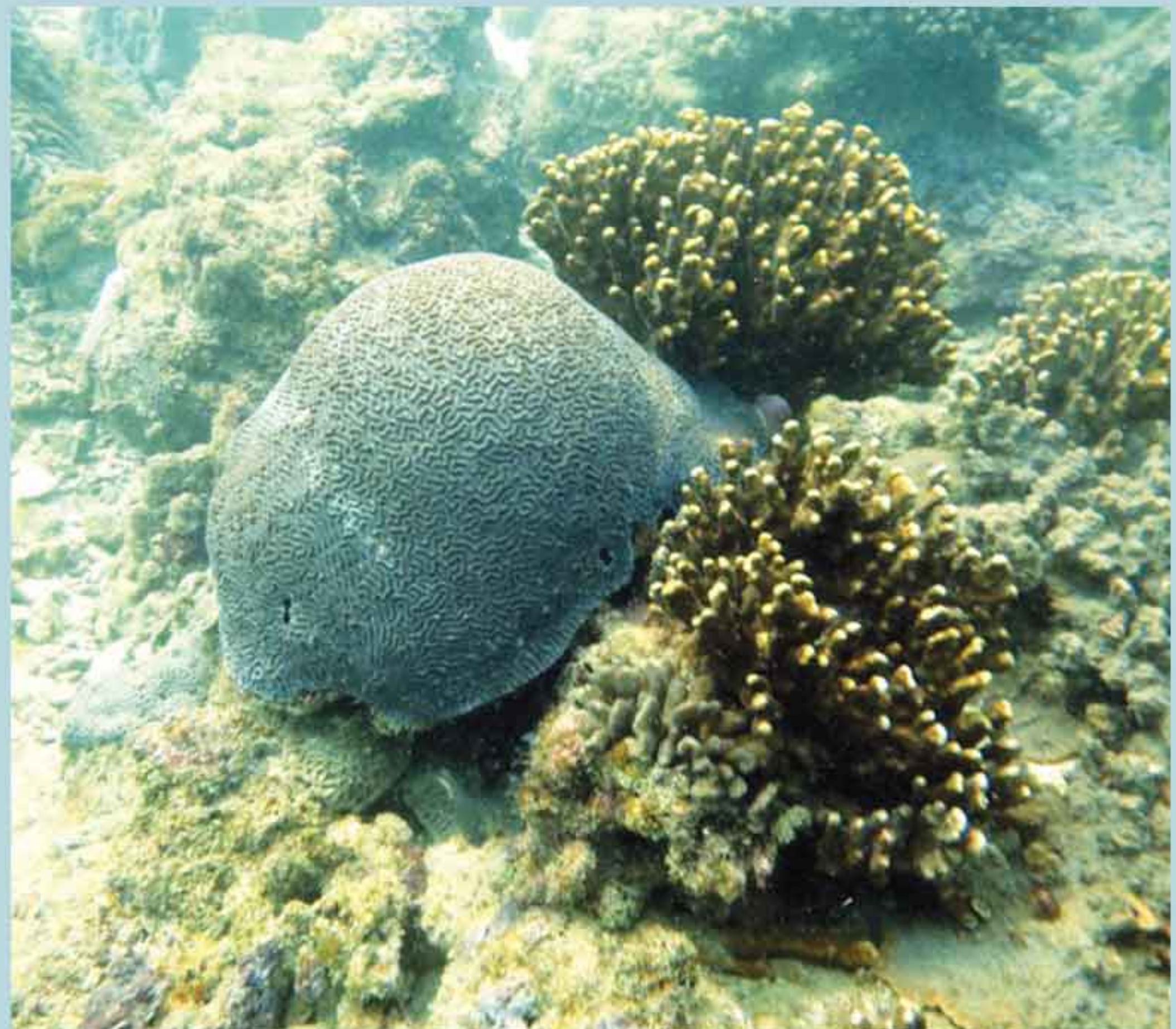
the food chain, and increasing biodiversity. There is also great potential to boost nature-based tourism in the area.

I have seen locally managed conservation zones succeed in other countries, and I hope we can follow their example and expand coastal resource conservation here as well. By working together with MPRL A-6 on coral reef conservation, we aim to establish international-level coastal resource conservation groups and expert teams that will ensure sustainability.

I believe that great achievements often start with small efforts. I am confident that this coral reef



conservation initiative, though it may be small now, will one day become a nationally recognized effort that we can all be proud of. ■



Experience of Academic Life at AIT: A Journey of Growth and Learning

Thiha Ko Ko

On 29 July 2024, a new chapter began for four scholars from MPRL E&P, including myself, as we embarked on a life-changing journey at the Asian Institute of Technology (AIT). Supported by MPRL E&P's Scholarship Program, this opportunity allowed us to pursue a one-year Professional Master's Degree Program, focusing on advanced technologies and management practices in the oil and gas industry. As we stepped onto AIT's picturesque campus, we were filled with excitement and anticipation, knowing this was the start of something truly special.

"I remember the first day we arrived," said Ko Phyo Pyae Sone Win, one of the team members. "We



were eager to begin our studies, but we were also a bit nervous about adjusting to a new education system and environment. It felt like the beginning of something special."

The academic life at AIT was a significant departure from our previous experiences. However, as we embraced the learning process, we quickly adapted to the new system. Initial uncertainties faded, and soon we found our footing.

"The first week was an adjustment," added Saw Thaw Thi Mu, another scholar. "The teaching style and coursework were all so new. But once we settled in, our sense of comfort and confidence grew, making learning much more enjoyable."



The academic journey wasn't without its challenges. As midterm exams approached, the collaborative spirit at AIT came alive. Long hours were spent in the library, with group study sessions becoming central to our preparation. Study techniques varied depending on whether the exams were open- or closed-book, but the emphasis was always on teamwork and mutual support.

"For open-book exams, it wasn't just about knowing the material but understanding how to apply it to real-world problems," noted Ko Thant Zin. "We would discuss concepts for hours, organizing notes and handouts for quick reference. It was a collaborative effort."

For closed-book exams, the focus shifted to memorization and mastering key concepts. Group sessions were essential, as explaining difficult ideas to each other reinforced our understanding.

Studying as a group brought a whole new dynamic to the process. We shared different perspectives, challenged each other's understanding, and stayed



motivated. Tackling tough subjects together made the journey more rewarding.

Beyond academics, AIT provided us with enriching experiences outside the classroom. On 30 September 2024, our team participated in the "Campus Walk for Campus Clean-up Day," contributing to AIT's sustainability initiatives. We took pride in helping maintain a green campus by collecting recyclables and promoting environmental awareness.

Another highlight was the "AIT Mini Olympics 2024," a friendly competition that brought together students from diverse backgrounds. This event strengthened our sense of belonging and fostered camaraderie.



"Participating in these events gave us the chance to step outside the classroom and really connect with other students," said Ko Thant Zin. "It helped us build strong friendships, improve our teamwork, and truly feel part of the AIT community."

This experience has been transformative, both academically and personally. We have learned to navigate new systems, collaborate effectively, and appreciate different perspectives. Looking ahead, we are excited about the opportunities before us and remain deeply grateful for MPRL E&P's support in making this journey possible. ■



Break Time

Chat with the Editor

Hnin Wynt Zaw



In the high-stakes world of oil and gas, where precision, compliance, and risk management are paramount, internal audit plays a crucial role. I had the privilege of speaking with Daw Myint Myint Swe, the Group Head of Internal Audit at MPRL E&P, who brings over 25 years of industry experience. We discussed her career journey, the unique challenges of auditing in the oil and gas sector, and the ways her team safeguards the company's integrity and operational efficiency. Here are the insights she shared in our conversation.

Thank you for taking the time to chat with us! Can you walk us through your career journey and how you became Group Head of Internal Audit at MPRL E&P?

Thank you so much for this opportunity! Believe it or not, I have been with the company for over 25 years now! It is been an incredible journey. I earned my Bachelor of Commerce (B. Com) Degree from Yangon Institute of Economics, and then completed my Master of Commerce in 1992. I became a Certified Public Accountant (CPA) in March 1995 through the Myanmar Accountancy Council and the Auditor General's Office.

My career started at Myint & Associates Co., Ltd. (M&AS) in May 1995 as an Accountant, and I gradually moved up the ranks. From Assistant Finance Manager in 1997 to Finance Manager in 2004, and then in 2007, I took on the role of Head of Internal Audit. After 20 years with M&AS, I transitioned to MPRL E&P Pte Ltd. in 2014 as Head of Internal Audit. Since July 2024, I have been leading the department as the Group Head of Internal Audit (GHIA). It is been such a rewarding experience!

That is an impressive career! So, what are the primary responsibilities of the Internal Audit department in an oil and gas company like ours, and how do they differ from other industries?

As Head of Internal Audit, my main responsibility is to lead the Audit Team in ensuring that the company meets its corporate goals while managing risks effectively. We focus on risk management, internal control, and governance, ensuring that all resources, policies, and procedures align with the audit plan. We are also responsible for investigating irregularities, ensuring compliance with regulations, and performing timely audits.

What is different about auditing in the oil and gas industry is the need to navigate complex agreements such as Production Sharing Contracts (PSC) and

Production Incremental Contracts (PCC). These contracts govern how we recover costs, and they involve joint ventures and government audits. Because oil and gas projects are capital-intensive, our audits also focus on investment risks, cost recovery, and the terms of farm-in and farm-out agreements.

What are some of the unique risks that the oil and gas sector faces, and how does your team prioritize these in internal audits?

The oil and gas sector faces several unique risks, and it is crucial to manage them effectively. Key risks include operational risks, economic risks, geopolitical risks, technological risks, and of course, environmental and sustainability risks. These risks have the potential to disrupt operations, affect profitability, or harm our reputation.

Given the size of investments in this industry, recovering costs within the approved limits is absolutely critical. Our audits cover every department, from business operations to human resources and CSR initiatives. The collaborative work environment here really helps us prioritize and tackle these risks effectively, which is key to maintaining operational continuity and compliance.

Can you share any recent challenges or emerging risks in the industry that have changed how you approach internal audits?

One of the biggest challenges in our industry is the volatility of global oil prices. When oil prices drop, it directly affects our revenue, but unfortunately, oil prices are beyond our control. This has required us to be even more vigilant in cost control and efficiency, and it has influenced how we plan and prioritize our audits.

Auditing can sometimes feel repetitive and challenging. How do you inspire and keep your team motivated through the daily grind?

My team and I hold weekly meetings where we openly discuss what we have learned and share updates from the previous week. My door is always open—if someone on the team needs advice or has a question, they can come to me anytime. Recognizing their efforts and giving feedback when they do well is also really important. Small gestures go a long way in keeping everyone motivated!

What would you say are the top three elements that are most important to you and the company?

If I had to choose three, I would say accuracy, compliance, and transparency. Accuracy is key because

if the facts, figures, or financial information aren't correct, we risk making poor decisions. Compliance is equally important in our highly regulated industry—it is critical that we adhere to laws, rules, and agreements. And transparency helps everyone make informed decisions, which ultimately strengthens the company's operations and reputation.

What do you think internal auditing can add to a company's value?

Internal auditing can significantly improve a company's financial performance by identifying inefficiencies, controlling risks, and preventing fraud or financial mismanagement. In an industry like oil and gas, internal auditors bring an objective perspective that enhances risk management, operational efficiency, and governance. We play a key role in ensuring the company is resilient, compliant, and sustainable over the long term.

What does the perfect Internal Auditor candidate look like to you?

The ideal candidate is someone with a sharp eye for detail, strong analytical skills, and a solid understanding of compliance and risk management. Great planning and time management skills are also essential in ensuring audits are completed efficiently and effectively.

Which part of the audit process takes up most of your time, and why?

A lot of time goes into financial reporting, government reporting, and making sure regulatory tax submissions are accurate and on time. We need to file everything in compliance with applicable laws and the terms of our contracts, and ensuring accuracy is critical. Although this part takes up the most time, it's also one of the most rewarding aspects of the job.

One last question for you. Describe a perfect day at work. What does that look like for you?

A perfect day for me is when I can complete all my assignments before deadlines! My schedule is always packed, so getting ahead of my workload really makes my day.

This Q&A has been a wonderful opportunity to shed light on the essential role of internal audit in the oil and gas industry, and I hope it offers valuable insights into our unique challenges and processes. Thanks for having me! ■



Recognizing Commitment at Myint & Associates Telecommunications: Celebrating 15-year and 10-year Contributions at MPRL E&P Group of Companies

Kaung Myat Thu

At Myint & Associates Telecommunications (M&A Telecoms), success is built on the dedication, passion, and hard work of its professionals. This year, the company is proud to celebrate the remarkable contributions of four individuals: U Hein Htet Ko, U Win Myint Tun, and U Min Sithu. U Hein Htet Ko has reached a significant milestone with 15 years of service, while U Win Myint Tun and U Min Sithu are commemorating 10 years with the organization. Their personal achievements reflect not only their own dedication but also the unwavering support and development offered by M&A Telecoms and the MPRL E&P Group of Companies. These stories highlight the value of teamwork and the relentless pursuit of excellence, showcasing the profound impact of their work on the company's success.



U Hein Htet Ko: The IT Visionary Driving Digital Transformation

U Hein Htet Ko's career is a remarkable story of passion, skill, and dedication. As a Lead Engineer at M&A Telecoms, he has been pivotal in driving the digital transformation of the MPRL E&P Group of Companies (GoC) for the past 15 years. Starting as an MIS Technician in 2009, U Hein Htet Ko quickly demonstrated his expertise and passion for IT. His background in electronics and communication engineering, coupled with certifications such as Microsoft Certified Systems Engineer (MCSE), provided him with a solid foundation to excel in the fast-evolving IT industry.

By 2015, he had joined M&A Telecoms, where he took on significant projects that revolutionized the company's operations. He transformed manual processes into digital workflows, implementing virtualization infrastructure, Enterprise Resource Planning (ERP) systems, Workflow Management Systems (WMS), and office collaboration tools such as Microsoft 365. These efforts enhanced internal IT efficiency across the GoC.

A key milestone in his career was his significant contribution to the M&A Data Center project, where he worked closely with a professional team to support areas such as the QC process and manpower allocation, ensuring the project's smooth execution. He also contributed to crucial projects in the oil and gas sector, providing IT infrastructure and communication resources for drilling operations. His role in these high-level projects reflects the trust the GoC placed in him and has fostered his growth within the organization.

The company's support has been crucial to his success, providing opportunities to lead major initiatives. His 15-year service award reflects the nurturing



culture of M&A Telecoms, aligning his roles with his passion for IT. Reflecting on his career, U Hein Htet Ko advises those entering the IT industry: "Ask yourself, 'Is this your passion?' If you are truly passionate, you will find ways to overcome any challenges, no matter how tired you get."

One of his most memorable projects was transforming the CEO's physical library into a digital library, combining his technical expertise with his love for knowledge. The project involved not only digitization but also donating books to various organizations and universities worldwide. U Hein Htet Ko credits his team and the company for giving him this unique opportunity, showcasing the company's commitment to social responsibility and knowledge sharing.

U Hein Htet Ko's story is one of growth and success, driven by his passion for IT and supported by an organization that values innovation and dedication. His contributions have advanced the technological capabilities of M&A Telecoms and positioned the company as a leader in digital transformation within the industry.



U Win Myint Tun: From Passion to Professional IT Engineer

U Win Myint Tun's journey is a story of determination and unwavering passion for information technology. Currently an engineer on the Network Operations Center (NOC) Team at Myint & Associates Telecommunications (M&A Telecoms), his path to success was challenging. Despite holding a degree in Economics from Yangon University of Distance Education, he faced obstacles early on but built a remarkable career in IT, driven by his love for technology.

His story began at KMD Computer Center, where he taught networking courses for three years before transitioning to the IT Service Department. Lacking

formal education in IT, he relied on his self-driven passion, often studying on his own despite initial resistance from his family. In 2014, he joined the MIS Team at MPRL E&P, marking the start of his formal IT career. A year later, he became an IT Support Technician at M&A Telecoms, where his passion for networking caught the attention of his supervisors, leading to his current role in the NOC. This transition was pivotal, allowing him to work on advanced network technologies and gain valuable experience managing modern IT infrastructure. Supported by M&A Telecoms, he earned various IT and Microsoft certifications, enhancing his skills and knowledge.

M&A Telecoms played a significant role in his professional development, providing opportunities for growth and exposure to cutting-edge technologies. He was promoted to Assistant Engineer and later to Engineer in the NOC, reflecting the company's commitment to nurturing talent and encouraging professional growth. Reflecting on his journey, U Win Myint Tun acknowledges the challenges he faced: "I didn't have my own computer early on, so I spent hours at the KMD office learning and practicing on their machines. Today's younger generation is fortunate to have access to modern technologies, and they should work hard to seize these opportunities."

With 10 years of service in the MPRL E&P Group of Companies (GoC), his journey exemplifies hard work and dedication. His story serves as an inspiration for IT professionals, showing that passion and perseverance can lead to success despite challenges. His contributions highlight the support and opportunities provided by M&A Telecoms and the GoC in fostering career growth.



U Min Sithu: From Passion to Professional Engineer

U Min Sithu's career is a testament to the power of passion and dedication. Now an engineer at Myint & Associates Telecommunications (M&A Telecoms), his path has been shaped by hard work and the opportunities provided by the company. Despite holding a Bachelor's Degree in History, his interest in IT was sparked after attending training at KMD Computer Center.

In 2013, U Min Sithu joined the MIS Team at MPRL E&P as an IT Support Technician. His skills quickly earned him recognition, and he supported IT systems for the 27th SEA Games at the Ngwe Saung Yacht Club & Resort, an important milestone early in his career.

MPRL E&P's 15th Blood Donation Drive Sets New Participation Record

Moe Thu Zar Soe

MPRL E&P Group of Companies (GoC) held its 15th blood donation drive on 21 September 2024, achieving its highest level of participation and the most first-time donors to date. A total of 75 employees, along with members of the Yangon Sailing Club, donated blood to the National Blood Center. Of the 84 people scheduled to donate, 75 were able to participate, while others were prevented by health issues, insufficient time between donations, or lack of prior donor records.

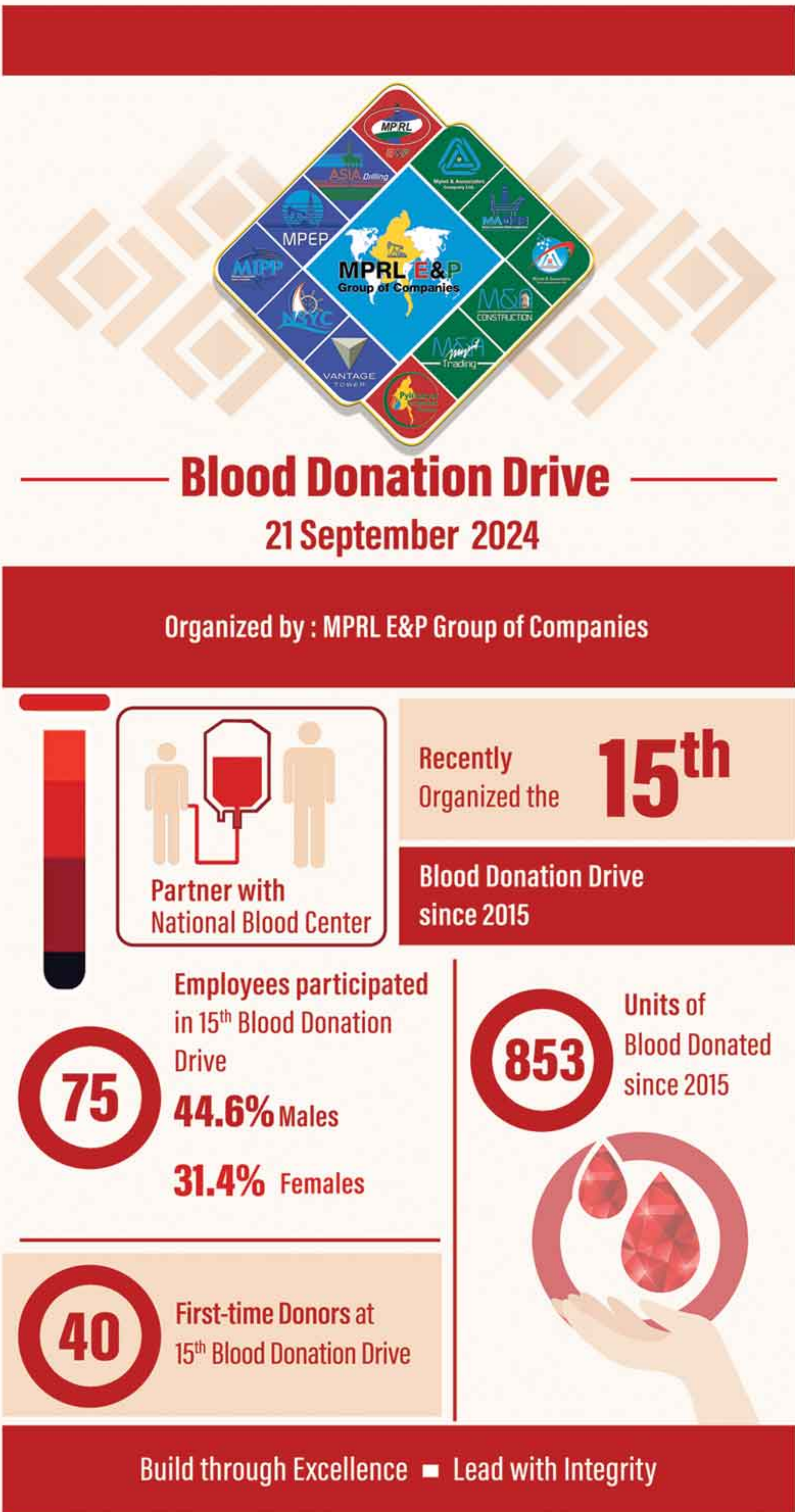
Since September 2015, MPRL E&P GoC has been organizing quarterly blood drives in collaboration with the National Blood Center in Yangon. Initiated by Myint & Associates Co., Ltd., these blood drives have consistently seen participation from 50 to 60 employees per event. Despite a brief pause during the COVID-19 pandemic, the initiative has steadily grown, resulting in the donation of 853 units of blood to date.

According to a January 2024 report from Global News Light of Myanmar, the National Blood Center distributed more than 90,000 blood units in 2023,



ensuring patients could receive life-saving transfusions without the burden of finding donors or incurring significant costs.

MPRL E&P's blood drives are a key part of voluntary social welfare initiatives, addressing the country's critical blood supply needs while promoting a spirit of generosity and solidarity among employees. The company remains committed to contributing to society through blood donation and other social initiatives. ■



From Page 22

From the MIS Team, he transitioned to the Out-source & Services Team at M&A Telecoms, where he was promoted to Assistant Engineer and later to engineer. His growth within the company was driven by his passion for IT, particularly networking. Eventually, he joined the Network Operations Center (NOC) Team, where he manages networking solutions and ensures seamless communication with both internal and external customers. His responsibilities include maintaining Service-level Agreements (SLAs), a crucial role in ensuring customer satisfaction.

The shift to the NOC marked a major change for him, transitioning from internal IT support to a more customer-centric environment. This experience exemplifies how M&A Telecoms and the MPRL E&P Group of Companies foster professional

development and growth. U Min Sithu expresses his gratitude for the company's role in his career progression.

For him, work is more than just a job—it is like a second family. “My work team is like my brothers. I spend more time with them than with my family, and I am very happy working with this team,” he shared. His bond with his colleagues and his dedication to his work have been key to his continued success.

U Min Sithu's 10 years of service have been defined by passion, growth, and teamwork. His journey illustrates how M&A Telecoms and the GoC nurture talent and provide the support needed for individuals to achieve their goals. From IT support to engineer, his story demonstrates the

power of opportunity and dedication in building a fulfilling career. ■

“Ask yourself, “Is this your passion?” If you are truly passionate, you will find ways to overcome any challenges, no matter how tired you get.”

Hein Htet Ko

Honoring Commitment: Reflections from MPRL E&P's Service Years Awardees

Moe Thu Zar Soe

MPRL E&P recently celebrated the loyalty and dedication of its employees through its annual Service Years Awards Program, recognizing those who have reached significant milestones in their careers. The awards honor employees who have completed five or more years of service at MPRL E&P, including those who have been transferred within the MPRL E&P Group of Companies (GoC).

On 30 September 2024, MPRL E&P recognized 45 employees for their outstanding commitment, with service tenures ranging from five to 25 years. Senior Management expressed their gratitude to the awardees by presenting certificates, trophies, and monetary rewards, totaling MMK 95,550,000 (USD 45,500).

We extend our heartfelt congratulations to all the staff members who received the MPRL E&P and GoC Service Years Awards this year. Their dedication, hard work, and professionalism are truly commendable, playing a vital role in the continued success of our organization.

Here, the recipients shared reflections on their long tenure and invaluable contributions over the years, highlighting the significance of the awards in their professional journeys.

The Service Years Awards not only recognize individual commitment but also emphasize the strong sense of community and shared success within the MPRL E&P family. Each honoree's dedication has helped shape the company's achievements, reinforcing the importance of loyalty, teamwork, and growth.



Daw Kay Khine Myo Thwin
Executive Office Manager
Executive Management Office

In July 2006, I began my career as a Logistics Assistant in the Operations Department at Myint & Associates Co., Ltd. (M&AS), the founding company of MPRL E&P Group of Companies. During my five months in the Logistics Department, I acquired essential skills, including the shipping process, coordination with camp bosses, and ensuring the timely delivery of supplies to rig sites via helicopters. Later, I took over the role of a female supervisor who had been reassigned to a project site. This experience allowed me to manage crew change arrangements, handle airport pick-ups and drop-offs, oversee MOGE crews, and prepare tender documents during my year in the Operations Department.

One of my most memorable moments as a new employee occurred when I asked U Win Phyo, the Operations Manager at the time, for permission to come to the office on weekends to study the document files. One Sunday, while I was studying, a supplier delivered seafood intended for the project sites, but no logistics staff were present. Having often seen the Logistics Team clean and store such items in the freezer, I took the initiative to ensure the seafood wouldn't spoil. I quickly dressed, washed, and stored the items in the freezer. The next day, the Operations Manager gathered the staff and praised me for my quick action, even though I was still new.



After a little over a year in the Operations Department, I was promoted to Secretary in the office of the Chief Executive Officer (CEO) in mid-2007. The work in the CEO's office was quite different, involving a range of tasks, including activities related to the Myanmar Yachting Federation under the Ministry of Sports. Initially, I found the role challenging due to my unfamiliarity with the business and the high standards set by CEO U Moe Myint. There were moments when I doubted my ability to meet these expectations. However, my mother advised me that giving up would only prevent me from overcoming future challenges. She encouraged me to persevere.

With time and guidance from the CEO, I began to understand my responsibilities. I still remember his advice: "If you don't do anything wrong, you have no reason to fear anyone. Only those who do wrong are afraid." His words inspired me to be confident, speak up when necessary, and take responsibility for my actions, ultimately transforming my life. As a result of my efforts, I was promoted through various positions, including Secretary, Senior Secretary, Executive Secretary, Staff Officer, Assistant Manager, and Executive Office Manager. In November 2010, I was honored to receive the Best Employee Award from Myint & Associates Co., Ltd. After more than eight years at M&AS, I transferred to MPRL E&P Pte Ltd., the flagship company of our group, in 2014, and I have now been here for ten years.

To the new employees within our group, I want to emphasize that there are numerous opportunities

here, and hard work truly pays off. The company is committed to nurturing young local talent, making this an ideal place for your growth. I am exceptionally proud and grateful to have served the MPRL E&P Group of Companies for almost 19 years. I extend my heartfelt thanks to my bosses and mentors who guided me, my colleagues who supported me, and my family for their constant encouragement. As I reflect on my journey, I am filled with hope and determination to continue contributing to the growth and prosperity of the MPRL E&P Group of Companies.



U Aye Maung Maung Aung
Deputy Planning and Production
Engineering Manager
Planning and Production
Engineering Department

I am honored to stand here today, reflecting on 20 incredible years of service at MPRL E&P. This journey has been filled with invaluable experiences, personal growth, and a deep sense of pride. First and foremost, I would like to extend my heartfelt gratitude to the CEO and Senior Executive Management for their unwavering support and leadership throughout my career. It is because of their vision and dedication that I have had the privilege of working in an environment that values employees and promotes professional development.

When I first started as a Production Engineer on 08 October 2003, I was eager to contribute and learn. I quickly realized that this company was not just a workplace but a platform for personal and professional growth. The challenges I faced in those early years were made more manageable thanks to the collaborative environment. Working alongside talented teams and receiving the necessary support has been key to overcoming obstacles and achieving success.

As I moved through different roles—from Production Engineer to Senior Engineer, Assistant Field



Manager, Assistant Planning and Production Engineering Manager, and now as Deputy Planning and Production Engineering Manager—I have witnessed firsthand the transformative power of leadership, mentorship, and continuous learning. The training programs and opportunities for development have played an essential role in my journey, equipping me with the knowledge and skills to adapt to the evolving demands of the industry. I am deeply grateful for that.

One of the aspects I value most about this company is its emphasis on teamwork. Collaboration has been at the heart of every project and challenge, and it is thanks to the shared efforts of my colleagues that I have been able to contribute meaningfully to our collective success. The trust, camaraderie, and support I have experienced from my teams have been a source of motivation and strength over the years.

Today, as I reflect on these two decades, I feel a profound sense of gratitude not only for the opportunities I have had but also for the people who have helped shape my career. I would like to thank my colleagues, mentors, and leaders who have guided me, and most of all, I thank Senior Management for their trust, leadership, and commitment to creating a workplace that encourages growth and values each employee's contributions.

As I look ahead, I remain committed to continuing this journey, contributing to the company's future success, and mentoring the next generation of engineers. I am grateful for this wonderful honor and look forward to many more years of growth and success together.



U Aung Myo Nyunt
Senior Engineer
Field Operations Department

As a Bachelor of Engineering (Petroleum) graduate from the Rangoon Institute of Technology (RIT), Class of 1983, I joined MPRL E&P Pte Ltd. in December 2003 as an Engineer. At Mann Field, I successfully navigated changes related to drilling fluids and well servicing by drawing on my decade of experience at Myanma Oil and Gas Enterprise (MOGE), my technical expertise in petroleum engineering, and the collective teamwork of my colleagues, all under the outstanding leadership of our team leaders.

In April 2009, I was promoted to Senior Engineer, a role where I continued to grow, alternating between Mud (Drilling Fluid) Engineer during drilling operations and Pulling Unit Supervisor and Team Leader (Night Measurement Group) during non-drilling periods. Reflecting on my journey, I have come to believe that the English proverb "Jack of all trades, master of none" should instead be "Jack of all trades, master of some."

One of the most memorable experiences in my career came in June 2010, when I attended a five-day overseas



training in Bangkok on APHRON-ICS (Invasion Control System), a cutting-edge drilling fluid technique. Along with a colleague, I learned both the theoretical and practical aspects of this advanced method at MI-SWACO's International Mud Training School, guided by two expert instructors. This training was applied to a low-pressure depleted loss circulation zone in Mann Field and culminated in our earning the Certificate of APHRON-ICS Training. I am deeply grateful to Senior Executive Management for this opportunity. Following the training, we successfully implemented APHRON-ICS in the deepening of Well M-560 at Mann Field, completing the operation on time with zero incidents and strict adherence to Standard Operating Procedures (SOPs). This accomplishment remains one of my proudest moments at Mann Field.

The collaboration and support of my colleagues and teams have been vital to my success. Without their cooperation, communication, and leadership, none of our achievements would have been possible. As a Mud Engineer, I worked closely with the Drilling Supervisors at Mann Field, earning the Certificates of the International Well Control Forum (IWCF) (Surface BOP Stack) in both 2008 and 2010, following week-long training sessions at the SEDONA Hotel and INYA Lake Hotel in Yangon. My heartfelt thanks go to Senior Executive Management for these invaluable opportunities.

Reflecting on my time here from 2003 to 2024, I have witnessed MPRL E&P Pte Ltd. evolve into a leading company in Myanmar's energy sector, built on a foundation of excellence and integrity. I am deeply grateful to the company and its leadership for their unwavering support and guidance throughout my professional journey. Looking ahead, I am committed to continuing to serve the company with dedication and professionalism, contributing to its success in achieving our shared goals. I look forward to playing my part in driving the company's mission forward.



U Min Oo
Engineer
Field Operations Department

As I reflect on my 15 years as an Engineer in Mann Field Operations with MPRL E&P, I am filled with a deep sense of pride and appreciation. This milestone provides an opportunity to look back on the challenges, achievements, and lessons that have shaped my career.

From day one, my passion for innovation and solving complex industry challenges has driven me. I have been fortunate to contribute to advancements in exploration, drilling, and production, helping to meet our country's energy needs more efficiently and sustainably. Each project, whether a success or a learning experience, has played a vital role in my growth. The collaboration with colleagues and industry experts has enriched my journey, enabling me to continuously evolve as a professional.

This milestone is not just about the passage of time; it is a celebration of the dedication, teamwork, and support that have been crucial along the way. I am deeply grateful to everyone who has been part of this journey, and I look forward to continuing my contributions with a focus on safety, efficiency, and sustainability. As the industry evolves, I am committed to embracing new technologies, mentoring future engineers, and pursuing innovations that will shape the future of energy.



U Zaw Htet
Engineer
Pyitharyar Integrated Project Department

Firstly, I would like to express my sincere gratitude to the MPRL E&P Group of Companies, all the leaders, and my colleagues for 15 years of invaluable opportunities and support.

I began my journey as an Assistant Engineer in Mann Field Operations after joining MPRL E&P in July 2009. In November 2010, I transitioned to Asia Drilling Pte Ltd., while also contributing to offshore drilling operations in Myanmar (manpower supply) through Myint & Associates Co., Ltd. Currently, I work on the MPRL A-6 Pyitharyar Integrated Project (PIP).



Congratulations!



The Leading
Service Provider
in the Oil & Gas Sector of
Myanmar and the Region

**Myint & Associates
Company Limited**

From Page 25

Throughout my career, I have spent the majority of my time—about 12 years—with Asia Drilling Pte Ltd., focusing on drilling operations in both Thailand and Myanmar. These operations present numerous challenges, including rig moves, installations, rigging up and down, and completing drilling tasks safely and on schedule. Overcoming these challenges requires not only technical expertise but also passion, continuous learning from my seniors, and complete concentration on every task. Additionally, managing work-related pressures and fostering good teamwork have been vital to our collective success. Most importantly, the trust and responsibility placed in us by the company have driven our accomplishments.

Over the years, I have gained many memorable experiences. The most significant was working at the AD-1 and AD-2 rigs in Thailand, where we took on leadership roles and successfully completed operations without any major incidents in a foreign country—an achievement for which I am very proud. I consider my colleagues and teams as family. We support one another, communicate openly, and work in harmony. While disagreements occur, we always find a way to understand one another and succeed together.

Looking ahead, I am eager and grateful for the opportunity to continue contributing to the growth and success of the MPRL E&P Group of Companies.



Daw Khin Sandar
Assistant Engineer
Planning and Production
Engineering Department

Looking back on my 25-year journey with MPRL E&P Pte Ltd., I fondly remember the cold season of 1998 when I first started working at the Site Office, as we neared the completion of the

132 Project. Since then, I have witnessed the company grow and evolve, moving from the 8-mile Myint & Associates Head Office to the 623 Temporary Office, then to the Merchant Street Office, Min Ye Kyaw Swar Office, Hlaing Myint Moh Office, and finally, to our current MPRL E&P Head Office at 623 Vantage Tower—the seventh office location I have worked in over the years.

Throughout my time in the Planning and Production Engineering Department, I have encountered a variety of technical challenges. From engineering calculations and departmental meetings to knowledge-sharing sessions and process improvements, ensuring accurate production data and optimizing processes has been a key focus.

I am especially grateful to Sayar U Thu Nyo, our Technical Manager, for his invaluable guidance throughout my professional journey. His deep knowledge of the industry and leadership have significantly contributed to my growth, both technically and personally.



I owe much of my success and lasting achievements to the capable and supportive Heads of Department and colleagues I have had the privilege to work alongside. Their teamwork, shared insights, and collaborative exchange of ideas have enhanced our

problem-solving abilities and strengthened our collective achievements. As I look ahead, I am excited to continue contributing to the future growth and success of MPRL E&P and to play a meaningful role in the company's journey forward.



Daw K Thant Syn
HR Officer
Human Resources
Department

Reflecting on the past five years in the Human Resources Department at MPRL E&P Pte Ltd., I am grateful for the opportunity to kick-start my HR career with an exceptional team that has consistently supported one another through thick and thin.



As the focal person for the Talent Acquisition function, my five years of experience have led to significant personal and professional growth. I have successfully managed numerous recruitments and navigated the challenges that arose along the way. As I complete my fifth year and move into the sixth, I am excited to continue my journey at MPRL E&P and eager to see what lies ahead. ■

Congratulations to Awardees for Mastery of the Whistleblowing Manual!



2024 Combined Fleet Championship Prize Awards Ceremony & Dinner



THADINGYUT
SURF JAM 2024
16~18 October 2024
Ngwe Saung Yacht Club & Resort



2024 Eastern Seaboard Regatta
17~21 October 2024
Pattaya, Thailand

