

SCOPE

4th Quarter 2024



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2024 Performance Review and Management Directions for 2025

REVIEW OF 2024

2024 was a momentous year for PCS as we have achieved four significant HSE milestones in a year – On 18th February, PCS celebrated its 40th anniversary of plant commissioning and on 11th March, we crossed 20 years without LTI. In addition, we have achieved 60 million hours worked without LTI on 30th July and marked 20 years of our Behaviour Based Safety (BBS) programme on 16th August. I take this opportunity to commend all of you for your resilience and commitment in helping the Company achieve these remarkable milestones!

On financial performance, our estimated net loss for 2024 is better than the budgeted loss and 2023's actual loss due mainly to stronger than expected by-product margins, especially for Butadiene and Benzene but partially offset by poor olefins margins. Globally, there was continued sluggishness in the economy, due

to the slower than expected demand recovery from China, alongside persistent high inflation and interest rates. Within the industry, Asian petrochemicals companies faced poor margins with products oversupply due to continued influx of huge capacities, particularly from China. Under such circumstances, the Company, like many Asian plants, had to reduce its production operating rates. Despite this, performance of the company up to September 2024, was still relatively good as the strong Butadiene and Benzene contributions helped to offset some of the olefins' weakness. However, with the rebound in crude prices arising from the Iran/Israel conflict in October, coupled with the strong naphtha crack spread, there is strong downward pressure on the 4Q 2024 financial performance.

To cope with the challenging landscape, the Company has done many things to reduce our losses such as optimising our feedstock procurement with more C4 LPG cracking when economics permit, exporting products when our downstream companies can only offtake minimum volumes, selling pygas as blendstock when gasoline prices are good. PCS employees worked hard through cross functional optimisation and stayed nimble to react quickly to capitalise on opportunities. All these were made possible

because of everyone's dedication and responsiveness. One Team, One PCS!

In light of the global developments and the ongoing challenges facing the petrochemical industry, we continue to seek reform with the various initiatives under our SMP365. The SMP team has made further progress on its review for the different work areas such as Integration, Feedstock, Products, New Technology and Infrastructure, Cost Recovery and Sustainability. The many discussions and feedback during the quarterly SMP365 Steering Team meetings and inputs from the senior leadership have resulted in more robust actions and support to progress the many initiatives.

On the HSE front, our HSE record remains excellent. To date, we have maintained zero Lost Time Incident (“**LTI**”) and zero Total Recordable Case Frequency (“**TRCF**”), which is well below our TRCF set target of ≤ 1.4 . On top of the four significant milestones we have achieved this year, PCS is honoured to be conferred the SCIC Leadership Award (for the 9th successive time) and Excellence Award in all Responsible Care Codes of Management Practices. We have also submitted and MHD (MOM) has accepted our Safety Case (Cycle 2) demonstration on 12th June.



Hisashi Shibayama
Managing Director

DIRECTIONS FOR 2025

Looking ahead, 2025 is expected to remain very challenging. Global economic growth is projected to rise slightly to 3.3% in 2025. China's recovery is expected to gain momentum due to the effects of fiscal stimulus and interest rate cuts. Crude oil prices may come under pressure from anticipated increase in crude supplies from OPEC+ but will remain volatile in the face of geopolitical tension particularly in the Middle East. High naphtha demand in Asia, driven by the impending start-up of new crackers in China and Indonesia, is expected to keep naphtha crack spread at elevated level.

On the product side, demand recovery in Asia is strongly dependent on China's demand recovery, for which growth rate is estimated with further moderation at 4.2% for 2025, as they continue to face a confluence of structural and cyclical headwinds. Ethylene in Asia is projected to remain weak due to continued but slower capacity expansions. Propylene margins will continue to be challenging with supply pressures from new on-purpose units in 2025. BD margins are however expected to remain healthy despite new capacities as cracker operating rates are expected to stay low, limiting C4 feedstock. Benzene balance in Asia continues to be structurally long in 2025 due to new capacity additions, albeit limited if cracker rates are low and gasoline blend margins stay strong.

Despite the expected weak petrochemical market and uncertain crude/naphtha outlook, the Company is projecting an almost breakeven level for 2025 as the challenging margins are likely to restrict olefin production with regional plants possibly opting to minimise losses by shutting down for a period of time, delaying restarts from turnaround or delaying startup of new capacities. Further rationalisation of older and smaller production units in China and Europe is also expected to continue, giving some reprieve to the globally oversupplied market.

This is a very stretched budget and as such we will need to double up our efforts in 2025 to enhance cross functional optimisation of PCS' business and operations to stay competitive in key areas such as feedstock robustness, upgrading product/customer value chain, improving energy efficiency, sustainability initiatives and implementation of CAPEX projects safely and successfully. As for our plants' facilities, we will 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 stay ahead of our competitors.

On the sustainability front, with the carbon tax increase in 2024 and beyond, our sustainability efforts continue in earnest as we look for more economical ways to capture and store or utilise our carbon emissions through the impending study with our licensor. The Singapore Government recognises that we are in a hard-to-abate emissions industry and as such, has granted the Company allowances for some of the carbon tax payable. In addition, we have, as a first step, bought renewable naphtha for processing into renewable products. This would serve as the initial foundation in the Company's vision to establish a sustainable essential chemicals eco-system.

For 2025, the key focus areas are:

1 Good Health, Safety and Environmental performance



Strive to maintain good HSE performance and continue to upkeep and uphold health and safety standards under Safety v2.0

Continue to promote employees' mental health and safety consciousness

2 Achieve better financial performance by



Ensuring safe, smooth, stable and responsive operations

Optimising feedstock purchases

Managing our sales portfolio and responding nimbly to changing market conditions and customers' operations

3 Successful Implementation of projects and Increase sustainability initiatives



Implement capex projects safely, successfully and on schedule

Review and further explore sustainability initiatives to help the Company in its decarbonisation journey

While making efforts in the above focus areas, we must 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 2025.

CHEMEX 2024



Lin Yilin
T&O

The Chemical Industry Experience (ChemEx) is an annual event

organised by the Singapore Chemical Industrial Council (SCIC) to raise profile of the Chemical Industry & Companies as a whole. This year's ChemEx 2024 took place on 18 October 2024, with over 500 chemical-related course students and lecturers from eight Institutes of Higher Learning visiting Jurong Island. A total of nine participating companies collaborated with SCIC to host plant visits and interactive booth sessions. PCS had the privilege of hosting students from the School of Chemistry, Chemical Engineering and Biotechnology, Nanyang Technological University (NTU).

ChemEx 2024 started off with the plant tours around industry plants to provide a greater understanding of chemical processes. The students and lecturers from NTU were warmly welcomed to PCS Pte. Ltd. with light refreshments at PCS Administration Building. They were introduced to the scale model of Singapore Essential Chemicals Complex (SECC) which showcased the synergy of PCS integration with its downstream companies in Ayer Merbau.

To provide an overview of PCS, HRA Officer, Mr. Gerald Lim presented an introduction of PCS, along with the PCS corporate video. Thereafter, T&O Engineers, Ms. Lin Yilin and

Ms. Ng Wei Lin took the opportunity to share their working and learning experiences in the essential chemicals industry, as well as why they chose to work in PCS. For instance, Ms. Lin Yilin shared her day-to-daywork and

experiences during Shut Down Maintenance (SDM) while Ms. Ng Wei Lin highlighted her insights and involvements in various projects. To showcase the work-life balance in PCS, they also shared various recreational activities organised by our Scope, Sports, Recreation & Canteen Committee (SSRCC) such as Futsal, Dragon Boat and Durian Fest. The students showed great enthusiasm during the Q&A session where they actively engaged with the presenters. The plant tour ended off with a bus tour around SECC with T&O engineers as ambassadors to introduce the various manufacturing processes in the Complex.

Following the plant tour, the students gathered at e2i @ Devan Nair Institute, to interact with industry ambassadors and understand the job opportunities and prospect for them. The PCS Management team also showed their support by coming down to the booth and interacting with the students.

It was truly inspiring to witness the enthusiasm and interest of the students in pursuing careers in the essential chemicals industry. The industry ambassadors also gained valuable insights from the students through their questions. A special thanks to the organisers and supporting members for making ChemEx 2024 a success.

Group photograph at PCS's "Ethylene Molecule"



PCS Team for ChemEx 2024 at e2i @ Devan Nair Institute



PCS Leadership Development: Workshop on “Leadership Training for Results: Unleash Talent in Others”



Chong Kai Xian
HR & Admin

Last year (2023), employees who have transitioned into new leadership roles participated in the ‘Develop Your Leadership Potential: Stop Doing, Start Leading’ workshop, thoughtfully facilitated by Dale Carnegie. This year, as a continuation of the PCS Leadership Development Framework, Function Managers participated in the 2.5 days programme on “**Leadership Training for Results: Unleash Talent in Others**” on 24-26 September 2024.

Management’s support for the leadership programme was evident as our DMD, Chiew Nguang Yong commenced the virtual kick-off session on 19 September 2024 with an opening address. The General Managers also showed their support with their presence during the kick-off session. In addition, MD Shibayama-san demonstrated his support by giving an opening address on the 1st day of the workshop on 25 September 2024. We were thoroughly heartened by Management’s commitment in this leadership journey.



MD Shibayama-san sharing what animal he thinks represents him



Group activity



Sieving through roughly 30-40 attributes cards, participants had to narrow down to 2 attributes which were most important to them

Before the workshop, participants completed an online assessment to determine their **Working Geniuses**. Working Genius is a framework developed by Patrick Lencioni that identifies six distinct types of working genius relating to how individuals contribute to team projects and initiatives. The six types are:



Wonder:

The ability to ponder the possibility of greater potential and opportunity in a given situation.



Invention:

The talent for coming up with original and novel ideas/solutions.



Discernment:

The capacity to evaluate ideas and make sound judgments.



Galvanizing:

The ability of rallying, inspiring and organizing others to take action.



Enablement:

The skill of providing encouragement and assistance for an idea or project.



Tenacity:

The talent for bringing projects to completion and ensuring tasks are finished.

Each individual has a unique combination of these geniuses, which can help teams understand how to leverage their strengths and improve collaboration. What is interesting is that the Working Genius is allegedly based on 80% productivity and 20% personality, making it very relevant to work.

On the morning of 24 September 2024, Ms Celeste Lim, Dale Carnegie’s Master Trainer, unpacked the Working Genius assessment



results with the Function Managers. It was an insightful session as participants learned about their own and as well as their colleagues' Working Geniuses and Frustrations and ascertain how they can put their new-found knowledge into application.

Over the next two days on 25-26 September 2024, Mr Yu Han, Dale Carnegie's Trainer, facilitated the workshop on "Leadership Training for Results: Unleash Talent in Others", exploring 5 modules in detail, namely Building Effective Teams, Innovation, Performance & Results, People-First and The People-Side of Change. There were many lively discussions, group works, pair works, and art work as the participants learned together.

Towards the end of the 2.5 days, the Function Managers took turns presenting certificates to their partners and heartfelt words of appreciation were exchanged. It was an endearing moment to see the usually tough and unyielding demeanours reveal vulnerable sides of themselves and their partners.



A showcase of some participants' artistic expressions reflecting their childhood, occupation, fears and hopes

As the workshop came to an end, participants reflected on the insights gained and the strategies learnt, feeling a sense of empowerment with the renewed knowledge. It was clear that this was not just an end, but the beginning of a transformative journey towards effective leadership and teamwork.



PEPS Dialogue 2024

The PEPS (PCS Employees Participation Scheme) Dialogue, an annual event organised by the PEPS Steering Committee, was held at Merbau Room Maintenance Building on 19 November 2024. The objectives are to facilitate the sharing of innovative ideas and effective work practices across functions, recognise outstanding and value-adding suggestions, and foster learning from one another.



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

The session commenced with an opening address by General Manager (Plant) Er. Ng Chee Wai, who is also the Chairman of the PEPS Steering Committee.

In his speech, he highlighted that PCS celebrated several milestones this year, such as the PCS 40th Anniversary, 20 Years Worked Without Lost Time Incident (LTI), 60 Million Hours Worked Without LTI and 20 Years of Behaviour Based Safety Programme. In addition, he added another milestone to complement the above, is the 30th Anniversary of our PEPS.

PCS Employees Participation Scheme
PEPS Dialogue 2024

30

YEARS

of Making Our Ideas Work

Share Your Ideas, Learn From Others

Appropriately our theme this year to mark past 30 years journey is 30 Years of Making Our Ideas Work.

He emphasised that **PEPS** is one of the important pillars of PCS Wellbeing, 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 improvements in:



- ✓ HEALTH, SAFETY AND ENVIRONMENT
- ✓ WORK PRODUCTIVITY
- ✓ PLANT RELIABILITY
- ✓ SAVINGS AND INCREASE IN REVENUE
- ✓ SUSTAINABILITY

He further stressed that even though we have operated PCS-I for more than 40 years and PCS-II for 27 years, we must not be complacent. Instead, always strive to look for new and innovative ways to improve. He added that this is especially important in this prolonged down-cycle of the industry and urged us to do what is within our control to improve PCS financial performance.

The main highlight of the dialogue was the workgroup's sharing, where 11 topics from various functions were presented:

S/No	Topic	Workgroup	Function
1	Telescopic Access Poles for Crow Nest – Albert Ang	HRA1	HRA
2	Training Ground Improvement – Mohd Irwan	FBC	F&S
3	Enhancing Cyber Security awareness: Using Screen Savers to Educate PCS Users – Thamodharan	Biz Group	BIZ
4	Decoking of Distillation Flask – Wahedah	Tinkerbell	QC
5	SH Steam Jacket for 2T-240 Stripping Steam – Matt Tang	Wonder Horse	OLE-II
6	Provision of a Valve Position Indicator at Extended Handwheel – Mohd Hisam	Bond	MAI
7	Add Oil Bulb with Valve for PM359N A/B – Stephen Raj	Mirage	OLE-I
8	2P-710 Dual Y-flushing Strainers with Pressure and Temperature Gauge – Muhd Amirul Asraf	B.Bright	OLE-II
9	Strainer Size Improvement for C4 Feed to Furnace – Muhd Sufi	Gladiator	OLE-I
10	Waste Bottle for Pump – Yong Kuan Wen	Spinning Wheel	QC
11	Removal of Hydrocarbon Coke from 2FIC-2700V Control Valve – Samuel Ong	DNA	MAI

All the above presenters received a Token of Encouragement from GMP.

Also in the programme is the recognition of Olefin-I workgroup Team Deltalists participation in the Team Excellence Assessment on 23 Sep 2024, where they presented "Innovative Design of Pressure Control for C4 Plant". Their concerted effort garnered the Star Award. All team members received the Certificate of Achievement from GMP.



All the above presenters received a Token of Encouragement from GMP

Another high point was the Quiz Time where 10 giveaway questions were put forward. Participants with the correct answers receive a token each.

Before the event conclusion, a cake cutting ceremony by Management was held to commemorate and mark 30 Years of Making Our Ideas Work.

The dialogue was indeed a good platform for sharing and learning from each other.



Cake cutting ceremony by Management with PAC Chairman, PSC Secretary, Assistant Secretary and Facilitators of respective functions



PCS Internal Auditors Training



Jessica Tan
T&O

Internal auditing is a powerful monitoring technique. Routine monitoring of the Health, Safety and Environmental aspects in the workplace is effective to avoid complacency in workplace practices and highlights slowly deteriorating conditions. The focus of audits does not only centre on compliance, but more importantly the effectiveness and maintenance of the Health, Safety and Environmental Management System (HSEMS) implementation in the organisation.

Therefore, it is important for PCS' executives to attend internal audit training; to understand the objectives, and go through the process and approach of an internal audit. It is necessary as part of succession planning to train new auditors, and also a refresher for existing auditors especially on the introduction of new regulations, in order to build the capacity of internal auditors in the company.

A total of 52 participants, 48 from PCS (various Functions) and 4 from PCCA were nominated to attend a 3-days internal auditor course, across 2 sessions on 25 - 27 September 2024 and 16 - 18 October 2024 respectively. The training was conducted by Ms Rebekah Yap from Your Safety Partners Pte Ltd (YSP), who is very familiar with the IMS system; and participants had much to glean from her many years of experiences. The course is designed to equip internal auditors with the knowledge necessary to understand and audit PCS' Integrated Management System (IMS) of ISO-14001, ISO 45001:2018 and SS 651:2019, and also provides a platform for process-based approach learning.

Participants were grilled relentlessly on the finer technique of seeking and collecting objective evidence during the auditing process. After 3 days of multiple classroom exercises and case studies, participants gained comprehensive knowledge and practical skills necessary to be an effective internal auditor which includes:

Internal Auditors' roles include monitoring, assessing and analysing organisational risk & controls, reviewing and confirming information, as well as compliance with policies, procedures and legal requirements. One of the main objectives of an internal audit is to systematically obtain and evaluate evidence based on audit criteria, discover any issues or inadequacies, and mitigate them before external auditors review our practices.

PCS is certified under Integrated Management System (IMS) consisting of Environmental Management System (ISO 14001:2015), and Safety & Health Management System for Chemical Industry (ISO 45001:2018 & SS 651:2019). One of the requirements for continued certification is to carry out internal audits routinely.

- An appreciation of the importance and approach to internal audit independence, objectivity and how to achieve internal audit quality assurance.
- Clear understanding of enhanced requirements of the process approach and the use of the process model to prepare for an internal audit.
- To audit the effective implementation of processes, taking into consideration the context of the organization, risks and opportunities, monitoring and measurement requirements.
- To audit the organisation's own requirements for its HSEMS, including the policy and objectives, to ensure they are effectively implemented and maintained, as well as identify improvements.

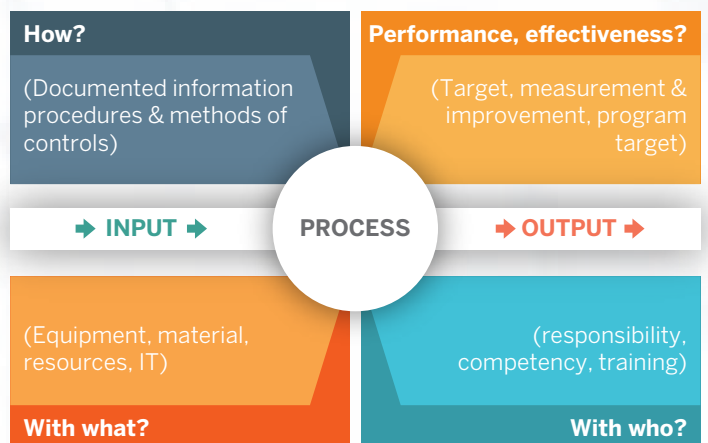


1st session (25 - 27 Sep) group photo



2nd session (16 - 18 Oct) group photo

Diagram on the Process Approach auditing to provide sufficient coverage of the audit for each process as below:



Complex Safety Talk: Traffic Safety



On 17 September 2024, 102 participants from Complex and Contractor Companies in Singapore Essential Chemical Complex attended a Complex Safety Talk: Traffic Safety arranged by PCS Fire & Security. The participants are made up of Managers, Drivers, Logistics Support Group of Companies operating in the Complex, Employees of Complex Companies and Contractor Supervisors operating in the Complex.



Almahdi Bin Anuar
Fire & Security



The Complex Safety Talk: Traffic Safety was held at Merbau Room located at PCS Maintenance Building. The speakers were Mr. Imam Wahyudi from Singapore Safety Driving School and Inspector Patrick David Selvamani from Traffic Police Division, Singapore Police Force.

The Complex Safety Talk: Traffic Safety started with PCS Fire Officer Almahdi sharing about recent incidents that had happened in the Complex. PCS Fire Officer shared the WSH INSIGHTS dated 13 August 2024 on Ministry of Manpower plans to conduct inspection on vehicular safety in industries such as transport & storage, marine, manufacturing, services and constructions. PCS Fire Officer Almahdi urged companies to use the checklist available at <https://www.tal.sg/wshc> to counter check on their Traffic Management Plan.

Mr. Imam shared his presentation on Defensive Driving and How Time Management Affects Drivers' Behaviour.

There were six conditions to check, assess and adjust for defensive driving.

Driver Condition

To Check:

- Fatigue level
- Stress level

Vehicle Conditions

To regularly check vehicle:

- Oil level
- Tyres and Brake

Light Conditions

To adjust speed for:

- Poorly lighted road causing lack of visibility

Road Condition

To adjust speed for:

- Uneven Road surface
- Slippery road due to aqua planning

Traffic Conditions

To adjust speed and proper time management due to:

- Road works
- Narrow roads

Weather Condition

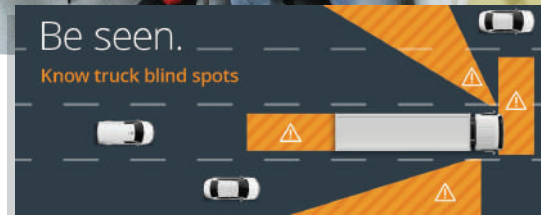
To adjust speed due:

- Rainy weather causing slippery road and poor visibility
- Sunny weather causing micro sleep while driving

Mr. Imam shared that the vehicle speed will impact drivers' reaction time to road and traffic condition. A good defensive driver will always adjust his/her vehicle speed to the above conditions so that he/she can react in time. He also shared that drivers who are always in a rush are prone to accidents. Mr. Imam ended his presentation with a quote that gathered laughter from the participants:

Be seen.

Know truck blind spots



“ Be Like an F1 Driver straight road travel at 300km/hour, corner slow down to 100km/hour. Don't be like Singapore Drivers straight road travel at 100km/hour, corner also 100km/hour. So, slow down when approaching a bend or a turn. ”

Inspector Patrick David Selvamani began his presentation with sharing his personal experience as a Traffic Police Officer for at least 15 years. As he shared learning videos from accidents that happened in Singapore, he mentioned that most road traffic accidents involving heavy vehicle were due to blind spots.

Heavy Vehicles have more blind spots due to their size, height and width. Drivers who are in a hurry tend to not do a proper blind spot check when turning or changing lanes. Although heavy vehicle drivers have a duty to check their blind spots regularly while driving, other road users should also be aware to avoid the heavy vehicle blind spot area.

Inspector Patrick closed his presentation with a reminder that road safety is the responsibility of all road users.

The Complex Safety Talk ended with Q&A session with participants. The participants left the talk with more knowledge on how time management affects drivers' behaviour, Defensive Driving and Heavy Vehicle Safety.

Food and Fun cycling Ride



Tio Gian Leng
IT & Plant Services

What a fantastic plan it was - cycling along the scenic East Coast Park and ending at The Promontory @ MBS. It was indeed a thrilling experience: enjoying the cool night breeze, dazzling city lights, and the company of colleagues, friends and family. We spent two months of meticulous planning to make this event a reality, such as confirming the cycling route, arranging the food stops and coordinating participation. Finally, the date was set on 5 October 2024, 7.00pm to 9.30pm.



The round trip between East Coast Car Park B and The Promontory is about 15km. There are numerous scenic stops along the route, such as the Singapore Flyer, Gardens By The Bay and Marina Bay Sands. On a bustling Saturday night, the area was full of people engaging in different activities, such as cycling, jogging, skateboarding and walking their dogs. Moving in a group of 35 was more challenging than expected, but thankfully we managed to stay close to the two pacers, followed safety instructions diligently and communicated effectively with each other to ensure a smooth and enjoyable ride for everyone. We also stopped at iconic landmarks to take group photos together, something that is a must with the stunning night views of the city skyline with the well-lit infrastructure.

When we arrived at Satay by the Bay, we were greeted with a delightful feast that left everyone thoroughly satisfied. The scrumptious meal was a highlight of the evening, and many of us took our time savouring every bite. With our bellies full and spirits high, we began the journey back to East Coast Park. The pace was naturally slower as we cycled leisurely, allowing the food to settle while enjoying the cool evening breeze.

Overall, it was a fantastic evening—a perfect opportunity to come together on a lively Saturday night, cycle through scenic routes, and share delicious food. A very big thank you to SSRCC for organising this event!

As the much-anticipated day came, so did the clouds. The skies were overcast in many places, with heavy downpour in some areas. Hoping for the best, I cycled from my place at Bukit Panjang to East Coast Park via the Rail Corridor. To my relief and delight, the weather improved as I headed south, and we were greeted with a nice and cooling evening – perfect for the adventure ahead. PCS colleagues and their families arrived around 6.30pm at the starting point, and by 7.15pm, we all set off from East Coast Park Car Park B and cycled towards Marina Bay Sands.



Strengthening Bonds Over

Fine Wine, Exquisite Dining, and Great Company



Gerald Lim
HR & Admin

On 22 November 2024, the Scope, Sports, Recreation & Canteen Committee (SSRCC) hosted the Wine & Dine Affair, an unforgettable evening of camaraderie and celebration at Path – Singapore, a MICHELIN Guide restaurant known for its innovative cuisine and elegant ambiance.

The event welcomed colleagues from different functions, offering a chance to unwind, connect, and forge stronger bonds beyond the workplace. The evening began at 6:30pm and there was an air of excitement as everyone mingled and settled into the beautiful setting.

While the focus of the evening was on building relationships, the carefully curated menu and wine selection added to the experience. Participants enjoyed an array of delectable dishes, from starters like Mala Fish Skin, Crispy Mid Wings, and French Fries, to heartier mains such as Whole Roast French Poulet with Ginger Scallion Salsa, and the flavourful Grain-Fed Striploin with Mala Glaze and Multi Grains. Each dish was crafted to delight and served as the perfect accompaniment to the lively conversations around the table.

The evening's wine selection further elevated the experience. Guests savoured the refreshing notes of Southern Right Sauvignon Blanc 2022 and the rich flavours of Paul Jaboulet Aine Parallele 45 Cotes Du Rhone 2021, while non-alcoholic options like juices and soft drinks ensured everyone had something to enjoy.

What stood out most, however, wasn't just the fine food or exquisite wine—it was the camaraderie and shared moments that defined the evening. Laughter echoed through the room as colleagues exchanged stories, deepened friendships, and created memories that will last well beyond the event.

At PCS, we believe that team bonding is an essential part of a thriving workplace. Events like the Wine & Dine Affair remind us of the value of taking time to connect and celebrate together, reinforcing the strong relationships that underpin our success as a team.



A Meaningful and Enjoyable Day at GroGrace Urban Farm

On 23 November 2024, a group of PCS participants had the opportunity to take part in a trip to GroGrace Urban Farm, led by Grace Lim, the Co-founder and CEO of GroGrace. We explored this innovative farm that is pioneering sustainable agriculture in the heart of the city.



Nicole Lee
HR & Admin

The day began with an insightful talk by Grace, about the challenges facing traditional farming, particularly due to climate change. She shared how extreme weather events, water scarcity, and soil degradation are making conventional open-field farming increasingly unsustainable. She also highlighted the high vegetable prices in early 2024, which were linked to rainfall issues in Malaysia, showing just how vulnerable weather-dependent farming can be. This made us realise how critical it is to shift towards more sustainable agricultural practices and urban farming.

PCS staff engaged in Grace's insightful presentation

Grace then explained the importance of pesticide-free farming and the health benefits of consuming pesticide-free produce. It was a great reminder of how the food we eat directly impacts our health, and we felt inspired to make healthier choices in our own lives.



Fresh, pesticide-free lettuce – a healthy choice for a greener future

What truly stood out during the trip was the farm's use of cutting-edge technology. Grace shared how the farm uses Artificial intelligence (AI) and data-driven approaches to optimise crop growth, ensuring high-quality produce with minimal resources. The farm is constantly innovating and collaborating with local institutions, such as Nanyang Technological University (NTU), to improve its sustainability practices.



Hydroponic farming – showcasing vibrant, pesticide-free vegetables



Grace explained the unique growing process and needs of hydroponic vegetables in the urban farm

The tour ended with a delightful veggie lunch prepared by Grace's mother, using fresh produce straight from the farm. It was a perfect way to conclude the day, enjoying the very vegetables we had learned about and supporting sustainable farming practices.



A well-deserved lunch together after an informative and enjoyable farm tour

Looking back on this trip, it was a day filled with valuable insights, meaningful team bonding, and lots of fun. We left GroGrace not only feeling inspired but also more connected to the importance of sustainable agriculture.

I'm incredibly grateful for experiences like this, where we can step outside of the office, enjoy some recreational time together, and build stronger relationships within the team. A huge thank you to the SSRCC for organising such a wonderful and impactful event.



Tan Peck Luan
Health, Safety & Environment

Discovering the laid-back charms of KHAO KHO

When one thinks about visiting Thailand, what comes to mind would usually be either Bangkok, Phuket, Chiang Mai or Pattaya. However, there is a little-known district of Khao Kho, located about 6 hours drive away from Bangkok. Named after a peak in the Phetchabun Mountains, this undiscovered gem is a place filled with breathtaking views and a relaxing appeal.



Blue Sky Garden

happy!



Pino Latte Resort



Windmill Field



Our place of accommodation during the stay in Khao Kho was the Pino Latte Resort. Here, we got to enjoy our breakfast served at the comfort of our resort room's balcony, eating while overlooking the clouds and mountains. There was also a small cute sunflower bed at the front of our doorsteps, which we were pleasantly surprised to see at this time of the year.

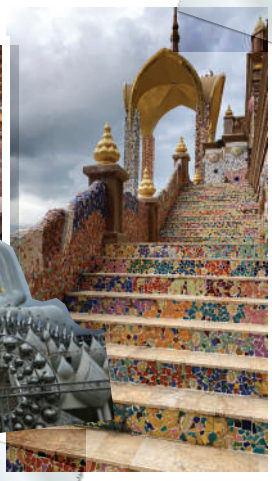
The first stop of our itinerary was the Blue Sky Garden, a picturesque English-styled garden covering over 40,000 m². We had

plenty of photo opportunities with the flowers, domes, statues and castles. We also had a rest stop at the café here which served drinks decorated with pink jelly bears – almost too cute to be consumed.

Our next stop was the Windmill Field, located at an area over 1,000 metres in height on hilltop plains. Due to its large area, we had to take a tram to get around the place. Besides producing sustainable energy, this attraction also houses a beautiful butterfly park and several flower fields.



Another must-see attraction in Khao Kho is the Wat Pha Sorn Kaew, or 'Temple on a Glass Cliff'. It is actually made up of 2 temples – one with a majestic 5-Buddha statue, and the other one decorated with colourful mosaic tiles. Apparently, the construction of this complex is still not fully completed despite the work starting more than 10 years ago. Do be warned that no shoes are allowed to be worn inside here!



Wat Pha Sorn Kaew

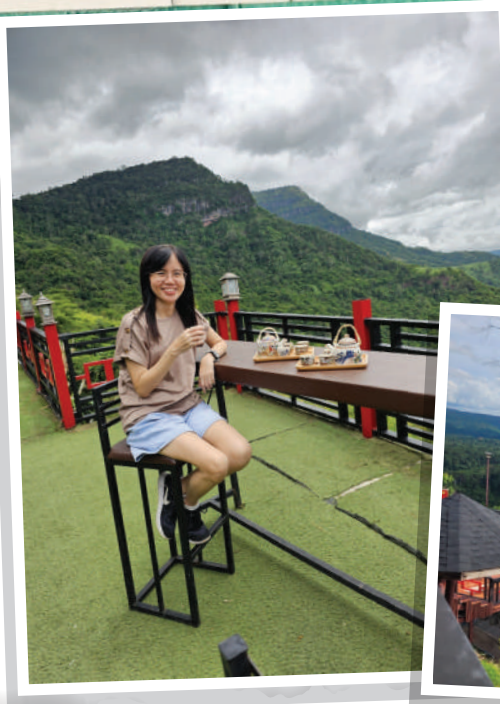


Phu Hin Rong Kla National Park

The Phu Hin Rong Kla National Park, a protected area located in the forested mountains, was another place we went. Here, we saw unusual rock formations, cascading waterfalls and towering pine woods. If you are up for it, the place also functions as a camping ground with tents available for rent.

Due to its mountainous terrain, almost every eating place in Khao Kho comes with beautiful sceneries. For urban folks like us, it is rare that we get the chance to eat and drink under the sky surrounded by natural landscape.

In short, Khao Kho is a place that offers travelers a welcome respite from the busy city. Its laid-back charms will ensure that you have a relaxing and unforgettable vacation with your loved ones.



Drinking tea amidst nature



Breathtaking sceneries of Khao Kho



EMPLOYEE NEWS

HEARTIEST CONGRATULATIONS

marriage

NAME	FUNCTION	SPOUSE
Muhammad Radi bin Azman	Maintenance	Ms Nurshahidah Yazid

birth

NAME	FUNCTION	NEW BORN
Muhammad Khairul bin Sari	Olefin I	Boy
Muhammad Ashaari bin Hasan Basri	Olefin II	Girl
Murugalingam Sankaranarayanan	Olefin II	Boy
Sim Kai Sheng	Technology & Optimization	Boy

LONG SERVICE

Award Recipients for Oct-Dec 2024



5-Year

Wong Sin Hoong	Maintenance
Dharmaraj Anbazhagan	Olefin I
Mahesa Riga Hamnur	Olefin I
Yeo Wei Hao	Olefin I
Cheong Kok Liang	Olefin II
Muhammad Helmi bin Johari	Olefin II
Rajmohan Rajadurai	Olefin II

10-Year

Heng Chee Wee	Fire & Security
Puah Jian Min	Maintenance
Sri Zulaikha bte Riduan	Quality Control

15-Year

Lee Lui Hong	Maintenance
Ee Boon Siong	Technology & Optimization

25-Year

Lim Kee Tat Timmy	Maintenance
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30-Year

Hoon Wee Soon	Olefin I
Mohd Haffit bin Mohd Talib	Olefin I
Muhammad Aswadi bin Salleh	Olefin I
Mohamed Faizal bin Junus	Olefin II
Soh Guan Yeow	Olefin II
Wong Tar Loong	Olefin II

40-Year

Lilian Lee	GM (Corporate)
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EMPLOYEE NEWS

NEW EMPLOYEES



Ms Teh Sin Yee

Accountant, Accounting & Finance
Joined - 1 October 2024
Hobbies : Baking, Jogging



Ms Esther Choong Wan Chin

Accounting & Finance Manager,
Accounting & Finance
Joined - 7 October 2024
Hobbies : Travelling, Crafting



Mr Suraindran Satheesh

Technician, Olefin I
Joined - 16 October 2024
Hobbies : Football, Walks, Gym



**Mr Muhammad Mamduh Afif Bin
Mohammad Mamfizam**

Technician, Olefin II
Joined - 16 October 2024
Hobbies : Photography, Watch Youtube



Ms Itishree Tyagi

Senior Legal Counsel, Legal
Joined - 21 October 2024
Hobbies : Singing, Reading, Painting and
Travelling



Mr Marcus Ho Zheng Wei

Engineer, Technology & Optimization
Joined - 28 October 2024
Hobbies : Competitive swimming



Mr Liang Yaoxing

Officer, Maintenance
Joined - 4 November 2024
Hobbies : Music & Travelling



Ms Lee Xin Zhi Nicole

Officer, HR & Admin
Joined - 11 November 2024
Hobbies : Travelling



Mr Muhammad Azriq Bin Abdul Latif

Technician, Olefin I
Joined - 2 December 2024
Hobbies : Hiking, Bowling



**Mr Muhammad Farid Hakim Bin
Mohd Hanif**

Technician, Olefin I
Joined - 2 December 2024
Hobbies : Soccer, Riding Motorcycle



Mr Liew Yong Wei Marius Viado

Leading Fireman, Fire & Security
Joined - 2 December 2024
Hobbies : Cycling, Video games,
Exercising, Music Production



Mr Chee Sing Kang

Fireman, Fire & Security
Joined - 2 December 2024
Hobbies : Travelling, Jogging



Mr Muhammad Rizky Gunawan

Technician, Quality Control
Joined - 11 December 2024
Hobbies : Soccer



Mr Lampitoc Jeremaine Ballares

Supervisor, Maintenance
Joined - 11 December 2024
Hobbies : Watching Movies, Basketball