

## CEO's Perspective

Warm greetings for 2019. A big Terima Kasih to all of you as your hard work is the reason behind our success. We closed out 2018 with Cenergi Pantai Remis achieving COD, IIUM continuing towards completion of Phases 3 & 4 but our financial results do not yet give a clear reflection of our operating ability and strength.

I am delighted to introduce our monthly Cenergi newsletter - our first edition which brings you an update of the events and activities of the Company in the last quarter. This will be a regular publication and I look forward to your feedback and comments to make this newsletter the pulse of the company.

As we kick start 2019, I have had some time to reflect on the year 2018 as it has played out for Cenergi so far.

Whilst we have the solid foundation in place for 2018, we have not yet met our full potential as a team. A lot of hard work and special initiatives were delivered by the Cenergi Team but we haven't yet met our financial commitments to our Shareholders as well as our mission to establish ourselves as a premier Renewable Company in South East Asia.

Team building will be our focus for 2019. All of us have to respect each team member by providing positive support and advice all the time. It is so easy to criticize an action or behavior of a colleague, it is so easy to question decisions being made - this is just distracting us from achieving our goals and destroying morale.

**“Being positive won't guarantee you'll succeed, but being negative will guarantee you won't” - Jon Gordon**

We are ONE TEAM and every one of us contributes to Cenergi's objectives and goals in his or her own way. We just have to focus on what is within our control - our positive attitude and feedback will raise the team's potential success.

I hope you will all join me to push our Cenergi Team to the next level of performance in all of our activities so that we can deliver our 2019 Targets. Positive momentum will build success - each month, each day, in fact, each hour will be important to ensure 2019 will be the year Cenergi will be a force in our industry.

A big thank you to all those who have contributed to this issue and to the Newsletter team who I know have worked hard to ensure its success.

Happy Chinese New Year to all our friends celebrating the festivities!

**“There is no substitute for hard work” - Thomas A Edison**



# 1st Quarterly Review Highlights

With a new year, comes new goals and aspirations. Following up from Cenergi's previous Fire Chat, a company Quarterly Review was conducted on 7 January 2019. The event was a company wide gathering to discuss Cenergi's performance in 2018 as well as the chartered course set for 2019. Kin Han, Head of Corporate Services and Sharmila, Head of Merger and Acquisitions, acted as moderators. They also posed questions to the presenters, which were submitted online by fellow Cenergians.

The presenters comprised of Head of Departments and managers from all of Cenergi's business and project teams. In terms of biogas and its operations, the two significant achievements were Sri Jelutung Biogas Power Plant performing better than projected in terms of kWh of energy exported to the grid; while another cause for celebration was Cenergi Pantai Remis achieving its COD (commercial operation date) on 14 December 2018, which was slightly earlier than anticipated.

On the EE side of things, despite some minor delays, the IIUM team is inching towards completing the final phases of the IIUM project which involves the retrofitting of chillers and installation of PQDs (power quality devices). As of the writing of this article, Vemal who is leading the IIUM EE team has received an overwhelming

response of volunteers from Cenergians to help complete the project. This follows, his request for volunteers he made during the quarterly review which is a shining example of the teamwork in Cenergi.

Fatah who is Cenergi's Health, Safety and Environment manager announced that the company has clocked in 542, 592 safe man-hours; and targets for one million safe man-hours by the year 2020. Fatah also made a reminder to all Cenergians to report any unsafe conditions as a preventive measure from accidents happening.

Moving on to financial matters, Encik Hamid who is our Financial Controller shared some figures showing the company's financial performance for 2018 and our aim moving forward. He expressed his financial target for the company to breakeven for 2019; then to make its first profit in 2020.

Haafiz Nordin from the Sustainability department, announced that Cenergi has made great strides in its commitment to the environment. According to data the team had collected, Cenergi is very close to exporting 100 GWh of clean energy to the national grid; an impressive feat which shows Cenergi is close on the heels of its competitors within the industry.

The review was closed out with Ernest officially introducing the new department, Centre of Excellence which was established recently. The department serves to function as a resource pool of knowledge by gathering Cenergians with different skill sets, to lend their expertise to both on-going and prospective projects.

Hopefully, the quarterly review has ignited the spark needed for all Cenergians to blaze through 2019 at full momentum.



Dalam usaha untuk mencapai objektif syarikat pada tahun 2019, bilangan tenaga kerja yang diperlukan juga bertambah seiring dengan percambahan bilangan projek dan pembinaan loji janakuasa di seluruh Malaysia. Berkuatkuasa 1 Januari 2019, seramai dua belas (12) orang pekerja baru dari pelbagai unit telah ditawarkan perkhidmatan.



- 1) Nurul Farah Addina Binti Farizuddin  
Executive
- 2) Sheikh Muhammad Syaql Bin Suhaimi  
Executive
- 3) Nur Adyanie Binti Mohamad  
Executive
- 4) Darren Dinik  
Technical Engineer
- 5) Tang Sook Nee (Lydia)  
Corporate Finance Manager
- 6) Abdul Hamid Bin Abdullah  
Financial Controller
- 7) Ain Syuhada Binti Abdul Rahman  
Finance Manager
- 8) Nor Shahira Binti Misnan  
Procurement Intern

- 9) Vichitra Thiyagarajah  
Senior Manager
- 10) Marcellinus Leo Bin P Linus  
Senior Manager
- 11) Muhamad Faizi Bin Ibrahim  
Shah  
Plant Head, Sawira
- 12) Mohd Taufik Bin Ab  
Rahman  
Plant Head, Sri Jelutung



# Program Induksi



Sesi induksi telah dijalankan pada 9 & 10 Januari 2019 bertempat di Common Ground Ara Damansara bermula jam 9.00 pagi. Program ini dikendalikan oleh jabatan Human Capital Management (HCM) dengan kerjasama wakil dari setiap jabatan. Sepanjang program, mereka telah didedahkan dengan latar belakang syarikat, objektif, budaya dan tanggungjawab setiap jabatan dalam syarikat dan mengenai polisi Jabatan HCM. Selain daripada itu, program tersebut dapat memberikan peluang untuk staf baru mengetahui lebih mendalam tentang syarikat dan bertukar pendapat mengenai idea baru.

Pada setiap tahun, HCM telah mengadakan 'HR Plant Tour' di semua stesen janakuasa di Pahang. Program ini bertujuan untuk mengeratkan hubungan dan memberi peluang kepada staf untuk berinteraksi secara dekat mengenai masalah berkaitan Sumber Manusia.

## HR "Plant Tour"

Pada tahun ini, HR Plant Tour telah diadakan pada 27 & 28 Disember 2018 dan lawatan telah dijalankan di keempat-empat stesen yang terletak di sekitar Pahang (Stesen Janakuasa Biogas Sawira Makmur, Stesen Biogas Cheekah-Kemayan, Stesen Biogas Havys dan Stesen Biogas Sri Jelutung) dan Stesen Biogas Pantai Remis.

Sepanjang sesi tersebut, pelbagai aktiviti telah dijalankan. Antaranya adalah sesi pengenalan penggunaan sistem Human Resource Management System (HRMS) dan muat turun serta tatacara penggunaan aplikasi mudahalih, penerangan mengenai terma dan syarat serta kadar bayaran kerja lebih masa, kelayakan cuti ganti dan penyerahan sumbangan kepada anak-anak staf sempena pembukaan sesi persekolahan 2019.





# Cenergi's Inaugural Kids' Fun Day

Whilst Cenergi is an extremely result-oriented organisation all year around, it isn't all about business either. Every now and then we incorporate an element of sustainability into a non-commercial endeavour. Recently, our CEO, Ernest was inspired by a CSR programme conducted in conjunction with Hari Hasanah at S.K Palong 14, when we educated the school children on the basics of solar energy through fun and engaging activities.

Following the success of Hari Hasanah's CSR, the idea of Cenergi's first Kids' Fun Day was borne. The event was held on 15 December 2018, at Taman Botani, Shah Alam with a total of about 80 Cenergians and their family members.



The event was led by a committee that comprised of Cenergians from various departments. The diversity in the committee brought with it various ideas in the activities carried out for the children.

One of the main activities was assembling solar powered toy robots and cars. With help from their parents and the committee's facilitators, the children were treated to a display of their robots making movements. Other activities included 'sukaneka', painting, gardening, archery and a few others.

The biggest takeaway from the event was Cenergians bonding amongst each other and with their families; a nice and much needed change from the everyday working environment.

# Beach Clean Up 2019



On 12 January 2019, Cenergi and the Malayan Sub Aqua Club carried out a Beach Clean Up of the beaches along the 12 mile of Port Dickson, Negeri Sembilan. The Beach Clean Up was supervised by The Beach School, Port Dickson.

Participants gathered at the assembly point next to Institut Latihan FAMA around 2.30PM. Kent Leong of The Beach School briefed the participants on the itinerary for the day and the HSE matters to be aware of. By 6.30PM, the Beach Clean Up participants had collected around 40 bags of rubbish and rolls of discarded fishing nets.

Participants of the clean-up comprised of Cenergians and their family and friends, members of the Malayan Sub Aqua Club and members of the public. All in, there were about 40 participants for this Beach Clean Up.

After cleaning up the beach, participants took part in a guided tour of the intertidal zone where they learnt about the flora and fauna in the area they had just cleaned. Adults and children alike were amused and informed as guides from The Beach School taught them how to collect and handle specimens like sea snails, mudskippers, juvenile fish, and crabs. The program ended with a bonfire on the beach.

Happily, the Beach Clean Up ended with no HSE incidents occurring and participants feeling they had spent their Saturday productively while having fun. Hopefully, this 2019 Beach Clean Up will go down as the inaugural Beach Clean Up for Cenergi.





## Editor's Insight

Greetings Cenergians, and welcome to the inaugural newsletter. The idea for a newsletter was first mooted as a way to ensure that all our internal stakeholders are kept abreast of the various developments in the company, ranging from corporate initiatives and social activities.

Thank you to the editorial team and the contributors who have put in tremendous effort to come up with this inaugural issue in such a short time frame - do bear with us as we strive to continuously enhance the newsletter from issue to issue (and do feel free to share any feedback you might have!)



Loo Kin Han  
Chief Editor

As I have reached the word limit set by Zana, I have to sign off for now, but not before wishing everyone a Happy Chinese New Year and safe travels!

## Editorial Committee



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Editor



Afi Faris  
Editor



Angelina Chong  
Designer



Feeza Mansur  
Editor

### This month's contributors

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Maizatul Haslin - 'Buletin HR'

Skantha Puspanathan - 'Beach Clean Up 2019'