



PortFolio

■ The Official
Publication of
International
Container
Terminal
Services,
Inc.

An aerial photograph of a port expansion project. In the foreground, a large red gantry crane stands over a ship's deck. The ship has a red hull and a white superstructure. The deck is green and yellow. In the background, a long pier extends into the water, with several other ships docked. The sky is clear and blue.

**BGT GETS
NEW RTGS
FOR 2ND PHASE
EXPANSION**



PortFolio

is published by the Public Relations Office of International Container Terminal Services, Inc. for the employees, shareholders, clients and friends of the ICTSI Group.

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GLOBAL OPERATIONS

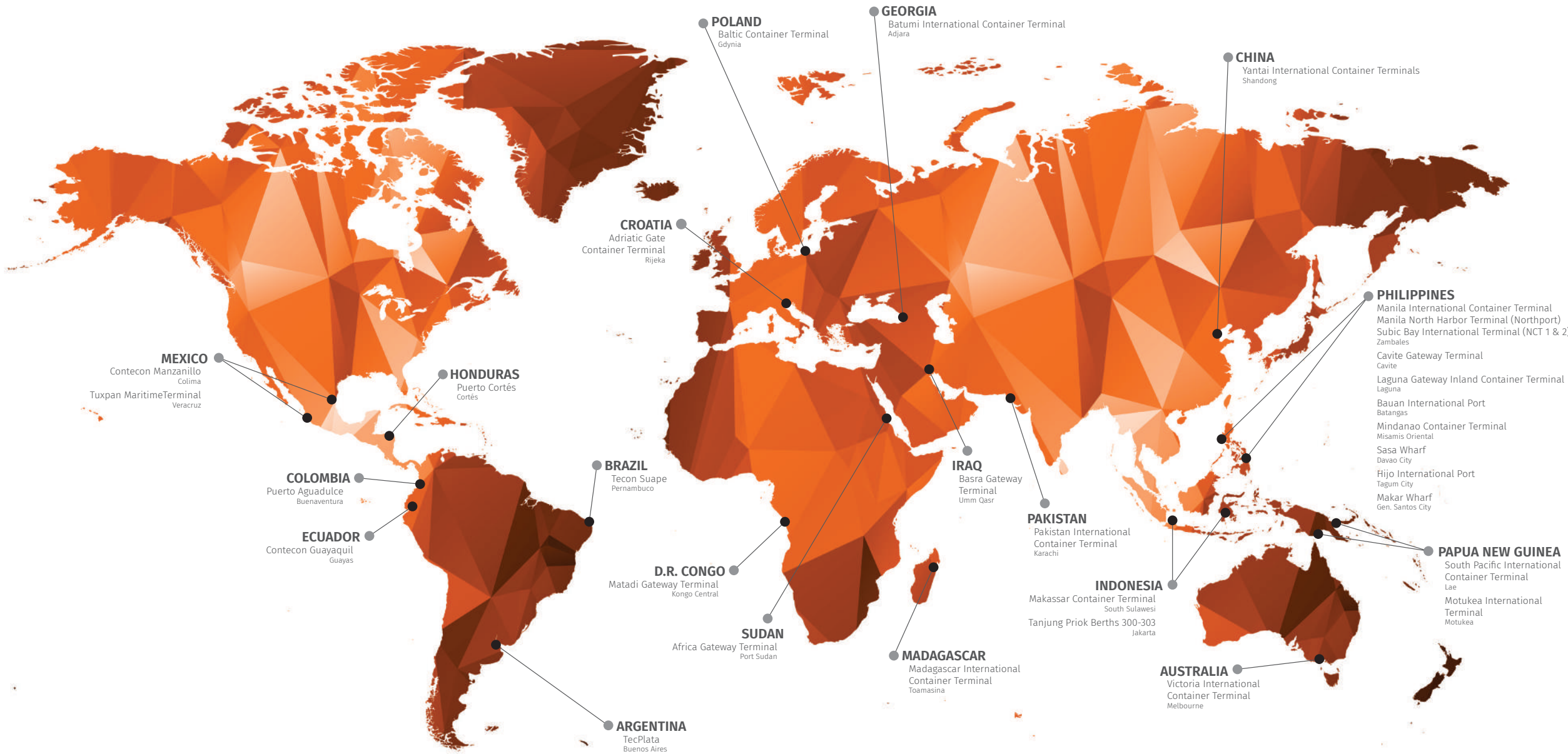


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Cover Story

BGT GETS NEW RTGS FOR 2ND PHASE EXPANSION



BGT's new RTGs arrive in BGT's Berth 27 onboard the barge carrier *De Bo 3*

BY SHEEBA KHAN

Basra Gateway Terminal (BGT) recently took delivery of seven new rubber-tired gantry (RTG) cranes ahead of the projected completion of the terminal's second phase expansion in 3Q 2019.

Manufactured by ZPMC, the RC/41MT RTGs will be commissioned to support operations at the new 15-hectare container yard. They operate up to six containers high and feature a variable speed generating system that automatically optimizes engine output based on the power required to reduce fuel consumption and minimize emission. The delivery increases the size of BGT's RTG fleet to 10 units.

"We are right on track to meet our target completion by third quarter this year. From infrastructure to equipment, we're slowly putting the pieces together in time for the project to be finished," said Phillip Marsham, BGT CEO.

Phase 2 of the terminal's green-field expansion also features the construction of Berths 25 and 26, which will be equipped with three post-Panamax quay cranes with an outreach of 21 rows across vessels. It will also add 300 meters of quay and increase BGT's capacity by 600,000 TEUs.

"These new berths will be a game changer, allowing the Port of Umm Qasr to transition into a major port capable of efficiently handling up to 9,000-

TEU container vessels. Phase 2 is designed to allow us to respond immediately to scale needs by adding flexibility to our operations, and establish Umm Qasr's position as the premier multipurpose container terminal in Iraq," explained Mr. Marsham.

Upon completion of the USD250 million phase 2 expansion, BGT will have a total of four berths dedicated to containerized cargo, 800 meters of berth space, 60 hectares of yard area, and annual capacity in excess of one million TEUs.

Completed in 2016, BGT's USD130 million first phase expansion is the first 100 percent foreign-funded infrastructure development in Iraq.

Newsbreak

BICT BUILDS CAPACITY TO FACILITATE BIGGER CARGO FLOW

BY KETEVAN ORAGVELIDZE

International Container Terminal Services Inc. (ICTSI) formally inaugurated the expansion of its Batumi International Container Terminal (BICT) in Georgia.

The expansion encompasses both the waterside and landside areas of the multipurpose terminal, intended to optimize the processing of existing cargo flows and install additional capacity to accommodate new business.

Marking the importance of the occasion, the inauguration was attended by Giorgi Kobulia, Georgian Minister of Economy and Sustainable Development; Tornike Rizhvadze, Chairman of the Government of the Autonomous Republic of Ajara; senior executives from Mediterranean Shipping Company (MSC)—the terminal's principal container customer—and Hans-Ole Madsen, ICTSI Senior Vice President and Europe, Middle East and Africa Head.

Commenting at the time of the inauguration, Mr. Madsen said: "This new investment consolidates and expands BICT's competitive position. A comprehensive dredging program, undertaken in cooperation with Batumi Sea Port, provides an 11.5-meter draught in the port's fairway and alongside BICT's quay line allowing easy access for feedermax vessels at the port and making it Georgia's deepest draught port.

"On the landside," he continued, "we have met the stated requirement of importers and established a new container freight station (CFS) complete with a 180-meter rail spur to facilitate cross-stuffing from containers to rail cars. Complementing this, we have also expanded container and truck storage areas, and following the completion of a new highway to Batumi, introduced a new, dedicated two-lane gate complex for BICT."

Batumi, unlike Potti—Georgia's other major port—offers all-year round access without closures due to high winds.

The overall development program for BICT raises annual container handling capacity to 200,000 TEUs and boosts its general cargo and dry bulk handling capacities. It further concurs with the Georgian Government's stated objective of growing Georgia's role as a transport-logistic hub serving the Caucasus and Central Asia.

During the ribbon cutting ceremony marking the inauguration of BICT's multifaceted expansion program (from left): Jemal Inaishvili Partner of MSC Georgia and MEDLOG Georgia. Ribbon cutting: Salvatore Prudente, Executive Director of MEDLOG; Giorgi Kobulia, Minister of Economy and Sustainable Development of Georgia; Hans Ole Madsen, ICTSI Senior Vice President and Europe, Middle East and Africa Head; and Tornike Rizhvadze, Chairman of the Government of the Autonomous Republic of Adjara.



Ship Ahoy

MGT UNLOCKS SHIPPING SYSTEM BENEFITS

SERVICES MAERSK'S LARGEST BOXSHIP IN AFRICA

BY NANCY LUMANJI

Matadi Gateway Terminal (MGT) serviced the 2500-TEU box-ship *Safmarine Nuba* January, opening the door to major shipping system benefits for the Democratic Republic of the Congo (DRC).

The call is the first by a gearless container vessel, which also happened to be the largest to dock in MGT. The deployment of a vessel this size unlocks economies of scale, providing the most cost-efficient means to serve the capital city of Kinshasa. The use of other port gateways entails substantial additional land transport costs, which dramatically increases the overall container transport cost from point of origin to destination.

"This is the first time in the history of Congolese maritime industry that a gearless ship this

size arrived in our port, changing the stakes of DRC's port sector and putting the country in the global maritime map," said Glend Makabi, MGT Deputy Managing Director.

"The MGT is built to handle vessels up to WAFMAX dimensions and as such, the *Safmarine Nuba* was straightforward to berth and service. We see this as a step on the road to handling even bigger vessels as demand builds, eventually up to WAFMAX," explained Tim Van Campen, MGT Director General.

The transit along the Congo River is time-competitive: it just takes eight hours from the Banana Roads at the head of the river upstream to Matadi compared to approximately five hours by road during optimum conditions.

RECORD PRODUCTIVITY

MGT is equipped with a pair of twin-lift mobile harbor cranes, each capable of handling up to 60-ton loads. A third Kone mobile harbor crane has been ordered and will allow MGT to service a 2,500-TEU vessel in under 12 hours.

During the call, the ship from Pointe Noire discharged and loaded 453 and 389 TEUs, respectively. MGT posted record productivity with 35 moves per hour during the 18-hour operation, a clear demonstration of expertise and precision.

FURTHER DEVELOPMENTS IN THE PIPELINE

With the support of the Government of DRC, MGT has a two-step



The 2,500-TEU *Safmarine Nuba* during its maiden call at MGT last 29 January

larger WAFMAX vessels that require 14-meter draft.

MOST EFFICIENT IN THE REGION

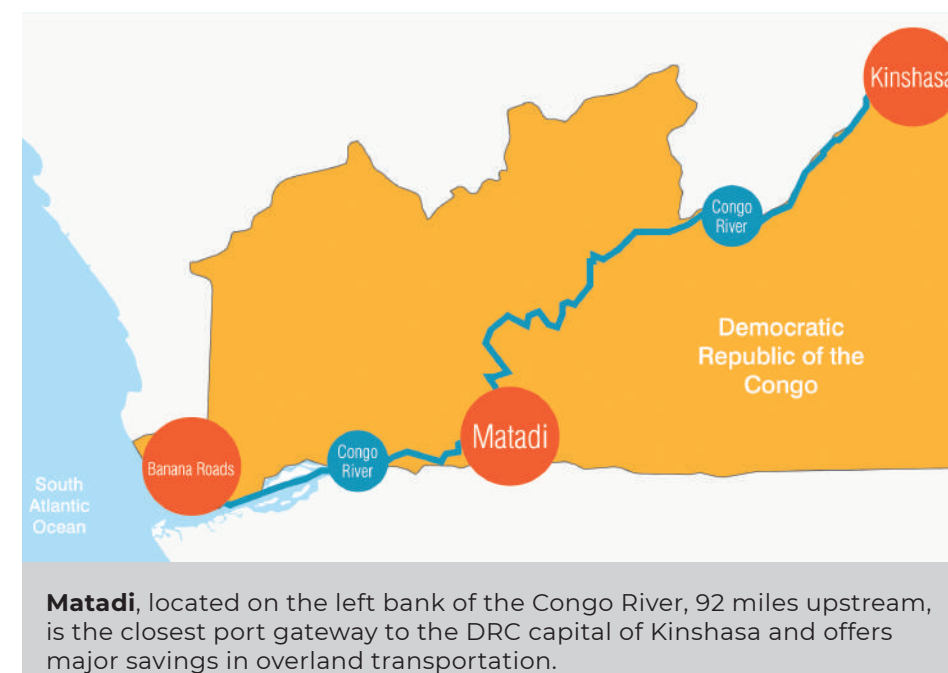
Clearance from the terminal is the most efficient in the DRC, averaging seven days or half the time compared to other terminals, thereby promoting further supply chain efficiencies. The advances made in this respect have also served to double MGT's annual capacity from 175,000 TEUs to 350,000 TEUs.

"MGT is progressively fulfilling its potential, unlocking scale economies and service efficiencies for cargo owners. The terminal is having a positive impact on the supply chain and is delivering tangible, practical benefits to cargo owners—a scenario we expect to grow as demand builds," said Hans-Ole Madsen, ICTSI Senior Vice President and Europe, Middle East, and Africa Head.

As bigger vessels are phased in, the terminal reaps the benefits of comprehensive, continuous improvement programs. With the the *Safmarine Nuba* representing a ground-breaking first, MGT is very confident in delivering further efficiencies to consolidate and expand its role as the premier container gateway to the DRC.

"There is always competition, but the logic of using Matadi—the closest gateway port to Kinshasa and its 30-million population where virtually all the cargo goes—is irrefutable. If you start your overland journey from points such as Banana or Pointe Noire, the overland costs in comparison to using Matadi is more expensive than the sea-freight cost from Shanghai to Matadi," explained Mr. Madsen.

He concludes: "MGT will continue to work with the relevant authorities to enhance the rail link between Matadi and Kinshasa, the only direct and uninterrupted rail link between a port gateway and the capital city. Matadi is by far the logical choice."



plan in place for the dredging of the Congo River up to a draft of 12.5 meters, eventually opening the door to Panamax vessels.

This will be triggered by demand as will a third phase, currently under development, which will facilitate access for the slightly

Tech Talk

TO IMPROVE FUNCTIONALITY AND REDUCE OWNERSHIP COST, ICTSI FORMS GLOBAL PARTNERSHIP WITH NAVIS

International Container Terminal Services, Inc. (ICTSI) has entered into a global partnership with Cargotec's Navis that revolves around a centralized pooled approach and global volume view, supporting ICTSI's growth strategies across its terminal network and easier adoption of the Navis' N4 platform within the Group.

Leveraging N4 within its network of 32 terminals across the globe, ICTSI seeks to improve overall site functionality and increase

clarity and insight around business decisions by connecting to monitoring and reporting functions.

ICTSI, which operates N4 in 17 terminals, is focused on improving process and performance, streamlining operations, and eventually evolving to cloud-based solutions in close coordination with Navis.

"This new agreement removes administrative and transactional complexity, focusing the

relationship on the delivery of technologies to drive operational results. We have an agreement that puts focus on moving the products forward into the cloud," explained Brian Hibbert, ICTSI Chief Information Officer.

ICTSI aims to leverage this scalable approach to make the necessary adjustments to the evolving global terminal landscape and reduce the requirement for localized infrastructure, particularly in areas where they are difficult to deploy and maintain.

"This agreement allows ICTSI to consolidate the execution of its strategy and address changes and resources on a holistic basis rather than by individual terminal. ICTSI has been a long-term partner of Navis, and we're excited to help them capitalize on N4 across the network to usher in the next phase of operational improvements," said Bruce Jacquemard, Navis Chief Customer Officer.

PICT LAUNCHES APP FOR CLIENTS

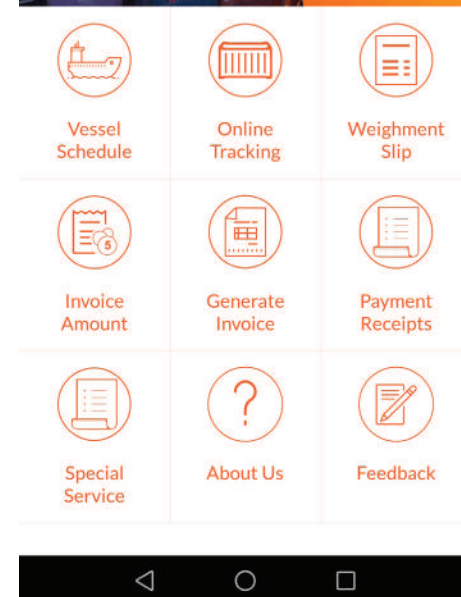
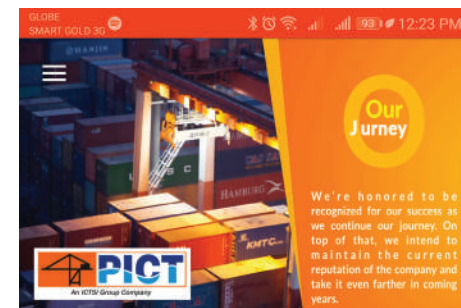
BY ARIF RAZA

Pakistan International Container Terminal (PICT) recently launched a smart phone application designed to provide clients with state-of-the-art digital services at their fingertips while on-the-go.

The app provides access to important information like the status of containers at the yard, as well as vessel schedules, among others. Aside from tracking their containers, a registered user can also access billing and generate special services request without physically visiting the terminal.

PICT will continue to leverage the latest technologies to improve operational efficiencies and provide ease of doing business to clients by reducing processing times and cost.

The PICT mobile app is available on Google Play.



Meets & Greet

CMSA SUPPORTS INCREASED RESOURCES FOR PORT AUTHORITIES

Last 6 December, Engineer Gonzalo Ortiz, Contecon Manzanillo Institutional and Government Relations Director, together with Jaime Aguilar, Association of Terminals and Port Operators President, met with the Honorable Manzanillo Senator Gabriela Buenavides at Mexico's Chamber of Senators to discuss and support the Senator's initiative to increase the percentage of resources allotted to port administrations in Manzanillo. In line with the port community's interest, the Senator's proposal was approved later that night and was submitted to the Chamber of Congress. Photo shows (from left) Mr. Ortiz, Senator Buenavides, and Mr. Aguilar at the Chamber of Senators.



Spotlight

BGT JOINS BREAKBULK MIDDLE EAST CONFERENCE

BY SHEEBA KHAN

Basra Gateway Terminal (BGT) recently took part in the Breakbulk Middle East Conference, which was held in Dubai for the first time.

The event serves as an ideal platform to bring industry experts together to share industry insights and latest developments, while allowing logistics, transport, and other service providers to connect with potential partner-clients and discuss business opportunities and prospects.

"BGT had the pleasure of conducting valuable dialogue with global clients and business partners during this event, which allowed us to showcase our services for project logistics solutions. We took the opportunity to sit down for high-value meetings with current potential clients, specifically in the oil and gas sector," said Phillip Marsham, BGT Chief Executive Officer.

Held from 11 to 12 February, the event is the only exhibition and conference in the region specifically dedicated for the project cargo and breakbulk industries. More than 100 exhibitors represented the end-to-end value chain for the transport of project and oversized cargo, especially from the oil and gas sector. With over 2,000 in attendance from 55 countries this year, the Breakbulk Middle East Conference has established itself as a credible platform for uniting the shipping industry powers.



Team BGT with customers at the Breakbulk Middle East (from left): Phillip Marsham, Chief Executive Officer; Munther Al-Saiegh, Chief Commercial Officer; Capt. Mazin Hamid of Golden Mast; Sheeba Khan, Marketing Head; Hany Salama, Chief Financial Officer; Marko Miskovic, Oil & Gas Development Executive; Captain Hashim Mussahof Golden Mast; Robert Uljan, General Cargo and Oil & Gas Manager; and Jim Stewart, Operations Director (not in photo).

Port Safety

LEADERS SET DIRECTION FOR MICT'S HSE JOURNEY TOWARDS ZERO HARM

BY EDMUNDO TRAZO

Have you ever asked yourself, "What is important to me?" or "What do I value in my life?" When sorting the things "that really matter" to you, do you think about your work, health, sport hobbies, career, properties, religion, education, or family? The answer vary from one person to another, but if you ask yourself "Can I enjoy these things that matter to me if I get seriously injured or sick?" Then you might just be quick to say "No! Of course not!"

Protecting the things that are essential to us is a critical part of our nature as humans, therefore understanding how we can prevent ourselves from getting injured or sick is equally important. One must take good care of his/her safety and health to be able to enjoy the things that are valuable to him/her.

For this reason, ICTSI continuously develops various mechanisms to help employees prevent illness and injuries. One of these is the Health & Safety Leadership Program facilitated by MICT's HSE and HR Departments. The first Health and Safety Leadership Workshop for MICT kicked off last 29 January at Solaire Resort & Casino in Parañaque.

Spearheaded by the Manila International Container Terminal's



The MICT Management Committee spearheads the launch of ICTSI's Zero Harm advocacy.

Management Committee (MANCOM), the workshop covered the most important aspect of Health and Safety in detail, which is -- holding it as a personal value and embracing it as a way of life. The workshop also focused on clarifying leadership roles towards developing a culture that promotes injury prevention and health education by influencing employee behavior.

During his opening remarks, Christian Gonzalez, ICTSI Global Corporate Head, stressed the importance of taking good care of employees - the greatest asset to any organization: "All of us should be responsible for our own health and safety and that of the rest of our colleagues and stakeholders in the organization. By taking action and continuously improving, we can be more assured that all of us can safely work and go home to our families every day. Let's keep in our minds and in our hearts that our health and safety and that of our people, including our contractors, are paramount to us."

The workshop concluded with two symbolic events: MANCOM members signing and expressing their commitment to a list of objectives and activities that would help start the organization's journey towards attaining the goal of zero injuries, and the unveiling of MICT's health and safety slogan and its symbol - "All4Zero, Zero4All".

Edmundo Trazo, ICTSI Global HSSE Head, said the slogan will be used to help rally people to make Health and Safety as a personal value: "In All4Zero, the word "All" stands for everyone (employees, contractors and all other port users) while the word "ZERO" represents the Company's vision and goal of an injury-free workplace, where everyone is motivated to eliminate all work-related injuries and illnesses."

He added: "The number 4 is intentionally a deviation from the word "for" to represent the four fundamental principles necessary to achieve the goal of zero injuries - Accountability, Behavior, Compassion, and Diligence. If everyone commits to these four principles, zero injuries is an attainable goal. The use of the word All in Zero4All is meant to promote and adopt the health and safety value beyond the scope of our work."

"Commitment to health and safety is not something that we can just switch on and off. We should always be committed to health and safety both on and off the job, as well as proud and passionate in sharing it with colleagues, family, and friends," he concluded.

**ALL4ZERO
ZERO4ALL**

Newsbreak

EKR RECEIVES HONORARY DOCTORATE IN LOGISTICS FROM DLSU

The De La Salle University has conferred the honorary doctorate in logistics to Enrique K. Razon Jr., ICTSI Chairman and President, during the institution's 184th Commencement Exercises last 16 February at the Plenary Hall of the Philippine International Convention Center.

In his commencement address, Mr. Razon stressed the importance of education, citing the competitiveness of today's world and the advantage of having skills in technology.

Mr. Razon recalled: "Back in the day, it was enough to be smart, very hardworking, and together

with some luck to be successful not just in business but in any endeavor one has chosen. When I started out, times were very different. Nowadays, not earning a college education would be a severe handicap as the world is much more competitive, and skills involving technology are a must, which was not the case back then."

Mr. Razon belongs to the third generation of a family involved in the business of marine cargo handling. Working his way up the ladder since he started working for the family business 31 years ago, he was able to grow ICTSI into a global brand with a portfolio that spans 32 terminals in 19 countries.



Making the List

ICSTI CITED FOR PNG COMMUNITY PROGRAMS

International Container Terminal Services, Inc. (ICTSI) took home a Gold Anvil at the 54th Anvil Awards for its implementation of stakeholder and community programs for sustainable partnerships in Papua New Guinea (PNG).

The Public Relations Society of the Philippines (PRSP), the premier organization of public professionals in the Philippines and governing body of the Anvils, cited ICTSI for “successfully jumpstarting a long-term partnership with its host communities and establishing its brand, while addressing issues and needs through nonstop communication with stakeholders.”

Christian R. Gonzalez, ICTSI Global Corporate Head explained that “in public-private partnerships, collaboration is key not only with our host government but also with our host communities. We are but one part of the partnership—our host communities, with whom ICTSI cultivates long-term partnerships are instrumental to making our first year in PNG a success.”

“Proving key to the success of our relationship with our PNG host communities is an innovative PPP: public-, private-, and people-partnership—one that is built from a language of openness, consistency, constancy, and

empathy—leading to relevant, high-impact quick-wins. This encourages us to pursue the pipelining long-term programs,” he added.

In September 2017, ICTSI earned 25-year concessions to operate in Lae and Port Moresby. Through its PNG subsidiary—ICTSI South Pacific Ltd.,—ICTSI hit the ground running using a three-pronged approach to the start-up: stakeholder engagement and communication, social responsibility, and brand-building.

The program hit a milestone as early as December 2017 when ICTSI South Pacific and social responsibility arm ICTSI Foundation signed landmark agreements to establish a collaborative framework for sustainable port programs in Lae and Motukea. Indigenous people landowner groups in the two ports are shareholders of South Pacific International Container Terminal in the Lae Tidal Basin in Morobe, and Motukea International Terminal in Port Moresby.

Highlights of the social and community programs include local partnerships with the AHI Hope Foundation; grant assistance to Baruni Elementary School that serves the Baruni, Tatana, Kanudi, Roku, and Koukou communities in Motukea; partnership with AHI Hope Foundation to fund the building of the Malahang

Community Police Station, which serves six communities in the AHI Village in Lae; and setting up of preliminary infrastructure for communities in need of water and sanitation systems.

Aside from rolling out branding programs, ICTSI South Pacific sponsored PNG’s women’s national rugby team—Palais—in their overseas campaigns that started in the blue-ribbon Hong Kong Sevens and the prestigious World Cup Sevens in the United States.

“We thank PRSP for bestowing ICTSI with the Gold Anvil in recognition of our start-up programs in PNG. This is a testament to our resiliency and

capability to sustainably operate in emerging market economies in Asia Pacific, the Americas, Europe, the Middle East, and Africa,” says Mr. Gonzalez.

The ICTSI Foundation received the award on behalf of the ICTSI Group during the awards gala last 30 January at the Marriott Hotel Grand Ballroom in Pasay City. The Anvil Awards is the Philippines’ most prestigious award-giving body in public relations.

In 2017, ICTSI won the coveted Grand Anvil for its multi-stakeholder engagement program when it implemented the Terminal Appointment Booking System at its flagship Manila International Container Terminal.



ICTSI Chairman and President Enrique K. Razon Jr. meets with Papua New Guinea Prime Minister Peter O'Neill during the inauguration of ICTSI's Motukea International Terminal (MIT) at Port Moresby, Papua New Guinea last 15 June 2018.



Gold Anvil for ICTSI's PNG community programs. ICTSI's stakeholder and community programs for its Papua New Guinea operations won the Gold Anvil during the 54th Anvil Awards' Gabi ng Parangal held at the Marriott Hotel, Pasay City last 30 January 2019. Filipina C. Laurena (fourth from left), ICTSI Foundation Deputy Executive Director received the award on behalf of the ICTSI Group, together with officers and staff of ICTSI Public Relations Office, ICTSI Foundation, and PRSP.

Making the List

ICTSI EARNs BEST CORPORATE BOND AWARD



Gigi Miguel (center), ICTSI Senior Vice President and Treasurer, accepted the award during the *The Asset Triple A Country Awards 2018* dinner held last 24 January at the Grand Ballroom, Four Seasons Hotel Hong Kong.

International Container Terminal Services, Inc. (ICTSI) has won The Asset's Triple A Country Awards 2018 Best Corporate Bond – Philippines for the company's USD400 million fixed-for-life perpetual securities issued in January last year.

ICTSI is the first ASEAN issuer to offer equity-accounted fixed-for-life senior perpetual securities in the international debt capital market.

Rafael Consing Jr., ICTSI senior Vice President and Chief Financial Officer, described the deal as “part of the Company's strategy of prudent and value-accretive capital and risk management.”

The Asset cited the transaction to have “allowed ICTSI to bolster its capital management strategy by extending its funding profile to match its long-term port concessions.”

The bond issue was arranged by joint lead managers Citibank, Credit Suisse, and Standard Chartered.

The annual Triple A Country Awards represents the industry's most prestigious awards for banking, finance, treasury and the capital markets. It is organized by *The Asset*, Asia's financial publishing group with the widest reach among Asian issuers and global institutional investors in the region.

Making the List

PICT EARNs CITATION FOR OUTSTANDING HR PRACTICES

BY ARIF RAZA

Pakistan International Container Terminal (PICT) earned praise at the recent International HR Conference and Awards 2019, winning first place for Best HR Practices among the premium multinational companies operating in the country.

PICT was cited for its strategic approach towards talent management and employee well-being, and for creating an environment of equal opportunity for its diversified workforce.

Governor Imran Ismail of Sindh presented the award to Arif Raza,



PICT Human Capital Head, during the awarding ceremony last 29 January at the Pearl Continental Hotel in Karachi.

Khurram Aziz Khan, PICT Chief Executive Officer, commended the whole PICT team for the collaborative effort that contributed to the development of an inclusive corporate culture and col-

lective growth of the Company, making it an employer of choice.

Organized by the Employer's Federation of Pakistan (EFP), the award highlights the best HR practices ranging from policies to talent management, learning and development, employee engagement, and other core HR functions.

Level Up

ICTSI INTRODUCES “ALL-YOU-CAN-EAT” ONLINE TRAINING FOR EMPLOYEES

BY BRIAN HIBBERT

International Container Terminal Services, Inc.'s (ICTSI) Global IT department is spearheading the effort to help develop employees professionally and personally by giving them the opportunity to learn anywhere, any time.

Through the popular online learning platform Udemy, ICTSI employees can access more than

10,000 online courses to help their professional and personal development. Each employee is given the goal to complete three classes per quarter: one assigned by the Company, one assigned by their direct managers, and another one based on their own interests. The classes, which can be accessed via desktop or mobile, provide a cost-effective means to upskill employees and enhance their knowledge.

The program is initially available for Global IT employees and will soon be rolled out to other departments. For the first 30 days, employees have lodged a total of 88 class hours—one-third of which were via mobile devices—with the most popular classes relating to project management, driving business results through key results, and developing requirements through business analysis.

ICTSI Cares

A DREAM HOUSE, FINALLY ICTSI MANILA EMPLOYEE REWARDS WINNERS GET THEIR BRAND-NEW HOMES

Employees of International Container Terminal Services, Inc.'s (ICTSI) flagship Manila International Container Terminal (MICT), who won houses as part of the Company's employee rewards program, recently received the keys to their brand-new homes.

Sitting on a sprawling gated community within the heart of Cavite's Tanza municipality, each of the 104-square meter (sqm), two-storey homes is complete with its own perimeter fence and gate, finished ceiling, flooring and bathrooms. The house design also provides for a garden, a carport and space for future expansion.

Since the start of the ICTSI Employee House Raffle Program in 2016 – more than 40 houses have been raffled off to qualified rank-and-file and supervisory employees of the Manila flagship. Plans are underway to roll out the program across the Company's global operations.

"More than an opportunity to fulfill the dream of having a house and lot of their own, the ICTSI Employee House Raffle is our way of saying 'thank you' to our employees, who, in the many years, were and continue to be in-



Noel Monzon, MICT Gates & Roads Operations Customs Manager (center) and Jose Carlo Javier, MICT HR Director, inspect the construction of houses at PHirst Park Homes in Tanza, Cavite.



House and lot winners. Keys to brand-new homes have been handed to all the recipients of the ICTSI Employee Housing Raffle Program. Since the program started in 2016, more than 40 houses have been raffled off to qualified rank-and-file and supervisory employees of the Manila International Container Terminal. Photo shows some of the recipients of the brand-new homes.

strumental to ICTSI's success and growth," says Christian R. Gonzalez, ICTSI Global Corporate Head.

One of the more recent winners of a house and lot – Mr. Raul Avila – who works at the Company's Materials Management Department recalls that his prayers were "finally answered" after his name was picked in the raffle.

Among the pioneer employees who joined ICTSI back in 1988, Avila says that the new house is an added bonus as he prepares for a well-deserved retirement: "When I started here, I didn't know how my kids will go to school, how we

can all survive. But with ICTSI, we managed to survive, and I was able to provide education for all of my four children."

Across its global operations, ICTSI has progressively initiated programs towards greater employee engagement and retention – providing a legible career path for employees and giving incentives beyond those mandated by governments.

ICTSI's 32 terminals in 19 countries share the same best practices, making the Company one of the leading port operator-employers in the world.

ICTSI Cares

CMSA LAUNCHES STAPLES FOR WHEELCHAIRS PROGRAM FOR THE DIFFERENTLY ABLED

BY PAULINA PEREZ-GUERRERO

Contecon Manzanillo, in partnership with Fundacion Ayo Rebeca London A.C., recently launched the Staples for Wheelchairs Program as part of its corporate social responsibility efforts for the Manzanillo community.

The program encourages employees to collect used staples



in exchange for wheelchairs, which will be donated to differently abled individuals. Every kilogram of used staples collected is equivalent to one wheelchair.

For the first batch of donation, CMSA turned over four wheelchairs during the 2nd Mini Olympiad of Children and Youth together for Inclusion held last November

25th. The donation was made possible through the successful efforts of the Gates, Services Controller, Finance, and Human Management departments.

CMSA thanks all the employees who took part in this initiative, and encourages more to actively participate in program for the benefit of differently abled members of the community.



ICTSI Cares

ICTSI FOUNDATION, PROJECT LIWANAG TO POWER AETA COMMUNITIES WITH RENEWABLE ENERGY

BY JOY LAPUZ

Continuing to champion the welfare of indigenous peoples, the ICTSI Foundation has partnered with non-profit organization Project Liwanag PH to bring electricity to two (2) Aeta communities in Capas, Tarlac using solar energy.

Last 8 February, the Foundation and Project Liwanag signed the

Memorandum of Agreement for the Communal Micro-grid Solar PV Electrification Project, which will benefit around 120 to 140 families in Sitio Malalabatay and Sitio Alunan-Purok 3 in Barangay Sta. Juliana. Under the agreement, which was also signed by the National Commission on Indigenous Peoples (NCIP), the Foundation will fund the installation of two

communal micro-grid solar PV electrification systems.

Project Liwanag is committed to empowering and improving the quality of life of indigenous peoples in the Philippines through sustainable projects and grassroots partnerships.



Memorandum of Agreement signing (from left): Rodolfo Manalo, Sitio Alunan Chieftain; Marlon Pia, Project Liwanag Executive Director; Vic Oremán, Sitio Malalabatay Chieftain; Jover Ocampo, PAGMIMIHA Aeta Federation Chairman; Gilbert Cuero, National Commission on Indigenous Peoples Representative; and Filipina Laurena, ICTSI Foundation Deputy Executive Director.

MANILA INTERNATIONAL CONTAINER TERMINAL TOP EQUIPMENT OPERATORS JANUARY 2019

PRIME MOVER

	JOSEPH ARIZALA ID# 6249 TOTAL MOVES 860	01
	JEROME REYES ID# 8536 TOTAL MOVES 826	02
	NOVALES MICHAEL ID# 7646 TOTAL MOVES 819	03
	SALUIB ANDRO MENTE ID# 8734 TOTAL MOVES 817	04
	CAÑETE JOSE ID# 8031 TOTAL MOVES 815	05
	DY CHRISTIAN ID# 8208 TOTAL MOVES 814	06
	NICOLAS JOEL ID# 8311 TOTAL MOVES 812	07
	MAMARIL RENATO ID# 1164 TOTAL MOVES 809	08
	SALVACION RICARDO ID# 8529 TOTAL MOVES 795	09
	CAYETANO XAVIER ID# 8740 TOTAL MOVES 791	10

RUBBER TIRED GANTRY

	FLORENTINO DE GUZMAN ID# 6837 TOTAL MOVES 3110	01
	ROMEO ALEJANDRO ID# 8012 TOTAL MOVES 3040	02
	CANIEDO DANTE ID# 6282 TOTAL MOVES 2992	03
	JAVIER FERDINAND ID# 5349 TOTAL MOVES 2949	04
	ROGELIO ESCOBEDO ID# 7984 TOTAL MOVES 2944	05
	ALEXANDER VILLACORTE ID# 6294 TOTAL MOVES 2914	06
	VEROCIL RANDY ID# 5342 TOTAL MOVES 2905	07
	CONEJAR MICHAEL ID# 6844 TOTAL MOVES 2823	08
	PRIO DEMETRIO ID# 6202 TOTAL MOVES 2799	09
	DAYANAN DANILLO ID# 2777 TOTAL MOVES 2739	10

QUAY CRANE

	PELIAZAR MELCHOR ID# 8203 TOTAL MOVES 2473	01
	INTING FERNAND ID# 6283 TOTAL MOVES 2045	02
	ESCOBIDO ARNOLD ID# 5165 TOTAL MOVES 2011	03
	BUENDIA RICARDO ID# 1824 TOTAL MOVES 1936	04
	MUGAR EDUARDO ID# 5423 TOTAL MOVES 1915	05
	SALUDO GIMELITO ID# 10093 TOTAL MOVES 1900	06
	BONUEL EDUARDO ID# 5315 TOTAL MOVES 1880	07
	ATON LEVY ID# 99 TOTAL MOVES 1877	08
	REIZA NORIEL ID# 8828 TOTAL MOVES 1870	09
	JULY LEODONES ID# 5443 TOTAL MOVES 1860	10

SIDE LIFTER/STACKER

	ROY ECHEVARRIA ID# 7146 TOTAL MOVES 4422	01
	ROLANDO BAYSA ID# 7372 TOTAL MOVES 4286	02
	ALLAN ALMEÑE ID# 5229 TOTAL MOVES 4262	03
	LEONILLO GABRAL ID# 5733 TOTAL MOVES 3988	04
	RICHARD SIBYA ID# 7161 TOTAL MOVES 3877	05
	ARMANDO BASCO ID# 5246 TOTAL MOVES 3725	06
	JAY MORANDARTE ID# 7374 TOTAL MOVES 3659	07
	MICHAEL LAYAM ID# 5334 TOTAL MOVES 3656	08
	SARMIENTO REYNALDO ID# 7163 TOTAL MOVES 3551	09
	DANNY GARCIA ID# 5833 TOTAL MOVES 3531	10



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