



TIMOR GAP, E.P.

“CAN DO” spirit

To be an integrated oil and gas company and partner of choice

HAPPY NEW YEAR '2015

Edition of January 2015

TIMOR GAP NEW STRUCTURE

TIMOR GAP believes that periodic staff meetings are very useful for generating ideas, promoting teamwork, increasing productivity and follow the progress of the team and its goals keeping the Team satisfaction in our day-to-day operations.

During the 1st Staff Meeting of the year, on January 13th, it was announced by the President & CEO, Mr. Francisco Monteiro the two new Directors of the National Oil & Gas Company of Timor-Leste: Mr. Henrique Monteiro was announced as the new Director for the new Finance Unit and Mr. Rony Joel Barreto da Costa was announced as the New TIMOR GAP Director for the Quality, Health, Safety and Environment Unit.

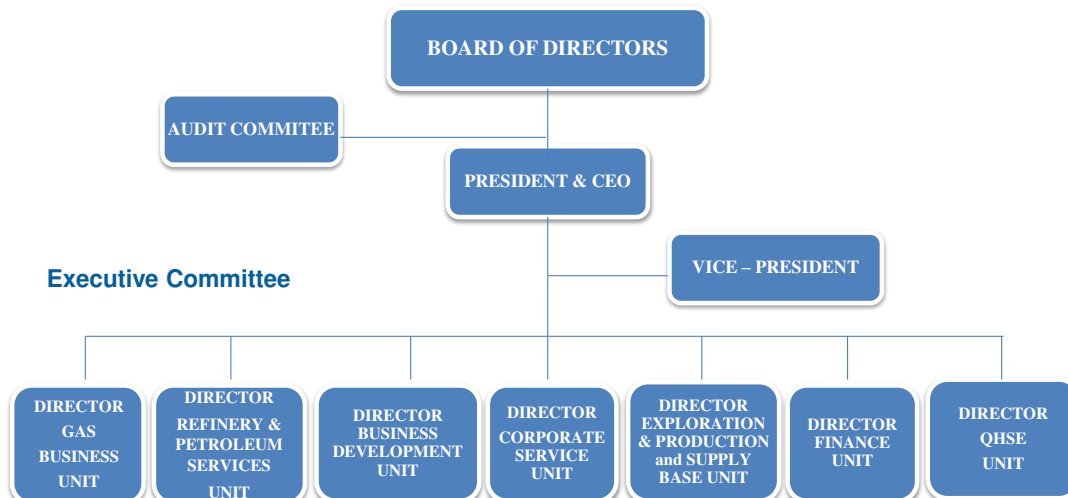
The President & CEO's message for this year is increase productivity, focus and commitments.



OHS&EUnit's Director Mr. Rony da Costa



Finance Unit's Director Mr. Henrique Monteiro



Joint Venture between TIMOR GAP and SIGLAR

TIMOR GAP MARINE Oil & GAS LOGISTIC SERVICES, UNIPESSOAL, LDA is a subsidiary of TIMOR GAP created on 2014 to develop Timor-Leste oil and gas offshore industry.

On January, 22nd 2015, TIMOR GAP MARINE OIL & GAS LOGISTIC SERVICES, UNIPESSOAL, LDA "TIMORGAP MARINE" signed a Joint Venture agreement with SIGLAR OFFSHORE SERVICES, UNIPESSOAL, LDA "SOS".

Representing TIMOR GAP MARINE, were its Business & Development Unit's Director, Mr. Luis Martins and its Refinery Unit's Director, Mr. Vicente Pinto. Also present at the ceremony were the President & CEO, Mr. Francisco Monteiro, TIMOR GAP Legal Team (Ms. Indira Gomes and Mr. Helder Sarmento) and the Trading Team (Mr. Francelino Boavida , Mr. Marcelino Guterres and Mr. Gerson Jeronimo). SIGLAR was represented by Mr. Bruno Ferreira

This Joint Venture aims to present the formal collaboration of the consortium on the ongoing offshore tender in JPDA and for future projects on TLEA and JPDA. TIMOR GAP, E.P. as the National Oil Company of Timor-Leste, was looking for partners with experience and capacity to provide services for petroleum operations, including managing and operating offshore supply vessels and logistics supply services.

The Siglar Offshore Services Pte Ltd, core business is to provide Technical Management of Offshore Support Vessels and other services within the Oil and Gas Industry. SDV and Siglar are currently providing hose/hawser handling operation and services to Blue Water FPSO Glass Dowl during Offtake tanker operation at Kitan field in JPDA.

TIMOR GAP MARINE will own 51% of the capital and SIGLAR with the remaining 49% of the capital of the JV Company.

TIMOR GAP MARINE OIL & GAS LOGISTIC SERVICES, UNIPESSOAL, LDA.
A Subsidiary of TIMOR GAP, E.P.



2015-01-22 /Signature of JV between TIMOR GAP (Mr L.Martins and Mr V.Pinto) & SIGLAR (Mr B.Ferreira).



All the members of the team involved on this Joint Venture between TIMOR GAP MARINE & SIGLAR

TIMOR GAP VISITED BY EITI INTERNATIONAL SECRETARIAT



Vice President of TIMOR GAP, Mr Antonio de Sousa with the Regional Leaders of EITI Secretariat, Mrs. Dyveke Rogan and Mr Alex Gordy (on the right) and TIMOR GAP Directors, Ms. Jacinta Bernardo and Mr. Henrique Monteiro (on the left).



The TL-EITI, organized a workshop on 29th of January to proceed with the pre-validation of the Annual Report -2012. All the pillars of the Multi-Stakeholders (MSG) have been present with the special participation of the two members of EITI Secretariat.

The new EITI Standard will bring even more transparency and maximize the data collection on the reconciliation process.

On 30th of January, TIMOR GAP received the EITI Regional Director, Ms Dyveke Rogan and the Country Manager Mr. Alex Gordy that have been in Dili for the pre-validation of the 2012 TL-EITI Annual Report. The meeting with the Vice-President of TIMOR GAP was part of the goals of the EITI to build an excellent relationship with the MSG (Multi-Stakeholder Group) and also to have feedback from the National Oil & Gas Company in terms of the implementation of the new data collection system implemented by the EITI new standard.

EITI counts with 48 members / countries at the moment but has been expanding during the last 3 years with new members like Myanmar and Philippines and still growing with new candidates like Australia and Mexico that are considering to join EITI. The Government of Timor-Leste support 100% the Extractive Industries Transparency Initiative (EITI) and TIMOR GAP is one of the members of MSG. On February 2015, Timor-Leste will launch the Annual TL-EITI Report 2012.

TIMOR GAP's Strategic Planning Workshop: "Where We Are"



TIMOR GAP participants during the Strategic Planning workshop with the Facilitator



Workshop Facilitator Nuno Delicado

TIMOR GAP believes that if we want to make a great impact on our company, careers progression and well-being of our employees, our customers and our stakeholders is mandatory to take time to plan strategically for our Strategic Planning Workshop.

Therefore the Office of President & CEO held a Strategic Planning workshop at TIMOR GAP Office with all staff (101) that counted with the participation of 47 employees who contributed ideas through the online survey on "TIMOR GAP's Strengths, Weaknesses, Opportunities and Threats". From the 47 employees that contributed with their ideas through an online survey were selected by each Unit's Director, 35 participants for one day workshop. These participants brought a great energy and commitment to build a brighter future for TIMOR GAP. The results of this survey and workshop have been shared with all the staff that received via email the compilation of all survey contributions to be review and once again share the inputs of each one that all together we can devise a strategic plan that will guide everyone's activities towards success.

We have a duty to our staff, customers and our organization to do what it takes to ensure that we prepare our organization to be successful in the future. To achieve that a strategic planning and workshops has been gone underway by nominating the delegates of the strategy workshop results is an efficient method and way to implement the strategy where the people have their saying.

It is fantastic to see the involvement of people from different functional area and how they learn with each other, and feel that they have been involved in designing a team identity through the creation of a common vision and mission about their future:

Vision: TO BE AN INTEGRATED OIL AND GAS COMPANY AND PARTNER OF CHOICE

Mission: TO CREATE ADDITIONAL VALUE OF OIL AND GAS DEVELOPMENT THROUGH JOB CREATION AND BUSINESS OPPORTUNITIES
 TO SECURE ENERGY AND CONTRIBUTE TO THE SOCIAL AND ECONOMICAL DEVELOPMENT
 TO EXCEL IN PROVIDING SERVICES FOR THE INDUSTRY WITH QUALITY, HEALTH, SAFETY AND ENVIRONMENT
 TO ENHANCE INNOVATION AND CRATIVITY IN THE ENERGY AND RESOURCES SECTOR

After the On line Survey and the workshop held at TIMOR GAP head office on 23rd of January, the President & CEO , Mr. Francisco Monteiro invited the Executive Committee members, Managers, Team Leaders, Advisers and six representatives selected by staff participants in the first workshop on Jan 23rd, to take part in the second strategic planning workshop on "Where We Are" on Wednesday, Feb 4th, 2015 at TIMOR GAP's Conference Room.

The six staff representatives are responsible for bringing inputs from staff, as well as for reporting back to staff after this second workshop). The focus of this workshop was to discuss the first of the three key questions that will structure TIMOR GAP's Strategic Plan:

1. Where are we?
2. Where do we want to be?
3. How do we get there?





H.E. The First Lady of Timor-Leste kicking the ball during closing ceremony



Taça da Primeiro-Dama
Torneio de Futebol
Estádio Municipal de Díli entre 10 e 24 de Agosto de 2014

Patrocina o Equipes de da Comoro (B) 30 de Agosto

TIMOR GAP



TIMOR GAP
Proud sponsor of
"Comoro B - 30 de Agosto" Team



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SOUTHERN COAST PROJECTS



Today, The Company is focused on the Southern Coast (Tasi Mane) Project as the main activity in the formation of a Company Portfolio in the future. The project will focus on the development of the coastal zone from Suai to Beaço that requires infrastructure to support a growing domestic petroleum industry. Following on from this development, the company will diversify into other areas of operations, such as E&P sector and downstream activities.

