

1st Quarter of 2021

HAOWTECH NOW

The Official Newsletter HaowTech
Malaysia

LOOKING UP TO 2021

The year 2020 was a rollercoaster for all of us. It impacted not only our businesses but also our lives. It is fair to say that it has been tough this year. But it was also a year of learning and new prospects, if not for today, then for 2021 and for the future.

Quarterly Highlights

- Corporate Social Responsibility in Kuala Lumpur
- Corporate Social Responsibility in Labuan
- Appreciation Night
- Let's Brunch Session

TABLE OF CONTENTS

- 1 A MESSAGE FROM THE BOARD**
Special Message
- 2 SPECIAL APPRECIATION**
Corporate Social Responsibility
- 3 COMMITMENT TO THE COMMUNITY**
Corporate Social Responsibility
- 4 ALTUS OIL & GAS SDN BHD
APPRECIATION NIGHT**
Events
- 5 LET'S BRUNCH**
Events
- 6 WELCOME 2021**
2020 Wrapped-Up
- 7 4 KEYS TO HAPPINESS AT WORK**
Guides & How To's
- 8 HSE PERFORMANCE DASHBOARD 2020**
Input
- 9 TYPES OF COMMUNICATION**
Input

A Message from the Board

Special Message



MOHAMMAD TAUFIK OTHMAN
MANAGING DIRECTOR
HaowTech OIL & GAS MALAY
SIA

*D*ear Colleagues,

Happy New Year and warmest greetings as we begin 2021!

2020 has been the most challenging and volatile year thus far both for business and personal life. The COVID-19 pandemic had us all tested in different ways. One year ago, I have written about the importance of understanding our purpose and today I have seen that we are all understood this purpose – that is to create value for our customers and partners in everything that we do and offer.

What is valuable 1 year ago may not be as valuable today as the market and circumstances change. We need to understand these changes and adapt accordingly. As an example, we use to offer marine lay-up location in Batam, Indonesia due to its lower cost base but today the location is no longer feasible due to restricted travel ban and cross border policy due to pandemic. As a result, we open up more lay-up locations in Malaysia such as Kuantan, Kemaman, and Lumut. On the other hand, what was not seem to be so valuable 1 year ago may be more valuable today. As an example, our OVERVU track and trace system for our offshore cargo carrying unit (CCU). The benefits of our real-time GPS tracking OVERVU increases as it reduces the manpower involved in tracking the containers in the yard and offshore, and our clients can now track the units even when they work from home.

John F. Kennedy once says "When written in Chinese, the word crisis is composed of two characters -- one represents danger, and the other represents opportunity." I am a true believer that great opportunity presents in all crises. We just need to think hard and be creative to find those opportunities.

In the last session of our Thursday Talk year 2020, I discussed with all of you the importance of understanding "who we are". Are we belonging to **RELEVANT** people, or we belong to **REDUNDANT** people, or do we belong to **LOST** people? This idea is true from both a personal and business perspective. I let you think it through on your personal on where you belong. As for business, HaowTech must continue to be belonging to the **RELEVANT** people group. We must continue to change and adapt so that our business continues to be relevant.

As we continuing our journey in the year 2021, I look forward to being working with all of you more closely to achieve our business targets and delivering our promises to our customers and partners. I wish you and your family a healthy and prosperous year 2021.

Thank you.

"Individual commitment to a group effort--that is what makes a team work, a company work, a society work, a civilization work." - Vince Lombardi

SPECIAL APPRECIATION



We aim to give back to the community as it gives us.

The company is focused on charity program to improve schools' accommodation to foster a safe and comfortable learning environment for students.

We have distributed air-conditioners to SK Seksyen 2, Wangsa Maju as part of our CSR Program. This has involved the Program Pendidikan Khas Integrasi (PPKI) classes that accommodate more than 40 special needs students such as Down Syndrome, Autisme, Slow Learner, Hyperactive, Cerebral Palsy, and ADHD.

"We care because we believe great futures start here"

Commitment to the Community



In these difficult times, HaowTech Malaysia has an obligation to society and ourselves to set high social and environmental standards. We focus on corporate social responsibility in our everyday business, both actions, and decisions.

HaowTech has distributed 100 packs of essentials comprising foods and beverages in November 2020 for the affected families and mineral water supply for front liners. This is our gesture of goodwill because we believe in giving back to the community.



ALTUS OIL & GAS MALAYSIA SDN BHD APPRECIATION NIGHT



On 18 Dec 2020, HaowTech Oil & Gas Malaysia Sdn. Bhd. has held an "Appreciation Night" to all employees, vendors, and clients for their continuous support during difficult days of 2020's COVID-19. We strongly believe in teamwork and we see it as a necessity for us to keep developing.

The attendees list involved are Ms. Kristen from Swire Oilfield Services, Encik Azizul from Perbadanan Labuan, Encik Wafi from Baker Hughes Malaysia, Encik Nizam and Encik Sabarudin from Halliburton Malaysia, Encik Lokman from ConocoPhillips, Encik Hamzah from Turcomp Engineering, Encik Zaidi Ismail from Petra Resources, Encik Nathanael and Encik Sufian from Velesto Energy and Encik Lucy from Icon Offshore.

The vendors list involved are Haji Ariffin and Captain Talib from A&S Shipping, Encik Nazirul and Captain Faiz from Daztech Resources, Ms. Sharon and Mr. Ryan from Control Union Malaysia Sdn. Bhd. and Mr. Phoo from MKap Container Sdn Bhd.

All staffs of HaowTech Malaysia (Labuan) attended the gathering session.

LET'S BRUNCH!

(in conjunction with HaowTech Office Relocation from TS#3 TO SG4)



A gathering session has been held by HaowTech Malaysia (Bintulu), dated December 18th 2020.

This session is a gesture of appreciation to all Bintulu Port Sdn Bhd (BPSP) and partners on their support, cooperation and partnership. The yearly engagement session is aimed at closing any gaps and improve cohesion between HaowTech and all partners and clients. Among the invited clients are Chief Operating Officer (COO), General Managers (GM), and operation team from BPSP and BPHB Group.

Photos Collage

2020 Wrapped-Up

Prepared by Nurul Fathini Zulkifli
nurul.fathini@
HaowTechlogistics.com

Welcome 2021



Let's make it a great year together!

"Collaboration allows teachers to capture each other's fund of collective intelligence."
- Mike Schmoker

Infographic

Guides & How To's

Purpose



Our purpose is to embody our core values and when our daily behaviors and decisions complement these values, we feel happier.

As humans, having more motivation and purpose at work will mean asserting ourselves to develop and carry out our daily tasks—connecting what we do with and think for what we believe in—rather than accepting the status quo passively.

Engagement



There are three main approaches to increase workplace engagement. First, fold into some entertainment, imagination, and levity.

Second, give people more ownership over their daily lives, activities, and professional growth and to create opportunities to learn and to evolve.

Finally, adopt a less draconian, hectic schedule and make space for the immersive, lose-track-of-time experience of flow at work.



4 Keys to Happiness at Work

Working pleasure is important to navigate, adjust and learn productively from defeats, mistakes, and disappointments.

Resilience does not mean attempting to escape difficulty, tension or confrontation; it doesn't mean being able to withstand honesty and grace problems at work.

Perhaps the most promising approach is to boost perception and consciousness in order to maximize your own endurance in the workplace.

Resilience



When we tap into our intuitive tendency toward goodness—direction of our reasoning, emotions, and behavior to caring for others and sincerely promoting social ties, we are happier at work.

Being kind includes treating people with integrity and respect, expanding empathy and kindness, practicing gratitude and handling disputes constructively.

Kindness



Infographic

Input

Written by Haibie Syahril
haibiesyahril.akbar@
HaowTechlogistics.com

HSE Performance Dashboard 2020

Exposure

346,590

Manhours without LTI

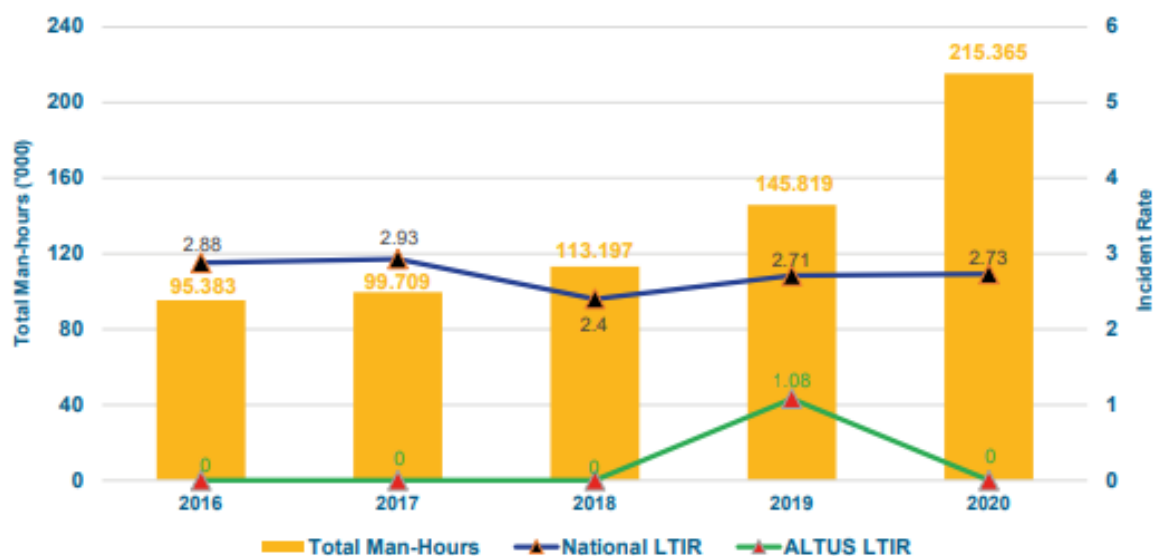
Lagging Indicators:

Fatalities	LTI	Medical Case	First Aid Case	COVID-19 +
0	0	0	0	0

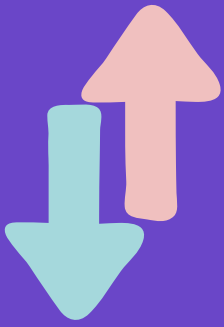
Leading Indicators:

Near Miss	UCUA	HSE Inspection	COVID-19 PUS
2	603	12	7

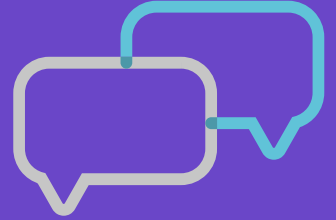
Incident Rate 2016-2020



"If you want to lift yourself up, lift up someone else." – Booker T. Washington



TYPES OF COMMUNICATION AND HOW TO USE THEM EFFECTIVELY



Effective communication skill is important for a healthy and productive workplace.

Communication is sometimes known as a 'soft skill' or an interpersonal intelligence act of information exchange between two or more individuals. There are many ways of communication, each of which plays an important part in information exchange.

In this infographic, we'll share with you the various types of communication and ways to use them. Hope it helps!