

SCOPE

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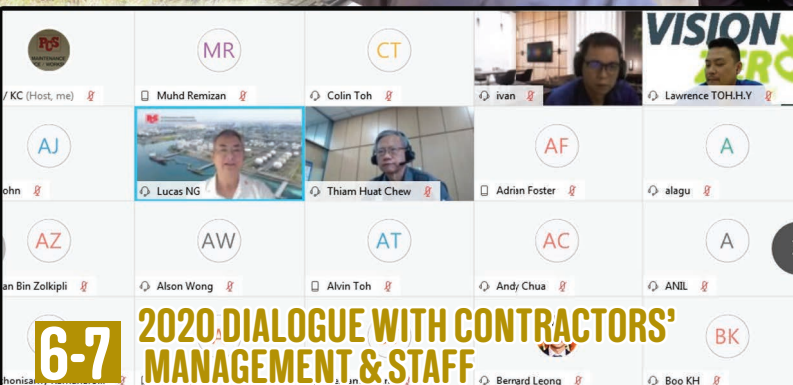
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5 November 2020

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HSE Manager



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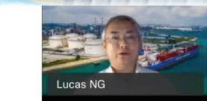
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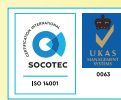
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2020 PERFORMANCE REVIEW AND MANAGEMENT DIRECTIONS FOR 2021

REVIEW OF 2020

This year has been a challenging year for all of us at PCS under the unprecedented pandemic, COVID-19. We faced many new challenges to overcome this pandemic and the huge impact it generated on our business environment and operations. Nevertheless, PCS performed well overall operationally and financially, thanks to all your efforts and team spirit as 'One Team One PCS'. I take this opportunity to thank all of you for your dedication, initiatives and contribution.

Our financial performance for 2020 is expected to be better than budget due mainly to the drop in crude and naphtha prices while ethylene and propylene margins fared better with demand surge for personal protective equipment and plastics amid global lockdowns during COVID-19. Several cracker plant incidents in Asia this year also helped to reduce the impact of the increase in capacities. Butadiene margins were negative due to a significant drop in automotive industry rubber demand with COVID-19 initially but saw a big jump in Q4 2020 with increased demand amidst tight supply with the Asian plant incidents. MTBE and aromatics margins remained weak with poor gasoline demand. Despite the unprecedented and tough challenges brought about by COVID-19, we continue to operate safely and reliably at high load and expect to register a healthy profit.

We have worked together to improve product margins and plant efficiency through optimising plant operations and commercial strategies via cross-functional collaboration such as the Commercial Plant Optimization work group. We have also executed 2 special planned operations safely and successfully in 2H 2020. Firstly, we have successfully switched the 2SC Plant from Debottlenecked (DBN) to different Parallel modes in order to maximise our margins and react pro-actively to the changing butadiene market. Secondly, we have carried out the 'Bootstrap Operation' for PCS-I safely, without shutting down the ethylene plant,

for a heat exchanger leak repair despite lean manpower manning while complying with Safe Management Measures (SMM) regulatory requirements during COVID-19. We continue to strive to better our energy performance in our operations and as a recognition, we have received the Best Practices Award of the Energy Efficiency National Partnership (EENP) Awards for 2020 and the Outstanding Energy Manager of the Year Award.

Our HSE record remains excellent. To date, the health and safety performance continues to be good, maintaining zero Lost Time Incident ("LTI") and zero Total Recordable Case Frequency ("TRCF"). We have also achieved the historic HSE milestone of 45 million hours worked without LTI for combined PCS employees and contractors on 27 January 2020. For workplace health and safety, we were conferred the prestigious Workplace Safety & Health Performance (Gold) Award in 2020 for the third consecutive year.

The COVID-19 pandemic has radically changed the business environment and demand/supply patterns for product and services across all sectors domestically as well as globally. PCS, like all organisations, have had to tackle unprecedented challenges and adapt to a new way of operation to ride out the pandemic. In order to ensure that PCS is able to maintain its operation while minimising risks of community spread of COVID-19, Management activated the Business Continuity Plan ("BCP") since 7 February 2020. Despite the tough challenges brought about by COVID-19, PCS has done well in achieving both its business and operational objectives. Till date, there has been no case of COVID-19 in the workforce and operations have been running safely and smoothly. I would like to thank all our employees for your operational resilience and efforts in adapting and adhering to BCP arrangements. I am confident that PCS will tide through this difficult period, with our exemplary team work and your conscientious efforts.

DIRECTIONS FOR 2021

Global GDP is projected to decline by 4.5% in 2020 which is unprecedented in recent history and is projected to pick up by 5% in 2021 but this is subject to uncertainty in demand which is dependent on the spread of COVID-19 and development of effective vaccines. The level of economic output at the end of 2021 is projected to remain below that at the end of 2019 and a stronger resurgence of the virus or more stringent containment measures could cut 2-3% from global growth in 2021.

With the impending wave of new crackers and cracker expansion plans in 2021, coupled with the restart of those Asian plants that were shutdown, demand for naphtha feedstock is likely to continue to

be strong while availability of naphtha will hinge on the refineries' run rate which is in turn dependent on the developments of COVID-19 pandemic and the OPEC+ actions. On the products side, ethylene market is projected to be more challenging on the back of huge capacities additions particularly in China while propylene outlook is also bearish with new capacities from crackers, refineries and on-purpose units in the South East Asia region. Butadiene and benzene is also forecasted to be structurally long with huge capacities additions in China.

Against the backdrop of weak petrochemical market outlook, weak economic climate and the uncertainty regarding the containment of the COVID-19 pandemic in 2021, we expect 2021's financial performance to

Mr Akira Yonemura
Managing Director

be weaker than 2020's. In response to the challenging market conditions, we will continue our efforts into 2021 on the key areas of cross functional optimisation of PCS' business and operations, safe and successful maintenance activities and also implementation of CAPEX projects during SDM 2021. In addition, the identification and promotion of projects to enhance our competitiveness such as feedstock robustness, upgrading product value chain, improving energy efficiency and promoting digital readiness will be ongoing. Under such challenging and uncertain business outlook, we need to leverage on our corporate core values of teamwork and professionalism, as well as innovation and creativity, and adopt a cautious approach in order to navigate through and achieve our business and operational objectives.

As for our plants' facilities, we need to continue with our efforts to improve energy efficiency, reduce variable costs and facilitate gap closure for operations excellence.

For 2021, the key focus areas are:

(i) Good Health, Safety and Environmental performance

- ▶ Strive to maintain good HSE performance and aim to reach next health and safety milestone of 50 million hours worked without LTI
- ▶ Continuing to promote employees' health consciousness especially in times of COVID-19

(ii) Achieving budgeted profit by

- ▶ Ensuring safe, smooth and stable operation;
- ▶ Optimising feedstock purchases;
- ▶ Managing our sales portfolio and responding nimbly to changing market conditions and customers' operations; and
- ▶ Maintaining cash cost within 1st Quartile of Solomon's unit operating index

(iii) Successful Implementation of Projects and Studies

- ▶ Safe and successful completion of PCS-II SDM
- ▶ Implement Capex Projects safely, successfully, on schedule and within budget

While making efforts in the above focus areas, we must, needless to say, continue to conduct our business and operations ethically, professionally and with integrity.

Last but not least, I wish you and your family a joyous holiday season and a happy and healthy 2021.

"GREENING JURONG ISLAND" INITIATIVE



Gerald Lim
HR & Admin

The National Parks Board (NParks) has launched a movement to plant a million trees across Singapore in the next 10 years. This movement is to help with climate change that is happening globally.



Minister for National Development & Minister-in-charge of Social Services Integration Mr Desmond Lee (Far Left) with our MD Mr Yonemura (Second from the Left)



To tackle climate change, there is an urgency to increase Singapore's efforts to support sustainable development. JTC, in collaboration with NParks via their registered Charity Garden City Fund (GCF), had invited companies located in Jurong Island to come on-board with the Government to green Jurong Island estates and offices with more trees in the Plant-a-Tree programme. By reducing our carbon footprint, these trees can create an attractive workplace environment for the current and future workforce. There are currently more than 40,000 people working on Jurong Island. As part of the Jurong Island community, we share a common interest in constantly improving it as a workplace, and in upholding our reputation as a model for sustainable industrial development. This would also help to battle the urban heat caused by increased urbanisation and a reduction of greenery.

PCS had participated in the GCF's Plant-a-Tree programme from 30 Sep 2019 to 31 Jan 2020 and raised \$21,828 in total from our employees and the company. We would like to commend our employees for contributing \$6,828 to this programme. For every \$300 donated to the GCF's Plant-a-Tree programme, a tree will be planted. On 26 October 2020, our MD Mr Yonemura attended a community tree planting event on Jurong Island, under the One Million Trees movement. A total of 100 trees were planted by the Minister for National Development & Minister-in-charge of Social Services Integration Mr Desmond Lee, together with individuals passionate about the environment from 32 companies in the Jurong Island community. By 2022, Jurong Island would have a total tree population of 44,000, a huge improvement from the tree population of 10,000 before the One Million Trees initiative.

Photographs by NParks



ENERGY EFFICIENCY NATIONAL PARTNERSHIP AWARDS 2020



Sim Kai Sheng
T&O

The Energy Efficiency National Partnership (EENP) programme was launched by the National Environment Agency (NEA), the Economic Development Board (EDB) and the Energy Market Authority (EMA) on 29 April 2010 and supports partners in their energy efficiency endeavours through incentives, learning network activities, recognition and energy efficiency-related resources [1].



As part of the recognition scheme, outstanding EENP partners are recognised through the annual EENP Awards. The EENP Awards aims to encourage proactive energy management by identifying and sharing best practices for all to emulate [2].



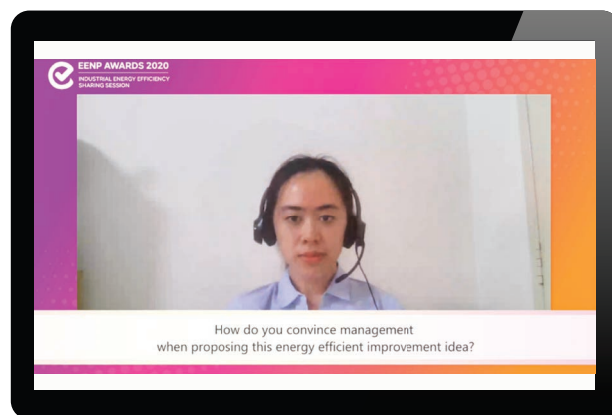
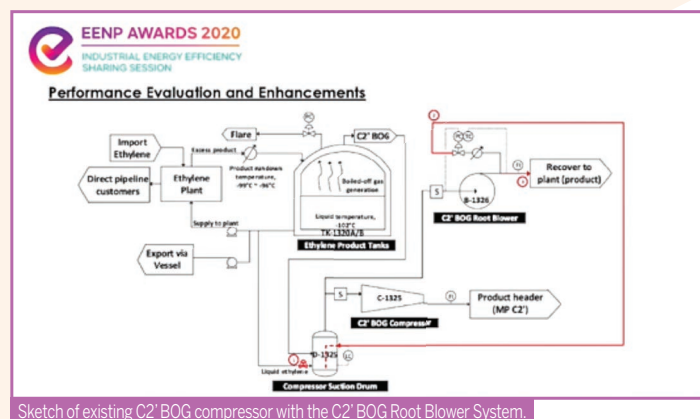
Different from the previous years, this was the first time the EENP Awards 2020 cum industrial energy efficiency sharing session, which was held on 8 October 2020 from 9 am to 12:50 pm, was conducted through an online platform in view of the COVID-19 situation. This year also marked the 10th anniversary of the EENP Awards. In her opening address, the Guest-of-Honour Ms Grace Fu, Minister for Sustainability and the Environment, recognised the effort of the EENP programme, where 49 Founding Partners have grown to >300 companies which have joined as partners. As of 1 October 2020, a total of 311 companies have joined the EENP programme [3].

At the EENP Awards 2020, PCS bagged two awards – **Best Practices** and **Outstanding Energy Manager of the Year**.

The **Outstanding Energy Managers of the Year** award recognises outstanding Energy Managers (EMs) who have demonstrated leadership in driving Energy Efficiency (EE) improvements and have played a pivotal role in promoting EE initiatives within their organisation. This year, one of the two recipients was Mr Francis Tan, Manager, P&OT (Utilities & Logistics). This award

is a recognition to the continual excellent teamwork among PCS colleagues and partners including our ex-colleague Mr SK Joshi, who was the Energy Manager for PCS since the formation of PCS's Energy and Carbon Management Committee in 2010 and up until his retirement in 2018.

Following the Awards ceremony, PCS was given the honour to share about its energy efficiency improvement efforts in Breakout Session B – Best Practices in industrial energy efficiency. Ms Jessica Tan of Technology & Optimisation shared on PCS's innovative approach to improve valuable ethylene (C2') product recovery. Debottlenecking of PCS ethylene plants and enhanced integration with neighbouring companies had resulted in higher frequency of C2' imbalance, higher product rundowns to the Low Temperature (LT) tanks, and higher C2' Boiled-Off Gas (BOG) generation [4].



References:

1. *Energy Efficiency National Partnership (EENP)*. (2020, October 1). National Environment Agency. <https://www.nea.gov.sg/our-services/climate-change-energy-efficiency/energy-efficiency/industrial-sector/energy-efficiency-national-partnership>
2. *EENP Awards*. (2020, August 10). National Environment Agency. <https://www.nea.gov.sg/programmes-grants/grants-and-awards/eenp-awards>
3. Aggarwal, N. (2020, October 8). *National energy efficiency programme celebrates 10 successful years*. The Business Times. <https://www.businesstimes.com.sg/hub/energy-efficiency-national-partnership/national-energy-efficiency-programme-celebrates-10>
4. *EENP Awards 2020 Speaker Details*. (2020). EENP Awards 2020. https://www.eenpawards2020.sg/477/speaker_details

To overcome the capacity limitation of the existing C2' BOG compressor, a C2' BOG Roots blower system (in-house design) was commissioned in Phase 1 to recover excess C2' BOG, which would otherwise be flared. As part of continual improvement, it was enhanced prior to upsizing of the blower in Phase 2 to mitigate the impact of additional BOG generation. This helps to reduce C2' flaring and thereby improve specific energy consumption.

There were also other presentations on topics such as transition to low carbon economy and its potential, Carbon Capture Utilisation

and Storage (CCUS); decarbonisation pathways in Singapore and implementing low carbon technologies.

Let's continue the journey together on energy efficiency!

For more details, please refer to the following website: <https://www.eenpawards2020.sg/>

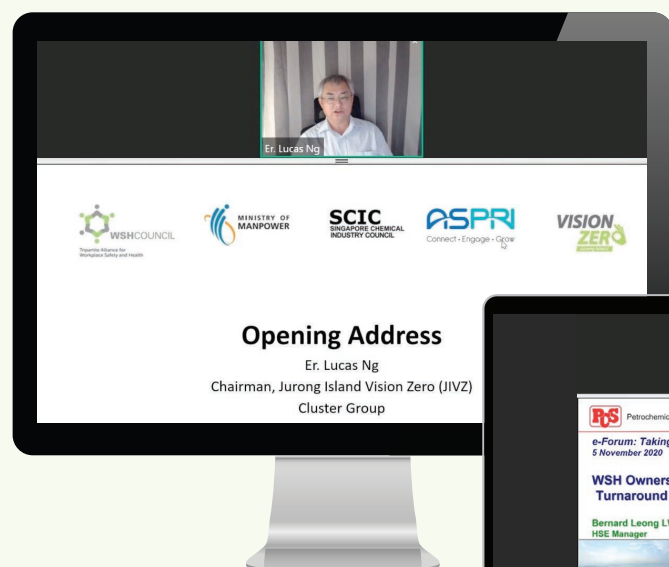
Jurong Island Vision Zero Cluster e-forum: Taking WSH Ownership and Communication



Bernard Leong
HSE



During the COVID-19 pandemic, large scale physical events could not take place. In ensuring the workforce is continually aware and remain focused on health and safety, the digital platform took centre stage in the quest to sustain this focus.



and Maintenance (PCM) industries gathered virtually. In his opening address, PCS GM(Plant) Er. Lucas Ng HK, as Chairman of the Jurong Island Vision Zero Cluster, shared his vision for Jurong Island, where every organisation and individual would be fully accountable not just for their own health, safety and well-being, but also that of their co-workers and peers. He also emphasised the need for top management to take the lead and openly communicate its commitment to WSH with all its employees and stakeholders.



PCS HSE Manager, Er. Bernard Leong LW, shared on "WSH Ownership and Communication for Turnaround in All Times", not only PCS' experiences and preparation on overcoming WSH challenges during plant turnaround in COVID-19 pandemic situation, but also the importance of good and clear communication at every stage of turnaround

On 5 November 2020, the first of a series of Jurong Island Vision Zero Cluster e-forums was held, with the theme "Taking WSH Ownership and Communication". The e-forum was jointly organised by the Workplace Safety and Health Council (WSHC) and the Singapore Chemical Industry Council (SCIC), with support from the Association of Process Industry (ASPRI) and the Ministry of Manpower (MOM).

This e-forum was focused on overcoming workplace safety and health (WSH) challenges and common pitfalls faced during plant turnaround (or as we know it as shutdown maintenance).

The response to the e-forum was overwhelming, with more than 200 participants from the Chemical and Process Construction

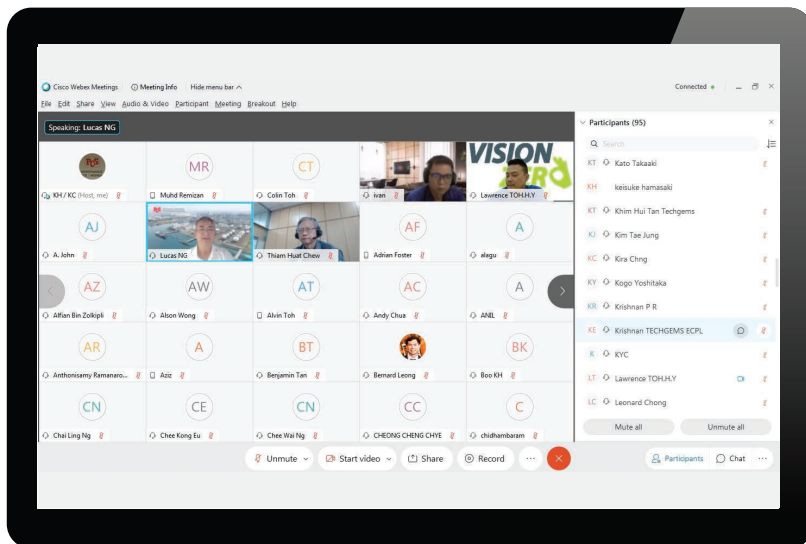
activity. He proudly shared PCS' unique "One-stop SDM Centre" concept.

Two other speakers, Dr. Babu Sajeesh from Rotary Engineering Pte. Ltd., shared his experience from contractors viewpoint, and Er. Randy Cha from MOM shared from a regulator's perspective, with findings from past incidents and a summary of lessons learnt.

The e-forum rounded off with a session of questions and answers. Majority of the questions from the lively discussion were centred around how or what companies could look out for during plant turnaround.



Panelist taking questions from participants



2020 Dialogue with Contractors' Management & Staff

Via Webex on 22 October 2020



Lim Kian Huat
Maintenance

Due to COVID-19 restriction on mass gathering events, our quarterly dialogue session with Contractors' Management, Staff & Workers had to be put on hold since February 2020. With the Disease Outbreak Response System Condition (DORSCON) status raised to orange level, PCS has been working under Business Continuity Plan (BCP) mode with split teams' arrangement of site-essential and non-site essential teams. Non-site essential team telecommute from home. Our staff and contractor partners quickly adapted to the new temporary normal as physical meetings and trainings were conducted virtually over various platforms. And yes, we were all ready to resume our dialogue session with our contractors' partners, which was held on 22 Oct 2020 and attended by 95 participants.

The objectives of our dialogue session are

- 1) To demonstrate visible ownership and leadership of PCS and Contractors' management on HSE to all Contractors' staff & workers.
- 2) To establish correct understanding of PCS Responsible Care policy & practices among workers to enhance HSE standards.
- 3) To inculcate proactive HSE culture among Contractors' workers.

In his welcome address, PCS General Manager Plant (GMP) Er. Lucas Ng recalled his last opportunity when he delivered

Health, Safety and Environment messages in June 2020 via video clip to all staff and contractors' workers.

On behalf of PCS Management, GMP thanked those staff and workers who worked during the Circuit Breaker period, and for their commitment in this unprecedented challenging time to support PCS to run its plants safely and reliably through the COVID-19 restrictions.

HSE Performance

GMP reported that we achieved the Employees and Contractors combined 45-million worked hours without loss

time incident on 27 January 2020 and he was glad to be able to deliver the awards to all contractor companies on 24 August 2020 with safe management measures (SMM) in place. He added that we have accumulated both Employees and Contractors combined worked hours of 46.6-million as of 30 September 2020.

GMP reminded that everyone has a part to contribute; being conscientious and proactive in creating and ensuring a healthy and safe work environment. Keeping this culture alive and well, and passing on similar behavioural traits and good practices, as well as knowledge to sustain competency, ensure that each and every one of us goes home healthy and safe.

Jurong Island Fatal Incidents

GMP reiterated the importance of learning from past incidents and near misses. He shared 2 fatal incidents in Jurong Island this year. In the first incident, a worker was overcome by Hydrogen Sulphide while preparing a pipeline for maintenance works and the second incident was a fire that broke out at the plant while workers were carrying out purging works on a hydrocarbon pipeline.

These are process safety incidents which could have been prevented.

As Chairman of Jurong Island Vision Zero Group, Er. Lucas Ng worked closely with Workplace Safety and Health (WSH) Council and Singapore Chemical Industry Council (SCIC), and with support from the Ministry of Manpower (MOM) and Association of Process Industry (ASPRI) organise an e-Forum on 5 November 2020 to reach out to all stakeholders. The theme of the forum was "Taking Workplace Safety and Health (WSH) Ownership and Communication". This is not merely working level matter, but senior management commitment in mitigating the possible causations of incidents.

GMP emphasised that in WSH 2028, there are three strategies: Ownership, Workplace Health, and Adoption of Technology as followed:

1. Ownership: senior management; top-down and bottom-up
2. Workplace Health: identify the substances in the workplace that could affect health (e.g. toxic gases are fatal) and the appropriate use of PPE for potential gas release (initial phase of turnaround or shutdown maintenance has a lot of transient or unexpected situations)
3. Adoption of Technology: use of gas detectors to double confirm (such as first opening of flanges of pipeline or vessel) and foreman or supervisor wearing of multi-gas detectors at hazardous areas

Safety is the Top Priority

GMP also reiterated that:

1. Safety remains the top priority for all activities regardless the size of the job, no matter how small the job is. We must keep safety in mind right from the planning stage and ensure that all work is *Designed for Safety, Planned for Safety, Work Safely*.
2. PCS expects all our Contractors' Management teams to be committed to safety, making sure that a proper HSE management scheme is put in place when working closely with PCS.
3. Last but not least, under the current COVID-19 situation, GMP reminded staff

and Contractors' Management to:

- a) ensure having sufficient safety resources and supervision on the job
- b) ensure safe management measures are implemented (such as putting on a mask)
- c) ensure sufficient rest for workers who may need to work overtime (to cover colleagues' duties) so that they can have full concentration on the job
- d) ensure that risk mitigation measures are in place for any procedural changes by performing in-situ Risk Assessment (iRA); do not rush and no shortcuts

In closing, GMP urged everyone to preserve our cultivated WSH culture, and continue our every effort in working towards both occupational safety and process safety excellence!

Next, Mr. Timmy Lim, Manager (Mechanical) presented the PCC HSE performance report, followed by a safety talk on Safety Awareness by Showa Denki site manager Mr. Max Leen. A Question & Answer session with participants engaging the panellists including GMP Er. Lucas Ng, Maintenance Manager Mr. Chew Thiam Huat, PCC Chairman Mr. Ivan Apostol and PCC Vice-chairman Mr. Lawrence Toh was held before a closing address by Mr. Ivan Apostol.

Steam Traps – Why They Matter



Ngai Jia Ming
Olefin-I



Calvin Neo
T&O



Picture from Techmatic: Example of faulty steam trap (circled)

Have you ever seen steam leak like this in the plant before? Or even seen it along the roads beside pipe-racks?

The picture above shows a faulty steam trap continuously discharging steam, resulting in energy and water wastage. It is therefore important to know the function of steam traps and upkeep the maintenance of these little devices.

On 20 November 2020, a webinar was organised by the American Institute of Chemical Engineers (AIChE) – Singapore Local Section (SLS) and National University of Singapore (NUS) titled "Energy Optimisation through Steam Traps". The 1-hour webinar was presented by Mr. Ignatius Lim from Techmatic Controls, who has 6 years of experience in the industry. He shared on the various aspects of steam trap fundamentals and more importantly, how to utilise these information to achieve energy optimisation.

What is Steam?

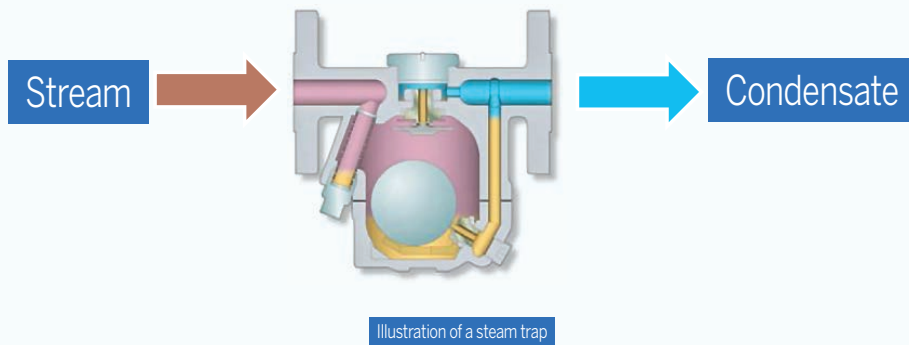
Most of us would have had our first encounter with steam in the kitchen when boiling water. We then learn about the many properties of steam and water. One of which is that when heated, water boils at 100°C under atmospheric pressure, absorbs the heat energy and expands 1,000 times to form steam.

The various disciplines of engineering (i.e. chemical, mechanical, etc.) would have further introduced the steam table, where many important properties of steam are tabulated and utilised in the industry. In a petrochemical plant such as PCS, the range of applications of steam typically includes process heating, heat recovery and driving a turbine (mechanical work).

Once steam has released its energy, it will return to the liquid state, termed as condensate.



Picture of steam from a household kettle



What is a Steam Trap?

When steam loses heat, it returns to liquid state as steam condensate. This condensate can accumulate in equipment and pipelines and has to be removed. A steam trap acts as an automatic valve to discharge condensate and non-condensable gases with minimal loss of steam as shown above.

The ideal steam trap should discharge condensate perfectly (i.e. without loss of steam), have a wide operating pressure range, have large capacity, have zero maintenance and be cheap to manufacture and install.

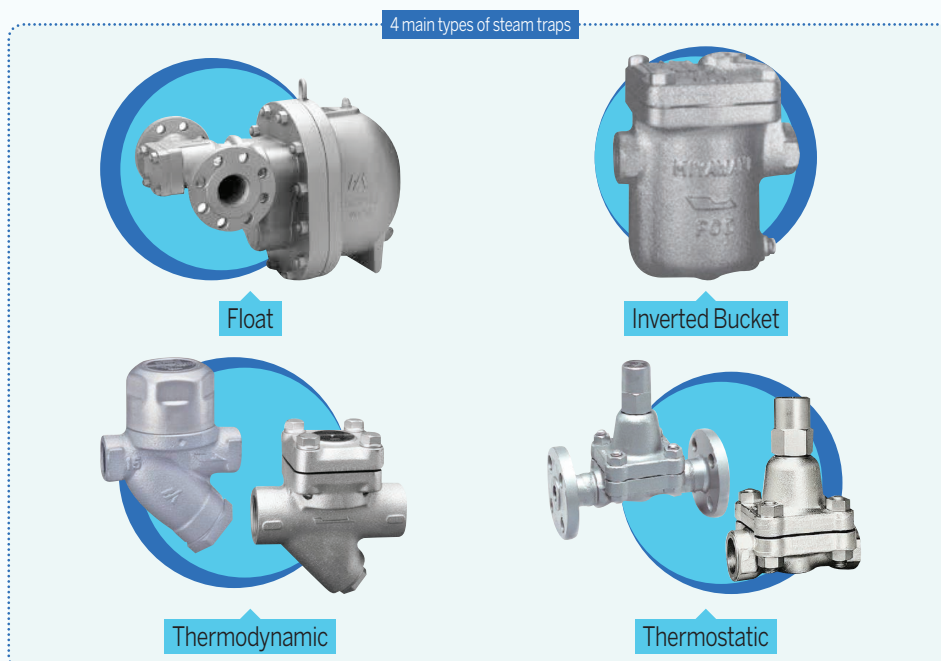
Type of Steam Traps

There are 4 main types of steam trap, namely float type, inverted bucket type, thermodynamic type and thermostatic type.

Float and inverted bucket type steam traps are similar in operating principle, where they utilize the difference in steam and condensate densities to lift or sink the internal mechanism, so as to open or close the internal valve. These steam traps are generally more expensive and used for applications with larger capacities (e.g. reboilers).

Thermostatic and thermodynamic type steam traps utilise the expansion and contraction of metal at different temperatures to release accumulated condensates. These steam traps are generally cheaper but are not recommended for large-capacity applications as their capacities are smaller and have a higher tendency to fail.

When selecting a steam trap, it is important to consider the required capacity, steam trap type, and model for the application. Oversizing can lead to reduced life time of the steam trap and increased steam loss. Undersizing can also lead to reduced life time of the steam trap and result in longer time to heat up the process.

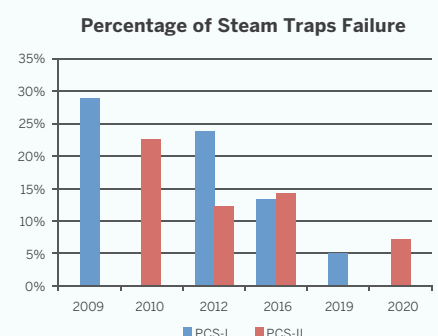


Energy Optimization Via Steam Trap Management Plan

Effective usage of steam will help reduce fuel costs, improve efficiency of heat supply to process and improve lifespan and performance of steam distribution system. Steam traps can fail and, apart from energy wastage, also cause water hammering and reduced operating capacity. To prevent this, a steam trap management plan is recommended to ensure good performance of all steam traps.

Since 2009, PCS embarked on periodic steam trap assessment and has successfully reduced the failure rate of steam traps after rectification. Steam trap survey continues to be carried out for each plant every 2-3 years, and also preferably ~6 months before Shutdown Maintenance (SDM) to prepare for rectification during SDM. Continuous monitoring is required to maintain the good performance.

This has resulted in monetary savings of approximately USD 500,000, energy savings and approximately 5 kta reduction in carbon dioxide emission (equivalent to removing 1,000 cars off Singapore's roads) for PCS.



Graph showing results of PCS steam trap survey over the years

ChemEx 2020



Tan ZhenYu
Maintenance



Foo Suan Kim
T&O

The live stream started off with Mr. Loh Sing Keong from HRA introducing PCS via the corporate video, where the state-of-art facilities of the Singapore Petrochemical Complex were showcased, highlighting key roles of PCS as an upstream petrochemical company. Following this was sharing sessions by two PCS engineers.

Petrochemical Corporation of Singapore
"Singapore's Pioneer in the Petrochemical Industry"



Join us and find out what goes on behind the scenes at PCS!

Happening : "Live" on Facebook
21 October (Wed), 2pm

Our engineers will share their continuous learning & development, challenging but fun working experiences in PCS:



Suan Kim
Senior Technology & Optimization Engineer



Zhen Yu
Maintenance Engineer



Scan the QR code to find out more about PCS



Organized by
SCIC
SINGAPORE CHEMICAL
INDUSTRY COUNCIL

Hosted by
PCS

The Chemical Industry Experience (ChemEx) is an annual industry profiling event to raise awareness among tertiary students of the various career opportunities in the Oil & Gas, Petrochemical, Chemicals & Energy industries. This year, ChemEx 2020 was held on 21 October 2020, reaching out to chemical-related course students from ITE, Polytechnics and Universities. As a participating company in ChemEx 2020, PCS proudly collaborated with SCIC to host the "Special Edition: ChemEx 2020- A Virtual Showcase" which was streamed lived via Facebook in view of COVID-19 safe management measures. The event had reached out to 511 people and gathered 108 "Likes", reactions, comments and shares.

As part of their career experiences in the Petrochemical industry, PCS engineers, Mr Foo Suan Kim (from T&O) and Mr Tan ZhenYu (from Maintenance), touched on their "Job Scope and Challenges" and "Why I choose to work in PCS?". Suan Kim shared his experience working in PCS and the various job scopes he took on over the years, which included process troubleshooting and new project implementations, while ZhenYu shared about the nature of his work as well as what makes him enjoy working in PCS. There was a flurry of questions from the students which were posted on Facebook. They asked questions such as what were the factors that contributed to staff retention as there were many long serving employees in PCS as well as what were the interesting roles available in PCS, etc.

Recalling, it was an enjoyable session to share our personal experiences with the students who were genuinely interested about having a career in the Petrochemical and Chemical Industry. The students also gave positive feedback about the event and gained greater awareness of PCS.

For the PCS team who had been working at the front and behind the scenes, it was a fulfilling experience to witness the success of ChemEx 2020. PCS looks forward to participate in this event again next year.

A special thanks once again to the organisers and supporting members for this successful event.



PCS representatives during the live event



Team PCS for ChemEx 2020! Cheers!

PEPS Dialogue 2020



Chong Hon Yeng
T&O Plant Services

.....①.....
Figure out what works and do it!
.....②.....

PEPS Dialogue is an annual event organised by the T&O Plant Services, to share good ideas and good work practices. It is also to recognise our employees' contributions that add values to our company.

The theme for this year is "Figure out what works and do it" – mantra of the late Mr Lee Kuan Yew. Charles Munger, Vice-Chairman of Berkshire Hathaway and a philanthropist, is a great admirer of Mr Lee and he has this to say: "Lee Kuan Yew – who is the greatest nation builder, probably that ever lived in the history of the world – he said one thing over and over and over again all his life," and that was to "figure out what works and do it!"

This can be the ethos of our employee participation scheme, and it complements our slogan "Make Our Ideas Work".

Year 2020 is an extraordinary year. For this reason, PEPS Dialogue 2020 was special – it was held virtually on 19 Nov 2020, via Webex. The virtual event was attended by Management with more than 70 of PCS staff.

GMP started the ball rolling with his opening address. He stressed that the Management firmly believes every PCS employee has a role to contribute to productivity, safety & security and plant reliability. Every problem solving is an opportunity to innovate. He urged all to upkeep the spirit of innovation and productivity at every level of the workforce. He reiterated that **PEPS** contributes to our company core safety & reliability performance, along with **BBSO** (Behaviour Based Safety Observation), **STAR** (Stop and Report), **SOS** (Speak Out for Safety), **Near Miss Report** and **RMT** (Reliability Management Team). For **Find Activity**, where staff and workers look out for unfavourable

Lucas NG

PCS Petrochemical Corporation of Singapore (Private) Limited

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Opening Address by GMP
Lucas NG HK

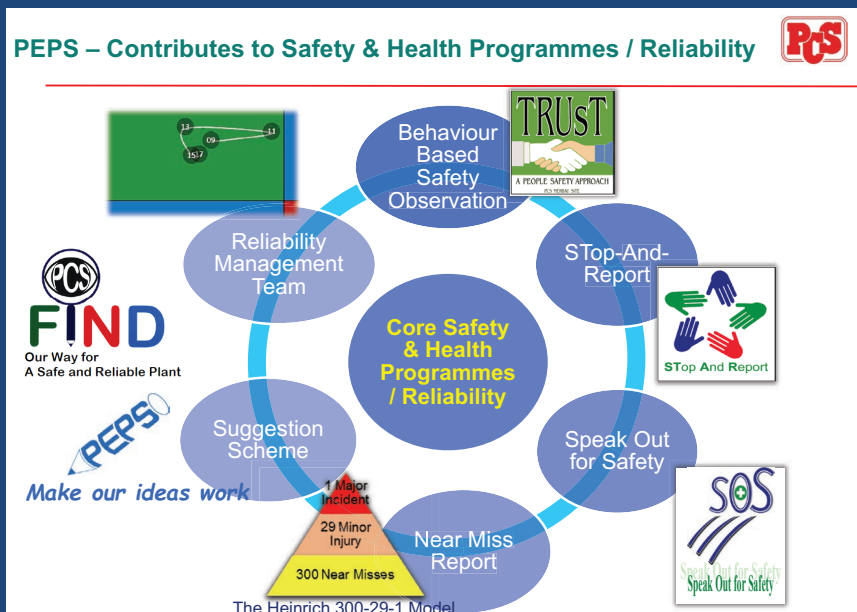
19 November 2020
Virtual, Webex
First PEPS Dialogue via Virtual meeting

PEPS Make Our Ideas Work

PCS FIND Our Way for A Safe and Reliable Plant

"Figure out what works and do it!"

Screenshot of GMP's opening address to the audience



conditions in the plant and take corrective measures to prevent potential failure, he encouraged all to sustain this important activity to keep our plant safe and reliable.

He ended his speech for all to put our best efforts for PCS-II SDM next year and to meet the challenges together.

The highlight of the dialogue was the workgroup sharing, where 12 topics from various functions were presented. All received a Token of Encouragement via a virtual handshake.

The dialogue session was certainly a good platform for sharing of ideas and learning from others.





Photos of all presenters:



Jescinda Yeoh
– Biz Group



Desmond Koh
– Tinkerbell, QC



Yong Kuan Wen
– Spinning Wheel, QC



Hoon Kim Huat
– Eagle Eye, Maintenance



Joline Yeah
– HRA1, HRA



Sim Khong Yee
– Team FBC, F&S



Sie Yew See
– Alpine, Olefin-II



P Satheesh
– Propeller, Olefin-I



Mohd Haffit
– Propeller, Olefin-I



Low Kah Yi
– DNA, Maintenance



Wong Kang Choon
– Project X, Olefin-II



Tan Lip Wee
– Star Command, F&S

Employee News

LONG SERVICE

Award Recipients for Oct-Dec 2020



5-Year

Koh Joon Kiat Eugene

Fire & Security

10-Year

Chen Ting Ting

Quality Control

15-Year

Toh Teck Hong

Olefin-I

Tan Henry

Olefin-I

35-Year

Mohd Zufir bin Alistar

Olefin-I

NEW EMPLOYEES



Mr Tan Jun Hao Don
Legal Counsel, Legal
Joined 1 Oct 2020
Hobbies: Football,
Badminton



Mr Lim Jia Qi Gerald
Officer, HR & Admin
Joined 1 Oct 2020
Hobbies: Video game,
Gym, Cooking

HEARTIEST CONGRATULATIONS

marriage

NAME	FUNCTION	SPOUSE
Lim Jia Qi Gerald	HR & Admin	Ms Chia Xiao Ting
Tan Wei Cheng Bobby	Olefin-I	Ms Kwok Yee Sah Lisa

births

NAME	FUNCTION	NEW BORN
Muhammad Hanaffe bin Haironi	Olefin-I	Boy
Muht Sirajuddin bin Ghazali	Olefin-I	Boy
Abdul Raimi bin Abdul Rahim	Olefin-II	Girl
Muhammad Ashaari bin Hasan Basri	Olefin-II	Girl

Gardens by the Bay (Poinsettia Wishes)



Chuang Ka Leong
Olefin-II

Here are some of the Poinsettia Wishes floral displays:



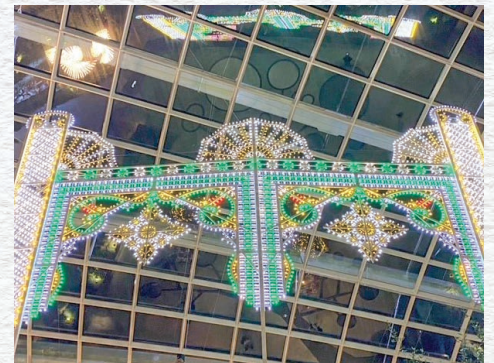
Gouda Townhall

Gouda by Candlelight, also known as *Kaarsjesavond*, is an annual Christmas tradition held in the city of Gouda, surrounding the Gothic Goudse Stadhuis, also known as the townhall.

During the Coronavirus pandemic, most of us are unable to travel overseas. So it is a good time now to visit our Singapore's local attractions such as the Gardens by the Bay. The Flower Dome's latest Christmas decorations, POINSETTIA WISHES is definitely worth a visit!

This year's Christmas decorations really look awesome to me. Especially the GOUDA TOWNHALL, which is the main focus for this year's Christmas displays, look extremely stunning. The colours and the lightings really match very well, it's best to visit the place at night. Last but not least, the 'NISSE' reminds me of the Sleeping Beauty and the seven Dwarfs.

After visiting Gardens by the Bay, I feel that there are still so many local attractions in Singapore waiting for us to discover and explore. To end off with a gentle reminder, do wear your mask and keep a safe distance while visiting all these places. Stay safe!



Christmas Nutcrackers

Resembling a toy soldier, the nutcracker dolls from German folklore represent strength and are believed to serve as protectors of the house. They are typically given as keepsakes to bring good luck and protection to families.

Nisse

A mythological creature from Nordic folklore typically associated with Christmas, a nisse is a solitary, mischievous domestic sprite who protects and looks after the farm and its household. With all the help they provide around the house, the guardians of the property look forward to a bowl of porridge with butter (known as *Julegrød*) on Christmas Eve.



* Reference: Descriptions of the displays were adapted from Gardens by the Bay.