

HAOWTECH NOW

HAOWTECH MALAYSIA NEWSLETTER



MOVING TOWARDS ENDEMICITY

Since the first of April 2022, Malaysia has entered the “Transition to Endemic” phase of covid 19 recovery. All restrictions on business operating hours have been removed as per pre-pandemic times, signalling a return to the norm and giving hope to companies around the country to explore bigger opportunities to revive the nation’s economy.

HIGHLIGHTS

01

***Ocean Monarch -
done and dusted***

02

***Bintulu Port business
opportunity***

03

12 years and counting

04

Kudos to AVM

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FROM THE DESK OF

**MAJOR
ZULKIFLI MOHD
MOHD YUSOF
(RTD)**

Executive Director

HaowTech Aviation Services Sdn
Bhd

Dear HaowTech family,

For the last couple of weeks, we have been conducting presentations and discussions about teamwork. It is undeniable that teamwork in the workplace is essential as it helps to increase productivity and improve staff morale amongst its many benefits. However, knowing about a concept and practising it are two different things. The question remains, whose duty is it to take the bull by the horns and promote teamwork in the company.

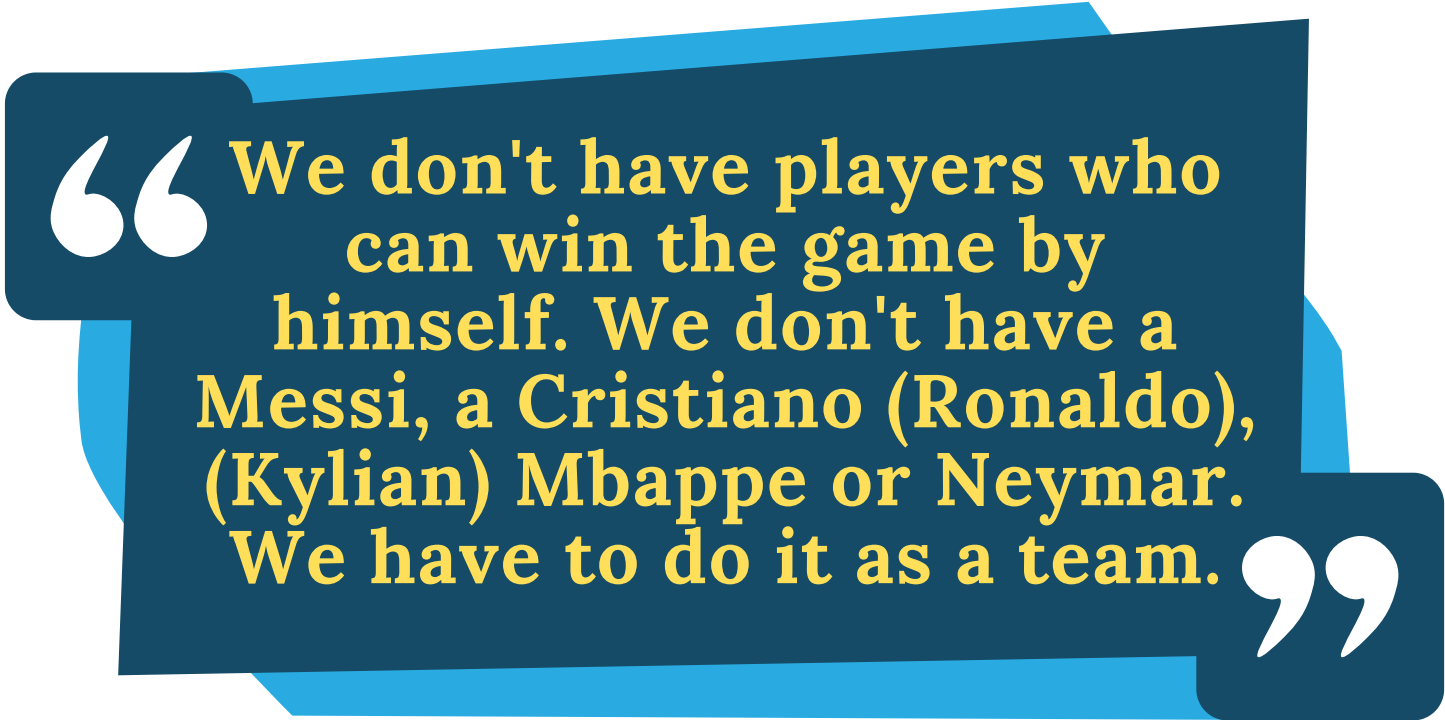
A soccer team does not naturally become a good team without a good coach. An orchestra will not be able to play a symphony without its conductor and the Petronas Twin Tower will not stand majestically without the brilliant architects, engineers and project managers working together. Thus, that is to say, in any company or organisation, it is the managers and supervisors who will play the role of the coach, conductor and architects to ensure good teamwork becomes the daily mantra of the company.

Unfortunately, there are times where the development of high-performing teams are not accomplished due to inactive participation from managers and supervisors. Managers and supervisors must play a CRUCIAL ROLE to lead and further develop their teams to achieve success in their respective fields. If we

want our team to be high-performing, we as managers need to re-evaluate ourselves and be actively involved. In other contexts, our leadership determine the team's success.

Teamwork does not instinctively happen, but it can be nurtured and developed with the help and guidance of a competent leader. On the other hand, a leader's role is to strike the perfect balance between being a teacher, organiser and motivator to each member of the team without being too in control. A manager or supervisor is best described as a catalyst, a force that causes things to happen for other people and the team.

A quote from Pep Guardiola of Liverpool:

A quote by Pep Guardiola is presented in a stylized speech bubble. The bubble is dark blue with a light blue border and a white shadow. The text is in a bold, yellow, sans-serif font. The quote is: "We don't have players who can win the game by himself. We don't have a Messi, a Cristiano (Ronaldo), (Kylian) Mbappe or Neymar. We have to do it as a team." The bubble is positioned in the center of the page, with a yellow vertical bar on the left and a yellow horizontal bar at the bottom.

“We don't have players who can win the game by himself. We don't have a Messi, a Cristiano (Ronaldo), (Kylian) Mbappe or Neymar. We have to do it as a team.”

But will it function as good as it is without the football philosophy of Pep Guardiola?

Let us walk the talk.

HaowTech MIRI OFFICE WARMING



Our office in Miri have relocated to a new building and have been in operation since 3rd January 2022. An intimate office warming was held on 31st March where our clients were treated to a luncheon and a meet and greet with the staffs. During this event, our Managing Director and Senior Management team from our offices in Kuala Lumpur, Kemaman and Bintulu were also present. Our Miri office is our latest branch in Sarawak, that was established to support the increasing demand for the oil and gas services there.



HaowTech PARTICIPATED IN PERKE SO

CAREER FAIR



On 12 April 2022, HaowTech have participated in a career fair organised by Perkeso. The one day event was held at Wisma Perkeso from 10am - 4pm.

For this career fair, we offered 11 positions ranging from executive to managerial levels. We were successful in identifying several talented prospects for the positions. Walk-in interviews were also held during the event for the candidates.



WE ARE HIRING

- GENERAL MANAGER LOGISTIC SOLUTIONS (KL)
- GENERAL MANAGER LAST MILE DELIVERY (KLANG)
- SALES MANAGER MARINE SOLUTIONS (KL)
- SALES MANAGER LOGISTICS SOLUTIONS (KL)
- HEAD OF OPERATION (KLANG)
- LOGISTICS COORDINATOR (KLANG)
- SALES EXECUTIVE (KLANG)
- ADMIN ASSISTANT (KLANG)
- SENIOR SOFTWARE ENGINEER (KL)
- SOFTWARE ENGINEER (KL)
- BUSINESS ANALYST (KL)

Benefits:
Medical Insurance
Dental
Miscellaneous Allowance

APPLY TODAY

my.hr@altuslogistics.com | 03-7733 8975

"Opportunities don't happen, you create them." –Chris Grosser

OCEAN MONARCH COLD LAY UP

Projet completed!

Since 12 April 2022, our team in Johor have been working around the clock preparing for Ocean Monarch rig cold layup.

A little over a month has passed since the project started, and 19 May marked another accomplishment as the rig was finally ready for shutdown. The final inspection was conducted by Diamond Offshore personnel before handing over the rig to the watchman.

Congratulation to HaowTech Johor for your commitment and dedication towards completing this project.



...we worked together, and there was a time we fell, and torn apart, so we rise again because things can only get better, if we stick together. We are all in this together, and there's nothing else that matters anyway. We are the ultimate superhero. -

HaowTech Johor



Happy Anniversary

We are 12!

It has been a long and interesting journey this past 12 years and we look forward to many more years to come.

Thank you to HaowTech family for this amazing journey together and thank you to our clients for your trust and we look forward to supporting you.

- HaowTech Logistics Malaysia Sdn Bhd was established
- HaowTech Oil & Gas Malaysia Sdn Bhd was established

2010

- HaowTech Tok Bali official
- launch AVM, MPOB & Fermetech collaboration

2022

- DNV-GL Management System certified.
- ISO Integrated Management System Accredited

- HaowTech Freight Management (M)Sdn Bhd was established
- established MOGSC
- corporate member TRACE
- certified
- Registered with Johor Freight Forwarders Associate (JOFFA)

2016

2019

2018

2020

2021

2013

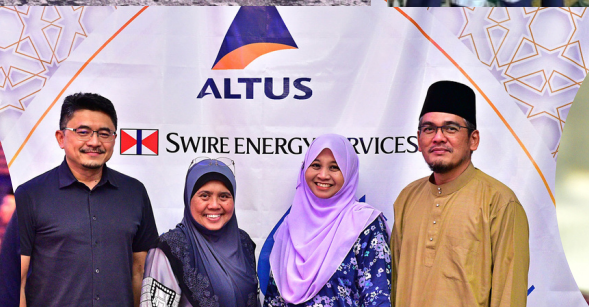
- Registered with Selangor Freight Forwarders & Logistics Association (SFFLA)

- SME Competitiveness Rating for Enhancement (Professional Service) achiever.

- Expansion of Kemaman branch services
- New offices in Miri & Kuantan
- HaowTech Aviation Services Sdn Bhd was established

- New office in Tok Bali
- Miri office relocation
- Exclusive Authorised Distributor for VAPPRO

HaowTech RAYA OPEN HOUSE



BPHB AND AOGM BUSINESS OPPORTUNITY AND PARTNERSHIP



On 18 May, Bintulu Port Holdings Berhad (BPHB) delegates came to Kemaman for site visits on chemical blending, decanting and other matters related to supply base activities. The delegates were brought for familiarisation visit to Kuantan Supply Base and HaowTech Kemaman yard. On 14 June, HaowTech Oil & Gas Malaysia Sdn Bhd delegations consisted of the Managing Director, General Manager Oilfield Solutions, Head of Operations Bintulu and Business Development/ Sales Manager were in Bintulu for a site visit of Bintulu port.

During the visit, our delegates together with BPHB and Samalaju Port were exploring on business opportunity and partnership on chemical blending and decanting.



HISTORY IN THE MAKING FOR AVM

HaowTech Aviation Services Sdn Bhd (HaowTech Aviation) is making history in aerial spraying. The first-ever helicopter spraying technique for palm oil plantations in Malaysia will be conducted by HaowTech Aviation. On 8 June, HaowTech Aviation has signed a collaborative research agreement with Malaysia Palm Oil Board (MPOB) and Fermetec Resources Sdn Bhd (Fermetec) to provide helicopter services. The service is expected to start later this year.

“

We are planning to expand its services to other plantations in Malaysia

”



1ST BATCH OF VAPPRO HAS ARRIVED!



The first batch of VAPPRO VCI has arrived at Kemaman yard on 16 June 2022 from Singapore. The product, a state-of-the art technology in corrosion prevention has earned recognition and confidence from the customers worldwide in industries such as oil and gas, logistics, automotive, electronics and packaging.

In August 2021, HaowTech Oil & Gas Malaysia Sdn Bhd have signed an exclusive distributorship agreement with Magna International Pte Ltd (Magna Group) to be the product distributor in Malaysia. The product is planned to be utilised in Q3 2022.

Q2 CORE VALUES PROGRAMME

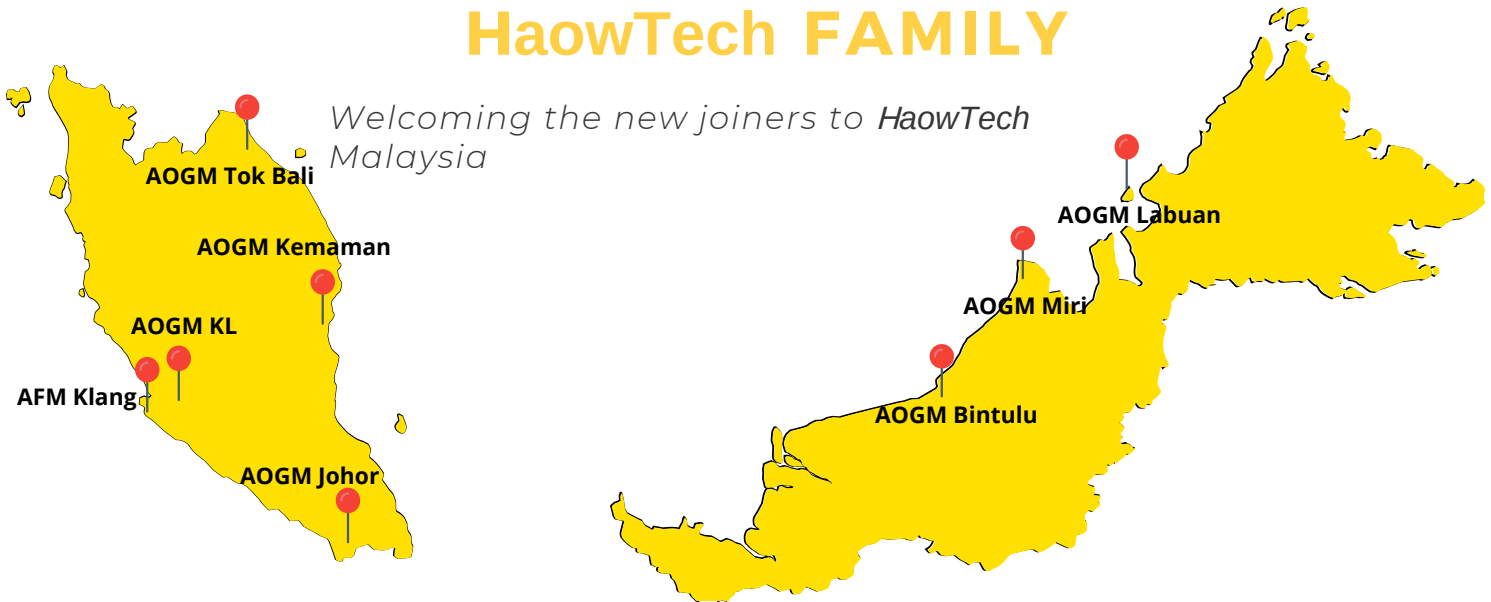


Our core values programme continues for Q2 with the focus on Integrity in April and Teamwork in May and June. Highlights for the activities were teamwork talk by Encik Nor Azhar Nordin from Lighthouse Consulting Sdn Bhd, Teamwork celebration Day, Teamwork celebration video and core value quiz.



HaowTech FAMILY

Welcoming the new joiners to HaowTech Malaysia



AOGM KL



Rozaidi Md Rodi
General Manager, Logistics Solutions



Manzura Mat Manan
Assistant Manager Human Resources

AFM KLANG



Jookaplee Shaaibon
General Manager AFM



Amirul Razdan Adnan
Driver



Amira Syamila Ahmad Azam
Admin Assistant

AOGM KEMAMAN



Mohd Mukhsin Shaari
Head of Operation

AOGM JOHOR



Nur Izzwan Mezan
Boarding Officer



Muhammad Syafiq Johari
Logistics Coordinator



Muhamad Zharif Aizuddin
Mohammed Jo
Logistics Coordinator

AOGM LABUAN



Mohd Amzad Esah @ Isam
Field Operation Coordinator cum
Document Controller



Nurhidayah Abdul Ghani
Billing Assistant

AOGM TOK BALI



Muhammad Haikal Abd Rashid
Operation Assistant

Q2 WORK ANNIVERSARY

As one of the longest serving employees of HaowTech, Azrie recently celebrated his 10 years anniversary on 15 April.

For this issue, we invited Azrie to share his thought on the company and his experiences.

I have been with the company for 10 years and counting, praise be to God I appreciate every moment working in this company.

HaowTech; from its early beginnings, has always poised itself as a highly ambitious entity in the competitive Oil & Gas, Energy, Shipping and Logistics industry, striving to provide solutions to our clients be it from the smallest of activities to the most complex and massive operations.

As an individual, I have learnt that providing value in the solutions we offer, creates the most impact for our customers in a positive manner.

It is this practice of going above and beyond to meet customers requirements; managing their expectations, that has made me a more productive employee that values knowledge, teamwork and the pursuit of excellence. I carry these traits with me in my everyday life and will continue to do so with my journey in HaowTech.



TEN **10** YEARS



HaowTech IN 2050

BY Nur Aqilah Mohd Mazlan

Winner of HaowTech Essay Writing Competition

Pada tahun 2050, saya membayangkan HaowTech menjadi sebuah syarikat terkenal di seluruh dunia dalam menyediakan perkhidmatan penyelesaian bagi industri minyak dan gas. Selain itu, HaowTech juga mempunyai sebuah bangunan sendiri yang berdiri megah di bandaraya Kuala Lumpur dan menjadikannya terkenal di persada antarabangsa dan juga tempatan.

Untuk merealisasikan misi HaowTech, beberapa cabaran perlu ditempuhi. Cabaran utama adalah dengan meningkatkan modal yang besar. Ini dapat dicapai dengan memperluaskan penyertaan rakan kongsi melepasi sempadan negara di mana kepelbagaian latar belakang dan sifat keterbukaan dapat meningkatkan daya saing dan inovatif dalam pengurusan strategi syarikat, manakala modal yang besar boleh diperoleh daripada syer, pelaburan, simpanan dan juga pinjaman.

Cabaran kedua adalah dalam membina struktur atau sistem pentadbiran yang sistematik. HaowTech menitikberatkan enam nilai murni dalam setiap diri warganya. Nilai murni yang dilaksanakan HaowTech telah memberi impak positif dalam pembangunan modal insan dan juga mencorak identiti organisasi.

Peranan dan kerjasama antara pekerja dapat meningkatkan sosioekonomi setempat dan sekitar serta mencapai matlamat sistem tersebut.

Cabaran seterusnya adalah dengan meningkatkan taraf pendidikan di peringkat antarabangsa dan tempatan. Tujuan ini adalah untuk meningkatkan keperHaowTechan syarikat terhadap perkembangan sistem pendidikan melalui perkongsian modul pendidikan, latihan dan kerjasama industri. Sebagai contoh, tahun 2050 HaowTech telah menubuhkan beberapa sistem pendidikan khas dalam bidang minyak dan gas untuk para graduan tempatan dan antarabangsa.

Akhir sekali, perkembangan pesat teknologi semasa merupakan aspek terpenting dalam mencapai misi HaowTech. Perubahan teknologi kepada sistem yang lebih canggih dapat menyelesaikan kehendak pelanggan serta membantu meningkatkan masa, kewangan dan memberi kualiti yang lebih baik kepada pelanggan.

MANAGING STRESS AT WORK

BY QHSE Department

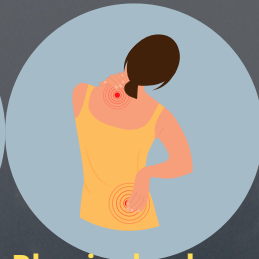
STRESS!

Emotional or physical tension that comes from any event or thought that makes you feel frustrated, angry or nervous.

Do you have any of these signs?



Anxiety



Physical aches and pains



Difficult to sleep



Racing heartbeat



Sweaty palms

What are the causes of stress?

Stress can be caused by several interconnected factor such as inability to cope with job demand, lack or unable to control one's way to do the job, lack support from colleagues, unhealthy work relation or culture, unclear of individual roles and responsibilities and susceptible to changes.



Effect of stress



Physical

Sleep disturbance, headache, high blood pressure



Emotional

Anxiety, depression, unstable emotions



Intellectual

Loss of concentration, lack of motivation, difficult in though process



Behavioural

Substance misuse, inappropriate display of behaviour, not punctual

Ways to overcome stress



Stay organised



Avoid multitasking



Do light exercise



Be comfortable



Stay away from conflict



Start off the day right

ROAD SAFETY

BY QHSE Department

DID YOU KNOW?

Road traffic injuries cause 1.25 million deaths and up to 50 million injuries each year.

SAFE DRIVING HABITS TO FOLLOW & REMEMBER**Buckle up ladies and gentlemen**

A click that might save your life.
Wear your seat belt.

**How to avoid accidents**

-  Beware of other road users
-  Follow the speed limit
-  Do not drink and drive
-  Stop and take a rest if tired

**Avoid car distractions**

From setting up your location to texting and answering calls, avoid using your mobile phone while driving. Get it all sorted before you start your drive.

The signals are there for a reason

Use your signals when changing lanes

**TIPS****AT HOME**

-  Ensure your safety tools are in the trunk
-  Service or check up your car before driving
-  Be alert with the weather forecast

WHILE DRIVING

-  Identify your blind spot
-  Be courteous on the road
-  Do not tailgate

**Driving in bad weather**

Turn on your lights but NOT your hazard or use high beam lights.