

# SCOPE

4th Quarter 2023



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• Chong Kai Xian • Estella Lim • Soo Jun Hao • Roy Wu





# 2023 Performance Review And Management Directions For 2024

## REVIEW OF 2023

2023 has been another challenging year for all of us at PCS as we move into the new endemic COVID-19 norm amidst a challenging business environment. I take this opportunity to thank everyone for your resilience and dedication to PCS over the last one year in successfully overcoming these challenges which also include the successful completion of 2023 Olefin-I SDM with its planned deferred start-up as well as the Olefin-II Quench Oil Fractionator issue. These clearly exhibit our One-PCS teamwork spirit with its seamless plant-commercial coordination, while upholding PCS values and not losing focus on HSE.

**O**ur financial performance for 2023 is expected to be marginally below the budgeted loss largely due to weak olefins margins associated with the continued sluggishness in the global economy and the slower-than-anticipated demand recovery from China. In addition to the poor derivatives demand, the weakness is further compounded by the significant petrochemical products supply length as new crackers and Propane Dehydrogenation ("PDH") capacities continued to come on stream in China as part of their drive towards self-sufficiency. With the weak olefins margins and products demand coupled with volatile crude and naphtha feedstock price, PCS, as with the other crackers in Asia, had to operate its cracker below full capacity to minimise losses. With PCS's focus on responsiveness and diversified product portfolio, its aromatics and MTBE chain did well on the back of a robust gasoline market. 1-Butene also outperformed with tightening C4 supply due to regional crackers loading down.

In light of the global developments and evolving challenges facing the petrochemical industry and PCS, and to incorporate sustainability as a vital part of PCS's mission to become a competitive, sustainable and low-carbon essential chemicals producer in the region, we continue to seek reform with the various initiatives under our Strategic Master Planning, SMP365. The SMP team have made further progress on its review for the different work areas such as Integration, Feedstock, Products, New Technology & Infrastructure, Cost Recovery and Sustainability. In addition, earlier this year, Shell's decision to conduct a strategic review of their plants on Pulau Bukom and Jurong Island sparks uncertainty and further illustrate the challenges of our industry. Management is currently determining the impact of this news on PCS. While there may be some potential negative impact, there are also opportunities that may arise from this change.

On the HSE front, our HSE record remains excellent. To date, we have maintained zero

**Hisashi Shibayama**  
Managing Director

Lost Time Incident ("LTI") and zero Total Recordable Case Frequency ("TRCF"), which is well below our TRCF set target of  $\leq 1.4$ . We have achieved 55 million hours worked without Lost Time Incident on 15 May 2023. This outstanding achievement reiterates our firm commitment to keep our workforce healthy and safe on the job. In the SCIC RC Awards 2022 held this year, we were conferred the Leadership Award for 6 codes and Excellence Award for 1 code. In addition, PCS also won the Best Practices (Honourable Mention) Award for our project submission under EENP Awards 2023, which recognises energy efficiency improvement projects that adopt best practices to improve the energy performance of facilities and reduce carbon emissions. For Safety Case Regime, PCS submitted our Safety Case (Cycle 2) on 28 August 2023, an excellent PCS team effort!

On projects development, PCS is progressing well on the MELS-3 Project to supply hydrocarbons, utilities and common services to the new MELS third elastomer plant while plans for C2 to another new customer are almost completed. These are strategic projects for PCS to further diversify our customer portfolio and enhance our C2 value chain.

## DIRECTIONS FOR 2024

Looking ahead, 2024 will continue to be very challenging. Global economic growth is expected to remain slow in 2024, at around 3.0%, as the economy remains lacklustre on the back of recession fears and slower than expected demand recovery, particularly from China. Crude prices are expected to remain high, as OPEC+ countries continue to control production. Naphtha demand in

Asia is expected to be weak, as poor margins will likely result in crackers continuing to operate at low loads with resultant lower naphtha crack spread and premium which will help to some extent to offset the effect of high crude prices.

On the product side, demand recovery in Asia is strongly dependent on China's demand recovery, for which growth rate is estimated at 4.4% for 2024, as they navigate through their property slump. Ethylene margins in Asia are projected to remain weak due to continued capacity expansions with new crackers coming on-stream in China although the start-up of new derivative plants will help to mitigate some of these impact. Propylene margins are similarly projected to be weak. Capacity increase for C3 will come mainly through new PDH plants in China, and C3 margins would depend largely on these PDH operating rates, which in turn would depend on their economics. Butadiene margins are expected to rebound in 2024, with demand recovery from the automotive and tyre industry. Margins for gasoline linked by-products such as aromatics and MTBE are expected to maintain their strength on the back of healthy gasoline demand.

Based on the expected weak petrochemical market and uncertain crude and naphtha outlook, PCS is still projecting a loss for 2024, albeit smaller than 2023. In response to the challenging market conditions, we will continue our efforts into 2024 in the key areas of cross functional optimisation of PCS's business and operations, the identification, promotion and execution of projects to enhance our competitiveness such as feedstock robustness, upgrading product value chain, improving energy

efficiency, sustainability initiatives and implementation of projects safely and successfully. 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. With our nimbleness and concerted team work and efforts, I am confident that PCS, with our Board's support, will be able to prevail.

On the sustainability front, with the carbon tax increase in 2024 and beyond, our sustainability efforts continue in earnest as we continue to look for more economical ways to decarbonise. We are grateful that the Singapore Government recognises the technical and economic challenges that our industry is facing in this decarbonisation journey and have come up schemes in conjunction with the increased carbon tax to give time for the industry to progress its decarbonisation initiatives during this transition period. PCS has successfully received the ISCC+ certification which enables us to process potential bio and circular naphtha/diesel to green products to help our customers in their sustainability movement. All these are in line with the Singapore Green Plan 2030 and the Government's vision for Jurong Island to transform into a sustainable energy and chemical park.

While making efforts in the focus areas below, we must, without question, 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 safe, happy and healthy 2024.

## For 2024, the key focus areas are:

### Good Health, Safety and Environmental performance



- Maintain good HSE performance and aim to reach next health and safety milestone of 60 million hours worked without LTI
- Continue to promote employees' health and safety consciousness

### Achieve better financial performance by

- Ensuring safe, smooth and responsive 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



### Successful implementation of projects and increase sustainability initiatives



- Implement capex projects safely, successfully and on schedule
- Review and further explore sustainability initiatives to help PCS in its decarbonisation journey



# Energy Efficiency National Partnership (EENP) Awards 2023



Francis Tan  
T&O

The highly anticipated Energy Efficiency National Partnership (EENP) Awards ceremony cum Industrial Energy Efficiency sharing session, was held in conjunction with the Biennial National Energy Efficiency Conference (NEEC) 2023 on 4 - 5 October 2023. About 400 delegates had gathered together for learning and sharing of energy efficiency and Greenhouse Gas (GHG) best practices. The theme for this year's conference is

## Towards Net Zero and Stewardship in Industrial Energy Efficiency.

In her opening address, the Guest-of-Honour Dr Amy Khor, Senior Minister of State for Sustainability and the Environment, congratulated the eighteen (18) EENP Award recipients.

PCS is privileged to be awarded with Honourable Mention in the Best Practices category. Er. Ng Chee Wai, PCS General Manager (Plant), received the award from the GOH.

Following the Ceremony, there were keynote presentations followed by Plenary Sessions and Breakout Sessions, catering to the various Interest Groups. PCS was given the honour to share about its energy efficiency improvements efforts in one of the Breakout Sessions titled "Insights on Best Practices – Uncovering Opportunities through Energy Resource Optimisation."

Mr Calvin Neo, Senior Engineer, Technology & Optimisation, shared on PCS's innovative approach of Stabiliser Feed Preheater Installation for waste heat recovery. The revamp of C4 hydrogenation plant where the feed was changed from crude C4 to C4 Raffinate-2 feed with lower BD content, had resulted in lower reaction heat which translate into lower Stabiliser feed temperature. This provided an opportunity to achieve steam savings by better process heat integration with the higher approach temperature i.e between hot effluent and lower feed temperature, thus reducing the external hot utility (steam) demand. As in a typical brownfield plant, the current space limitation prevents us from accommodating a conventional Shell & Tube Heat Exchanger, which requires sufficient working space for movement and maintenance. This was overcome through the adoption of a smaller footprint Welded Plate Heat Exchanger. The successful implementation of this waste heat recovery project was a demonstration of PCS's continual efforts in uncovering opportunities through energy conservation.



Group photo of PCS's conference delegates in front of PCS display panel



Senior Engineer, Mr Calvin Neo, sharing on PCS's winning presentation titled



GM(P) Er. Ng Chee Wai receiving the EENP (BP) Honourable Mention trophy from GOH



PCS's display panel provided a good platform for learning and sharing of energy efficiency and GHG best practices for conference delegates

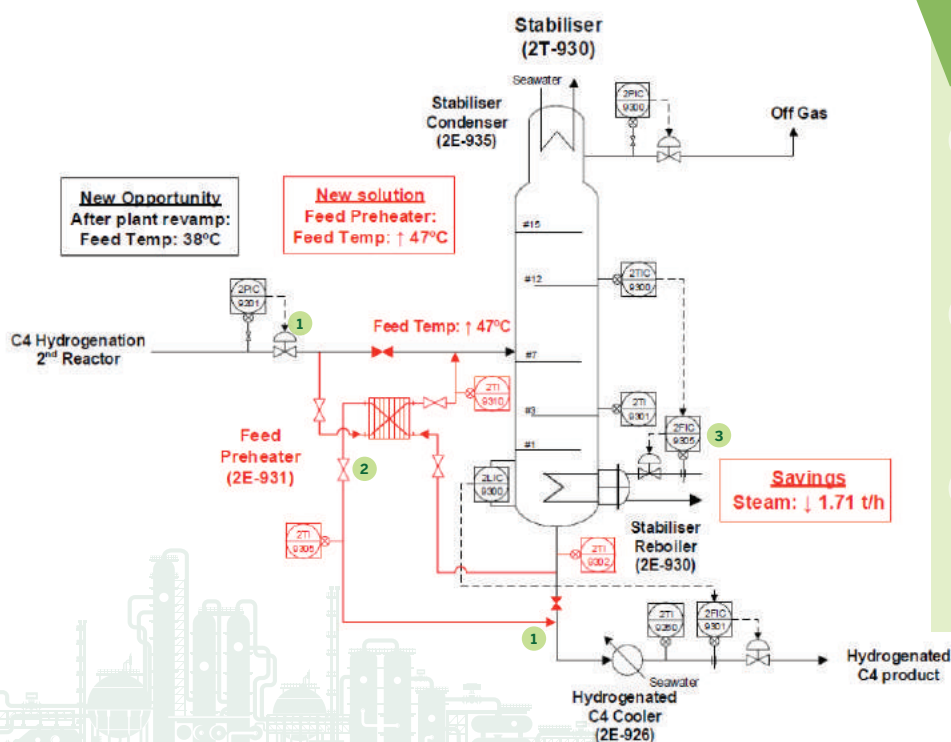


Group photo of GOH with all EENP Award recipients



Opening address by GOH SMS Dr Amy Khor

## SCHEMATIC OF STABILISER SYSTEM IN C4 HYDROGENATION PLANT



### Innovative approach of Stabiliser Feed Preheater installation for carbon abatement

#### 1 Objective

Recovery of waste heat from the stabiliser bottom hot effluent to preheat incoming stabiliser feed

#### 2 How

Installation of new stabiliser feed preheater using state-of-the-art compact heat exchanger (welded plate)

#### 3 Benefits

Heating steam savings by stabiliser reboiler resulting in reduction of fuel oil firing & CO<sub>2</sub> abatement

## Singapore Chemical Industry Council (SCIC) Sustainability Conference 2023



Francis Tan  
T&O

The SCIC Sustainability Conference 2023 was held on 24 October 2023, with guest delegates from Association of Southeast Asian Nations (ASEAN), gathered together to navigate the energy transition. MD, PCS & SCIC Board Member, Mr Hisashi Shibayama, was in attendance together with six delegates from PCS.

**T**he theme for this year's conference is "Energy Transition towards a Low Carbon Future."

In his opening address, Mr Henri Nejade, Chairman of SCIC, extended a warm welcome to all attendees.

Economic Development Board (EDB) Vice President (VP), Environmental Sustainability, Mr Kwang Koon Way, shared on Singapore's aspiration to build a sustainable Jurong Island. Thereafter, there were presentations on pathways for transiting to a low carbon future such as bio-circular fuels taking feedstock from refined wastes oil, hydrogen for land mobility and industries utilising Blue

Hydrogen<sup>1</sup>, methanol for marine bunkering, including processes such as CO<sub>2</sub> to methanol production, and ammonia cracking to hydrogen as clean energy.

Mr Tng Shun Li, Engineer, Technology & Optimisation, shared on sustainability in energy efficiency – Best Practices Performance. Energy efficiency, which is one of PCS' key focus, will continue to play a significant role even when renewables become reliable, more commercially viable and available. As noted in Panel Discussion Session (2), one should conserve the energy sources, whether it is fossil fuels or renewables.

Head, Sustainability, Er. Lucas Ng, in Panel Discussion Session (2), spoke about PCS's initiative studies in pre-combustion and post combustion carbon capture and utilisation (CCU) such as converting CO<sub>2</sub> with Blue Hydrogen to produce useful products.

In addition, BASF also shared that energy transition involve the skilling and reskilling the workforce, where many experienced employees progressed in their careers. It is noted that SCIC and EDB, together with Association of Process Industry (ASPRI), have been working closely under the Process Construction & Maintenance Cluster, for supply of skilled workforce. SCIC also collaborated with JTC Corporation and Jurong Island Companies to organize the Chemical Industry Experience (known as ChemEx series), an outreach to Institutes of Higher Education to maintain a steady pipeline of skilled employees to contribute to a sustainable global energy and chemical hub in Singapore. You may check out the ChemEx 2023 article which is also in this SCOPE magazine issue ☺

<sup>1</sup> Current conventional Hydrogen production (known as "Grey" Hydrogen) is from fossil fuel – mainly natural gas or coal, using a process known as steam reformer, that releases CO<sub>2</sub>; "Blue" Hydrogen is made using the "Grey" Hydrogen methodology but "capturing" and "storing" the CO<sub>2</sub> emissions associated with producing it.





Opening address by Chairman of SCIC, Mr Henri Nejade



EDB Vice President (VP), Environmental Sustainability, Mr Kwang Koon Way, shared on Singapore's aspiration for building a sustainable Jurong Island



Panel Discussion Session (1) with Moderator, Mr Zhang Xi, Cluster VP, SE Asia & MD of Air Liquide Singapore Pte Ltd & SCIC Board Member (2nd left).



Group photo of PCS's conference delegates, together with MD, PCS & SCIC Board Member, Mr Hisashi Shibayama



Engineer, Mr Tng Shun Li, sharing on sustainability in energy efficiency – Best Practices Performance



Head, Sustainability, Er. Lucas Ng, participated in Panel Discussion Session (2), moderated by Mr Akbar Md Thayob, President, Malaysian Petrochemicals Association (extreme left)

# The World Engineers Summit 2023



The Institution of Engineers, Singapore (IES), initiated The World Engineers Summit 2023 (WES) in 2013 to drive greater action amongst local and global engineering communities to address escalating global threats such as climate change.

Since then, WES has grown to become a platform for engineers around the world to exchange knowledge and forge collaborations to advance the practice of engineering to support sustainable urban development. Past conferences have facilitated discussions on the development of sustainable, climate-resilient and low-carbon cities through innovative engineering solutions.

IES has chosen "Engineering for a Sustainable Future" as the theme of the 6th run of WES, held from 8 to 10 November 2023. The summit featured keynote addresses and discussions across six curated tracks:

- |  |  |
|--|--|
| <b>1. Sustainability through Technology</b>                  | <b>4. Smart and Sustainable Urban Mobility</b>                       |
| <b>2. Building a Resilient Future against Climate Change</b> | <b>5. A Greener and Renewable Built Environment</b>                  |
| <b>3. Future of Industry Sustainability</b>                  | <b>6. Pedagogy and Education Technology in Engineering Education</b> |

I was honoured to be invited by IES as a keynote speaker for Track 3 'Future of Industry Sustainability' sharing on the topic "Industry Sustainability 1 2 3 4" on 8 November 2023.

Climate change is the defining crisis of our time and it is happening even more quickly than we feared. Across the globe, more countries have heeded the call to take action against climate



Lucas Ng HK  
Senior Advisor, Head of Sustainability



Keynote Speaker Er. Lucas Ng



"Industry Sustainability 1 2 3 4" by Er. Lucas Ng



change and are enacting legislations to limit carbon emissions and promote recycling and reduction of waste. Indeed, there is a saying that the global warming is over, and now we are facing "global boiling".

As we are all aware, the operations of energy and essential chemical industry are energy and carbon intensive, and thus the challenges of sustainability going forward are to reduce or even eliminate carbon footprint.

The strategy, scope and timeline of the industry sustainability are subject to the specific carbon origins and the technology readiness level of mitigation measures or solutions of the time. In view of bountiful information, the presentation categorised the sustainability strategies into four categories for ease of detailed study, evaluation and decision making for implementation:



This is also a practical approach of decarbonisation that is solution-focus applicable to the industry concern.

Track 3 ended with a panel discussion with all speakers as panellists. There were overwhelming questions raised on decarbonisation of energy and essential chemical industry



including carbon capture, storage and utilisation, and low carbon energy such as hydrogen, ammonia and methanol. As we reflect on the insightful discussions, groundbreaking ideas, and collaborative spirit that defined this summit, we are inspired by the collective commitment to shape a sustainable and resilient future.

## PEPS Dialogue 2023

PEPS (PCS Employees Participation Scheme) Dialogue, an annual event organised by PEPS Steering Committee (PSC), was held at Merbau Room Maintenance Building on 6 Dec 2023. The objectives are to share good ideas and good work practices among Functions, to recognise outstanding suggestions and suggestions that add values to our company and learning from others.



**Chong Hon Yeng**  
PEPS Assistant Secretary  
PEPS Steering Committee  
IT & Plant Services

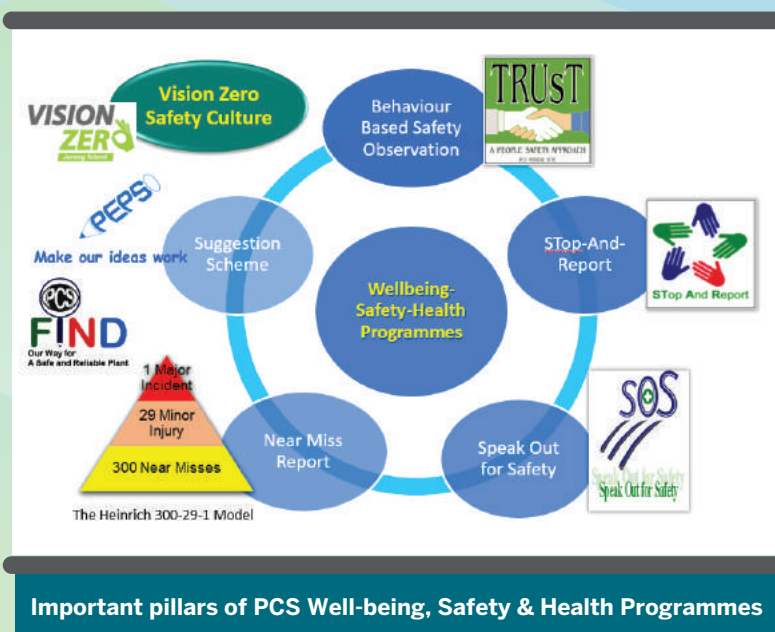


**T**he theme for this year is: Strive for Continuous Improvement with Our Suggestions!

The session commenced with an opening address by General Manager (Plant) Ng Chee Wai, who is also the Chairman of PEPS Steering Committee. He emphasised that **PEPS** is one of the important pillars of PCS Well-being, Safety & Health Programmes, along with **BBSO** (Behaviour Based Safety Observation), **STAR** (STop-And-Report), **SOS** (Speak Out for Safety), and **Near Miss Report**. He reiterated that through all our efforts to make suggestions and spot fine details (FIND) of abnormalities and hazardous/critical situations at our workplaces, we have contributed to improvements in:

- ✓ Health, Safety and Environment
- ✓ Savings and increase in revenue
- ✓ Work productivity
- ✓ Plant reliability

He further stressed that we must not be complacent, and to always strive for new and innovative ways to improve.





S/No	Topic	Workgroup	Function
1	New e-Leaning Platform Talent LMS – Sharona	Biz Group	Biz Group
2	Repair of Gas Chromatography Analyzer Air Conditioning Unit – Samuel Ong	Project A	MAI
3	L-Shaped Connector for Safe Release of Tower Hose Laying – Abd Rahim	Flame	F&S
4	Eliminating Frequent Overflow Of Manhole – Mohd Amin	HRA1	HRA
5	Install Pressure Indicator for Monitoring of Running Pump – Chia Ming Tjun	Bow Thruster	OLE-I
6	Innovative Design of Tower Feed Preheater – Kamaleshvaran	Alpine	OLE-II
7	Convert Existing Gas Chromatography to Analyze Other Samples – Desmond Koh	Tinkerbell	QC
8	Improvement of Tank Purging for Shutdown Maintenance – Muhd Zulfadli	Bow Thruster	OLE-I
9	Holder for Pipe Spool to Eliminate Object Falling from Height – Muhd Aidil	Spectra	OLE-II
10	Motorcycle Standee for Safety Awareness to Motorcyclist – Sufian	Flame	F&S
11	Prolong Lifespan of Gas Analyser – Sri Zulaikha	Spinning Wheel	QC
12	Application of 3D Laser Method for Corrosion Assessment – Alvin Culala	Eagle Eye	MAI

The main highlight of the dialogue was the workgroup's sharing, where 12 topics (as above) from various functions were presented.

All presenters received a Token of Encouragement from GMP.

Also in the programme is the recognition of Olefin-II workgroup Alpine's participation in the Team Excellence Assessment on 27 Sep

2023, where they presented "Innovative Design of Tower Feed Preheater" that saves on steam consumption and reduction on CO<sub>2</sub>e emission. Their concerted effort garnered the Star Award.

During the Q&A session, Management Team and PSC members took turn to address some of the questions, such as; how carbon tax increase in the coming years will impact PCS operation, the outlook of global

economy in 2024, and on pointers to create good suggestions that add values to our company.

The final segment of the programme was the crowd favourite's Quiz Time where 10 questions were put forward, to the enthusiasms and excitement of the audience.

The dialogue was indeed a good platform for sharing and learning from one another.



GMP Ng Chee Wai in his opening address



Team Leader of Alpine Elayarsan Rajendaran received the Certificate of Achievement from GMP



Members of PSC and respective Functions Facilitators

**From left:** Mohd Rosmadi, Chong Hon Yeng (PSC Assistant Secretary and emcee), Tio Gian Leng, Ng Chee Wai (PSC Chairman), Lee Wai Chyn (PSC Secretary), Ho Meng Bing, Boo Kim Hock and Lim Kian Huat  
(not in photo: Almahdi, Gerald Lim and Viclaus Yip)



# ChemEx 2023



Tng Shun Li  
T&O

The Chemical Industry Experience (ChemEx) is an annual event organised by Singapore Chemical Industrial Council (SCIC). This year, ChemEx took place on 21 October 2023, drawing participation from more than 500 chemical-related course students from twelve Institutes of Higher Learning. PCS had the privilege of hosting students from Temasek Polytechnic's School of Applied Science.



Group photo around PCS's "Ethylene Molecule"

ChemEx aims to create awareness among tertiary students about potential career opportunities within the chemical industry. Twelve companies partnered with SCIC in organising plant visits and set up engaging booth sessions at the Marquee Area at Oasis @ Sakra. Our TNO engineers, Mr Sim Kai Sheng and Mr Tng Shun Li, took on the role of Industry Ambassador for PCS Pte. Ltd.

The first part of the event started with a chemical plant visit to PCS Pte. Ltd. Upon arrival at PCS, the students were warmly greeted by the PCS HRA team, who provided

light refreshments and goody bags. Mr Gerald Lim, HRA Officer, then proceeded to conduct a safety induction for the students and an Introduction of PCS. Thereafter, Mr Tng Shun Li and Mr Sim Kai Sheng took the stage to share their career experiences, insight into PCS's safety culture and various recreational activities organised by SSRCC. The students were impressed by some of the events such as the Durian Fest and Family Day 2023. After the informative sessions, the students embarked on a bus tour within the Singapore Essential Chemicals Complex (SECC) to get first-hand exposure to chemical plant.

After the plant tour, the second half of the event took place at Marquee Area at Oasis @ Sakra. Over there, students had the opportunity to visit the various booths set up by participating Jurong Island companies. At the PCS booth, there was a popcorn machine to serve fresh popcorn to everyone! The PCS Management team showed their support by coming down to the booth and interacting with the students.

It was heartening to witness the enthusiasm of the students at the PCS booth as they eagerly sought to learn more about PCS and the various opportunities available to them.



1



2



3



4



5

"I would like to thank PCS Pte. Ltd. for allowing us to visit your company and all the staff who were back on a Saturday to support the event."

"I spoke to many of the students on the way back to TP after the event and the feedback were that they now have a better understanding of the chemical industry and the role that they could play, which is very important for students as they start to plan ahead for their education and career."

Mr Low Khee Nguen  
Lecturer, Diploma in Chemical Engineering  
Temasek Polytechnic School of Applied Science

<sup>1</sup> Students enjoying their light refreshment while being introduced to the scale model of SECC

<sup>2</sup> Sharing Session by PCS

<sup>3</sup> PCS Booth at Marquee Area at Oasis @ Sakra

<sup>4</sup> Students at PCS Booth

<sup>5</sup> Group Photo of PCS Team at ChemEx 2023



# Uniting Functions through Futsal: GMP Cup 23



Mohamed Yusri bin  
Mohamed Nassir  
Olefin-I



Futsal 2023 group photo



Champions: Olefin 1.1



Runners Up: Olefin 1.2



Runners Up: Ole-2 Elites

Within the dynamic realm of corporate culture, camaraderie and collaboration often manifest in unexpected arenas. The recent PCS Futsal Tournament, known as the GMP Cup, served as a testament to this ethos, bringing together eight spirited teams representing different functions within the company.

**A**t Golazo (Jurong West), amidst the echoes of cheers and the bounce of the ball, teams battled for supremacy in this futsal tournament. The teams, each a blend of expertise and enthusiasm, showcased the depth and diversity of talent within PCS.

Among the contenders was F&B United, a fusion of Fire & Security and Business Development & Planning. Their unique amalgamation hinted at the diversity of skills converging on the futsal pitch. The divisions of Olefin 1, represented by teams Olefin 1.1, Olefin 1.2, Olefin 1.3, and Olefin 1.4, exemplified

the competitive spirit of each sub-department, eager to prove their prowess.

Not to be outdone, Olefin 2 stepped onto the pitch with their squads - Ole-2 Elites, Ole-2 Pros, and Ole-2 Veterans. Their participation added layers of expertise, experience, and energy, amplifying the tournament's competitive edge.

The tournament wasn't just about the games; it was a celebration of teamwork, synergy, and the shared passion for the sport. Matches were not only displays of agility and skill but also embodiments of the collaborative spirit ingrained within the company.

In an exhilarating display of talent and perseverance, Olefin 1.1 emerged as the triumphant team, claiming victory after a series of intense battles. Their win epitomized the culmination of hard work, dedication, and unity within the function.

As the cheers reverberated and confetti filled the air, the GMP Cup 23 concluded, leaving behind moments of triumph and camaraderie. With anticipation in the air, the company eagerly awaits the next installment, GMP Cup 24, where once again,

functions will come together, united by the love of futsal and the spirit of healthy competition.

The legacy of GMP Cup 23 echoes not just through the triumph of Olefin 1.1 but also in the bonds forged between functions, a testament to how sports can serve as a unifying force, fostering teamwork and solidarity within an organization. Until the next tournament, the memories of this event will continue to inspire and ignite the competitive spirit within PCS.





# Spectacular Autumn in Central Hokkaido



Chen Ting Ting  
QC



## Sankaku Seafood Market

Our trip began in the port city of Otaru. The continuous rain throughout the day did not dampen our spirit as we began our day at Sankaku Market and shopping along Sakaimachi Street lined with shops famous for their music boxes, glassworks and sweet confectioneries.



## Lake Sapporo

With our rental car, we began our road trip first heading to Lake Toya, a volcanic caldera lake in the Shikotsu-Toya National Park. Along the way, we were awed by the spectacular autumn colours in full bloom. Surprisingly, we were treated to a snowfall at Lake Toya in the evening.



Taking in the autumn foliage in their brilliant palette of red, orange and yellow was unforgettable.



Lake Toya



Fruit orchard



## Jigokudani (Hell Valley)



Jigokudani (Hell Valley) is the hot spring source and highlight of Noboribetsu Onsen, one of the top hot spring destinations in Hokkaido. Along the walking trails, sights of billowing steam and sulfuric odor created a hellish landscape where demons seemed to lurk.



Soothing my weary feet at Oyunuma natural foot bath. It really works!



## Hill of the Buddha



A lesser known and relatively new place of interest outside of Sapporo is Hill of the Buddha. The Hill of the Buddha features a 13.5m tall statue of the Buddha seated in a roofless rotunda, an architectural masterpiece designed by the renowned Japanese architect Tadao Ando.

## Moai Statues



Shiroi Koibito (白い恋人) Park with many photogenic spots



Sampling Sapporo Beer at Sapporo Beer Museum



As I concluded my trip in Sapporo, I was left wondering and anticipating my next adventure...



# EMPLOYEE NEWS

HEARTIEST CONGRATULATIONS

## marriage

NAME	FUNCTION	SPOUSE
Eng Kheng Khai	Olefin I	Ms Teo Wei Qin
Elayarasan A/L Rajendaran	Olefin II	Ms Priscilla Lavania Stephen Paul

## LONG SERVICE

Award Recipients for  
Oct-Dec 2023



### 5-Year

Chiew Nguang Yong DMD

### 10-Year

Almahdi bin Anuar Fire & Security  
Mao Xuanzhen Olefin-I  
Muhammad Rafnreezan bin Noordin Olefin-I  
Tan How Chwen Olefin-II  
Chandrasuriyan Venkatachalam Olefin-II

### 20-Year

Aw Swee Sze Fire & Security

### 25-Year

Sam Kok Foo Olefin-II  
Soo Wing Teen Olefin-II

### 35-Year

Chan Tiew Ching Olefin-I  
Lee Min Chee Olefin-I  
Rahmat bin Yusope Olefin-II  
Noryazid bin Yahya Olefin-II

### 40-Year

Aw Yong Kit Hoong Maintenance  
Adnan bin Hassan Olefin-I

## NEW EMPLOYEES



**Mr Muhammad Zulfadli Bin Abdul Razak**

Technician, Olefin I  
Joined - 2 October 2023  
Hobbies : Floorball



**Mr Tai Soon Junn**

Technician, Olefin I  
Joined - 2 October 2023  
Hobbies : Reading, Badminton, Basketball



**Mr Wong Chin Loong**

Technician, Olefin I  
Joined - 16 October 2023  
Hobbies : Trekking, Cycling



**Mr Mathiyalagan Naveen**

Technician, Olefin II  
Joined - 2 October 2023  
Hobbies : Reading, Gardening, Volunteering work



**Mr Ravi Parthasarathi**

Technician, Olefin II  
Joined - 2 October 2023  
Hobbies : Cricket, Volleyball



**Mr Low Kian Keong**

Supervisor, Maintenance  
Joined - 1 December 2023  
Hobbies : Cycling, Badminton, Jogging