

1st Quarter

HAOWTECH NOW

The Official Newsletter for HaowTech Malaysia

Welcoming 2020: Reviewing our 10 years' Journey

New year, new us.

Stepping into the new year, there are many exciting start to look forward to. Regardless of gaining new skills, improving your job performance or hustling your personal financial, new journey are always worth planning of.

The basis is to prepare yourself for the new challenges and struggle. Every single year would possibly make you or break you, but the most important thing is to constantly improving yourself and overcome the fear that may hinder you to move forward.

**What's new this
quarter:**

**- CSR Activity
Highlight**

- Success Stories

**- HaowTech'
Team
Building Activity**

Message from the Board

Dear HaowTech Family,

2019 was exceptionally a strenuous year for the company to overcome its challenges in all key markets. With a strong understanding of our vision and purpose, I believe we could excel prominently for more years to come. **Hard work, strong commitment, and determination** are sticks and stones to developing the company's glory for the incoming years. One of the most substantive elements in delivering success and **excellence comes about a crystal-clear understanding of our purpose.**

This may seem simple for some, but there are approaches that appear with it which the principle is to **help our customers to achieve their success.** The main purpose has never been focused on the company's profitability, but the extent to which we could improve on providing our customers with the **best experience, what solutions we offer to alleviate their difficulties and the effort** we put to accomplish their desired results. It is my believe that the company's purpose should be an obligation to each employee to put their faith in, without that we would never be able to develop the success we want to attain and sustain it for a long period.

The purpose will always be the guiding light in whatever we do in our business. God willing, with this purpose we would generate the financial success more sustainable and operational excellence we aim to achieve. We need to remember and always remind ourselves that customer will come back to us because of experience not because of other factors such as low rates. **The experience starts from the time we talk to our customers until after we deliver after sales services,** which means almost each of us will play parts in delivering the experience to our customers. It starts with the sales team, the BD team, the operations team, the billing team and the finance team and the customer service team. The cycle will continue so practically everybody in the company will be involve.

In our industry, people are the biggest asset. In 2020, we target to create a learning culture in HaowTech as we foresee the significance of continuous training in the ever changing of our industry. **All successful people are learners; likewise, successful organizations too are learning organizations.** Learning organizations are always improving and they never become stagnant. With this effort, we desire to make HaowTech a learning organization for better efficiency and productivity between employees.

As the world is changing day by day, we must be open to change and adapt ourselves to live in the new and challenging years. **Innovation and digitization are both prevailing to ensure our purpose is served.** This is aligned with our main purpose to assist our customers to achieve their success. In 2020, I hope that we are ready for a change on our road to another year of victory.



**Mohammad Taufik Othman,
Managing Director**

Highlights

HaowTech' First Team Building 2019

A team building was held in Labuan, combining the employees from Labuan and Bintulu. The 1-day session was organized by the Human Resources Department of HaowTech, on Saturday, October 19th.

The training that focuses on "High Performance Team" organized by the Human Resources Department was the first team building for the employees.

With its theme of "Winners Make it Happen", the training went well with full support from the employees and management team.



CSR Activity in 2019

Back to School Program - SK Sri Skudai

HaowTech emphasizes giving good deeds to the community. In 2019, we managed to organize a Corporate Social Responsibility (CSR) activity with the collaboration from PIBG Sk Sri Skudai, Johor to address the school needs for underprivileged pupils.

This program aims to provide relief for the pupils which consists from Standard 1 to 6.

The 2-days program involves of purchasing the items on the first day and distribution to the pupils on the next day.

Items giveaway include of school bags, stationery and uniforms.

The programs was officiated by Encik Rosli Hussin, the General Manager of Southern Region with the involvement from another two staffs from HQ and southern region.



Highlights

CSR Activity in 2019

*Donation for Riders of **HaowTech** Freight Management (AFM)*

A donation campaign has been accomplished in conjunction with the flood in Pasir Mas, Kelantan involving riders from **HaowTech** Freight Management (AFM).

Such catastrophe has affected at least 10 families of our riders with the damages and loss of their houses and property.

The condition persisted until its second wave, on mid of November which causes the flood to rise to 2nd wave.

Donations were collected throughout the country consisting of Kuala Lumpur, Klang, Johor Bahru, Kemaman, Labuan, and Bintulu. The total donation were totaled up with company's contribution before distributed to the respective riders.

Through this effort, we aim to increase our involvement in CSR programs for a better understanding and awareness towards a caring and society.



Articles

Safety Culture

Written by Haibie Syahril

Developing strong safety culture has the single greatest impact on the reduction of accidents and losses and has to be a top priority for leaders and employees at all levels

The safety culture is the atmosphere **created by values, attitudes, leadership and commitment, competencies, patterns of behaviour, commitment, mutual trust** etc. and is the outcome of a number of factors:

- Awareness of personnel
- Policies and procedures;
- Priorities, responsibilities and accountability;
- Action, or lack of action, by management to correct unsafe behaviour;
- Bottom line pressures versus quality issues;
- The training and motivation of personnel;
- Knowledge and competence of personnel;
- Management commitment;
- Compliance with legal requirements.

On one hand, the basic requirements for the establishment of a strong positive safety culture are:

- Leadership and commitment from the leaders which are genuine and visible. This is the most important feature;
- The acceptance of responsibility regarding safety at and from the top;
- Setting and monitoring of relevant objectives / targets. Development of positive indicators for measuring performance;
- Systematic identification and assessment of safety risks. Number of hazard / safety observation report and action taken;
- Immediate rectification of deficiencies;
- Promotion and reward;
- The number of employees who have attended the safety awareness / induction training;
- All incidents and near miss should be thoroughly investigated; and,
- Ownership of health and safety must permeate at all levels of the workforce.



Articles

Myers-Briggs Type Indicator

Written by Suhaili Mokhtar

In a professional setting, it is important for everyone to know their own personality type based on Myers-Briggs Type Indicator (MBTI) questionnaire indicating psychological preferences in how people perceive the world and make decisions.

The basic idea is that knowing your personality type, and those of others, will help you interact more effectively with colleagues and better identify your own strengths. The test is often used to help identify potential career fields in educational institutions.

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer
E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer
I
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer
S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer
N
Intuition

ISTJ

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer
T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer
F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer
J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer
P
Perceiving

ESTP

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ

Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ

Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

Feature of The Month

SOUTHERN REGION - 2019

- Departure of Rig E115 from Johor Port on 21/3/2019, for drilling activity in Thailand waters. Based on record, rig Ensco E115 contributes MYR7.49 million revenue, during her port stay in Johor Port since Sep 2018.
- Arrival of Naga 5 from Kemaman to MMHE, Johor for major maintenance activity. The rig arrived Johor River Area on 8/3/2019 and temporary anchored for 8 days (for UWILD activity) and departed to MMHE on 15/2/2019. Naga 2 arrived MMHE on 29/3/2019 for major maintenance at MMHE and departed on 10/5/2019. Agency services under **HaowTech** covers vessel clearance, crew change, crew/cargo boat and land transportation.
- Woodchip transshipment at Johor Port began in 1st week of March. The trial shipment via mother vessel Green Garnet (calling Johor Port on 07/03/2019). The scope covers marine agency services, and barging services from Johor Port to Indah Kiat Jetty Perawang, Indonesia. A total of 9 barges have been deployed for the said activities, with revenue of MYR 3.8 millions. Transshipment of woodchip ended on 12/04/2019, with TB Bina Marine 61 / BG Bina Marine-10 was the last set of vessel calling Johor Port.



Feature of The Month

SOUTHERN REGION - 2019

- Migration of Johor Office (from Taman Molek to Kempas) on 11/03/2019. A space of 2,000 ft² for office, and 6,200 ft² of warehouse area for storage and other related activity.
- **HaowTech** has secured logistics business in Tg. Bin for the expansion of Tg Bin project in May 2019. It is divided into 2 sub-project namely construction of PU (Processing Units) and construction of tank farms. The logistics activity is still ongoing and expected to complete by May 2020. A fixed monthly consultancy fee of MYR12K per month +trucking and other cargo clearance.
- Project Logistics with MTC Engineering in Johor commence on 14/06/2019 (with other branches – Bintulu, Kemaman, Labuan and Singapore).



Feature of The Month

SOUTHERN REGION - 2019

- Ensco E5006 arrived Johor waters on 13/10/2019 for a short term of port stay. **HaowTech's** scope covers rig clearance and shipcare services. The rig has been sold to a new buyer (GMS), and the agency services continued with GMS until the departure of Smile 6 (new name for E5006) on 11/12/2019.



- Arrival of Jackup Rig Boss 1 from Surabaya, Indonesia for cold layup. **HaowTech** had secured the job on 03/12/2019, with a new client (Hummingbird Ltd). The rig is expected to stay in cold layup stage, for the next 2 years in Johor.



- Secured agency services with Diamond offshore for its semi-sub rigs in Teluk Ramunia in Nov. 2019. At the meantime, **HaowTech** is only managing agency services for Rig Ocean America, and we expect to get 1 more rig in Feb 2020 (Ocean Hovers), including ship care services for both rigs.

