

1Q 2025

Volume 01

Issue 04

# EnergiSphere

Quarterly Newsletter  
for the HPSH Group



# EnergiSphere 1Q 2025

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### Upcoming Cultural Events

Eid Al Fitr Holiday(UAE)	Apr.1-2	Mother’s Day(USA, NL)	May.11
Good Friday(NL)	Apr.18	Memorial Day(USA)	May.26
Easter and Easter Monday	Apr.20-21	Ascension Day(NL)	May.29
King’s Day(NL)	Apr.27	Memorial Day(KOR)	Jun.6
Liberation Day(NL)	May.5	Eid Al Adha Holiday(UAE)	Jun.6-8
Buddha’s Birthday(KOR)	May.5	Whit Monday(NL)	Jun.9
Children’s Day, Substitute Holiday(KOR)	May.5-6	Father’s Day(USA, NL)	Jun.15
Parent’s Day(KOR)	May.8	Islamic New Year(UAE)	Jun.27



## Hanwha Pioneers Carbon-Free Shipping with Ammonia Gas Turbine



All industries are striving to find sustainable solutions for “eco-friendly,” “low-carbon,” and “decarbonization” efforts. To achieve successful decarbonization, three key factors are crucial: regulations as a driving force, a scalable, sustainable, and affordable fuel supply, and innovative equipment technology.

Regulations in the shipping industry are becoming increasingly stringent. The EU is implementing a more aggressive emissions regime, while the IMO has a clear target of net-zero emissions by 2050 and plans to adopt/announce mid-term measures later this year. While the pace of regulatory progress over the next decade remains uncertain, one thing is clear: the shipping industry needs proactive and flexible solutions for both the short and long-term future.

Hanwha has been advancing carbon-free shipping by developing ammonia gas turbines and driving innovation in maritime energy solutions. On February 4, 2025, at the Baker Hughes Annual Meeting in Florence, Italy, Hanwha Power Systems, together with PSM and Hanwha Ocean, signed a Joint Development and Collaboration Agreement for ammonia gas turbines with Baker Hughes. This agreement marks the official start of full-scale co-development. The gas turbine will be capable of 100% ammonia combustion and dual-fuel operation, utilizing a blend of natural gas and ammonia. This game-changing technology is expected to deliver a completely carbon-free propulsion solution.

The novel architecture of the ammonia gas turbine combines the well-established technology of Baker Hughes’ small-size gas turbine platform, PSM’s innovative ammonia combustor technology, and the reliable design of Hanwha Power Systems’ package. The first unit is expected to be delivered to a shipyard by the second quarter of 2028.

Hanwha is making significant strides toward marine decarbonization. In September 2023, Hanwha Power Systems and Hanwha Ocean received Approval in Principle (AIP) from the American Bureau of Shipping (ABS) for the ammonia gas turbine and its application on LNG carriers. In September 2024, Hanwha Power Systems and GasLog, a Greek LNG shipping services provider, signed a Memorandum of Understanding (MOU) at Gastech 2024 in Houston, agreeing to work together on replacing existing fossil fuel-powered vessels with ammonia gas turbines.

## Beyond Compressor: Powering Samsung's Total Transformation



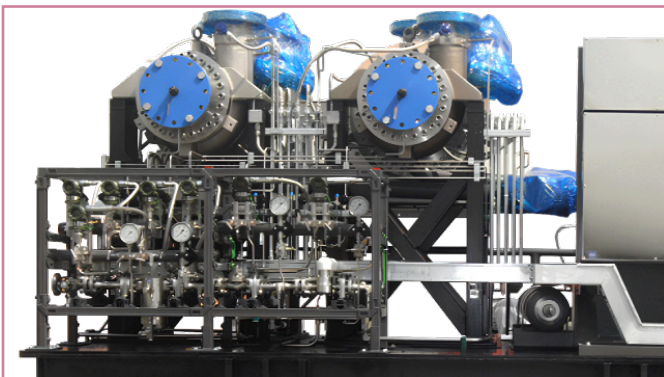
As a Total Solution provider, Hanwha Power System (HPS) has secured a turnkey project for the compressed air system at Samsung Heavy Industries in Geoje City. This project entails supplying the entire equipment necessary for the compressed air system, highlighting the company's capability to deliver not only compressors but also auxiliary equipment as part of an integrated system. HPS has the capability to deliver total solutions that extend beyond compressor technology.

We specialize in delivering optimal solutions for compressed air quality management, energy efficiency optimization, integrated control systems, and maintenance services. With several proven turn-key project track records, HPS is dedicated to ensuring that customers can rely on their compressed air systems. Building on this success, HPS will continue to provide total services in various industrial sectors beyond shipbuilding, including the petrochemical, pharmaceutical, food processing, and electronics industries. HPS is anticipated to further strengthen its position as a global specialist in turn-key projects by providing optimal compressed air and gas system solutions that meet customer needs.



## HPS Cryogenic Expander: Unlocking ASEAN's Energy Potential with ssLNG Technology

Indonesia, the world's largest archipelagic nation with over 17,000 islands, has encountered significant challenges in developing its energy infrastructure in its remote island regions. HPS has secured an order for compressors and Cryogenic Expanders essential for small-scale LNG (ssLNG) systems, with delivery scheduled for the fourth quarter of 2025. prepared to increase participation.



HPS's Cryogenic Expander utilizes nitrogen as a refrigerant to efficiently liquefy natural gas, ensuring a stable supply of LNG energy. This system is known for its high quality, ease of maintenance, and reliable operation, even in regions with limited accessibility. HPS's successful experience with LNG plants in South America was the decisive factor in this project. HPS's technological capability to build systems that operate reliably in extreme environments serves as a strong reference for navigating Indonesia's project.

This project marks HPS's footprint in the ASEAN ssLNG market, with plans for future expansion into the Philippines and other comparable regions. Furthermore, based on the successful execution of this project, HPS is expected to further solidify its position as a global energy solutions provider.



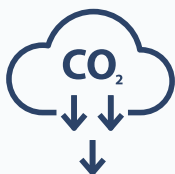
## Way to Net-Zero: CO2 Compressors, Customer Seminar Begins in Second Journey



CO2 compressors are a product expected to see increased demand in the future. Following the Frame Agreement for CO2 compressors with a leading European EPC at the end of 2024, HPS successfully hosted a technical seminar for other European ASU companies.

This seminar focused on high-pressure CO2 compressor technology, which is central to CCS<sup>1)</sup> and CCUS<sup>2)</sup> solutions needed for the Green Energy industry, while also promoting HPS's medium-to-low pressure CO2 compressor references.

A total of 37 people from 5 companies participated online/offline in the technical seminar, where HPS introduced the detailed design aspects, key components, and product concepts of its 8-stage compressor (4 Pinion), while discussing advantages, disadvantages, and know-how in actual equipment operation with key customers. Through this seminar, HPS initiated discussions with another European EPC company to establish a Frame Agreement for CO2 compressors, thereby creating a significant business opportunity.



CCS<sup>1)</sup> : Carbon Capture and Storage

CCUS<sup>2)</sup> : Carbon Capture, Utilization and Storage

HPS plans to hold a CO2 compressor technology seminar for major customers in the US in the second quarter of this year and will continue to strive to expand CO2 compressor product sales through these activities.

## 17th Annual PSM Asset Managers Conference



The 17th Annual Asset Managers Conference (AMC), held from January 27-30 at the Wyndham Grand Jupiter at Harbourside Place, marked a significant milestone in PSM's history. With record attendance, a meticulously executed program, and an exceptional attendee experience, this year's AMC set a new standard for excellence.

Under the theme "Retrofit Revolution – Powering the Future, One Upgrade at a Time", the conference reinforced PSM's commitment to retrofits, energy transition, and solutions for customer needs. The event's success sets the stage for upcoming AMCs, including Thomassen Energy in Sarawak (Feb. 25-26) and Nigeria in June.

### Conference Highlights

The event began with a GT Fundamentals training session at PSM, organized by Ben Saunders, followed by a Welcome Reception featuring flamenco dancers and live music back at the hotel.

#### Day 1:

The first official day set an engaging tone with a comic-style video featuring Turbineman and an introduction from Master of Ceremonies Katie Koch, Senior Product Manager. PSM President Alex Hoffs welcomed attendees with an overview of PSM, followed by Jeff Benoit, VP of Clean Energy, who provided key insights on global industry trends.

A thought-provoking panel discussion featured industry leaders, including:

- Chris Duffy (ExxonMobil)
- Bobby Noble (EPRI)
- Gilbert Shupe (Salt River Project - SRP)
- Mike Madia (ARGO Infrastructure Partners)

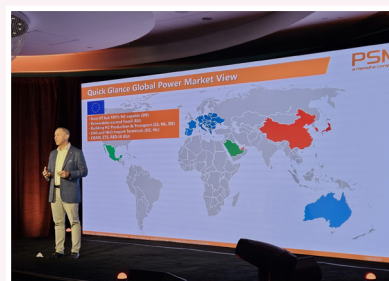
Additional key presentations included:

- Chris Johnston, Chief Operating Officer, provided a deep dive into PSM's Solutions Portfolio
- 10 Years of FlameSheet™ with Matt Yaquinto, Sr. Manager of Product Engineering, alongside Eastman Chemical's Ian Addison, Jim Stark, and Jason Powell
- Customer and Vendor Roundtables, featuring:
  - » Vogt Power International (Vignesh Bala) & PSM's Marc Babine
  - » Arnold Group (Pierre Ansmann) & PSM's Brian Loucks
  - » Hytorc (Mike Dolan) & PSM's Craig Beers
- First-Ever Customer-Led Roundtable for 7F/501F GTOP and FlameSheet™ hosted by Jess Bills & Gilbert Shupe (SRP)

The day concluded with a reception and dinner at Loggerhead Marine Life Center.



*Spanish Flamenco Dancers entertain the crowd*



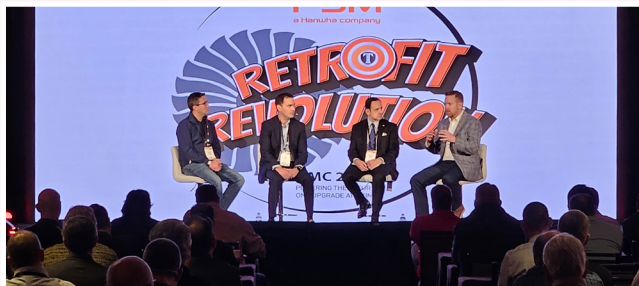
*Jeff Benoit presents on global industry trends*

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## 17th Annual PSM Asset Managers Conference Continued...

### More Photos from Day 1



*Industry leaders on panel session*



*Matt Yaquinto and guests from Eastman Chemical*



*Pierre Ansmann (Arnold Group) presents during round table sessions*



*Attendees enjoy a buffet at Loggerhead Marine*

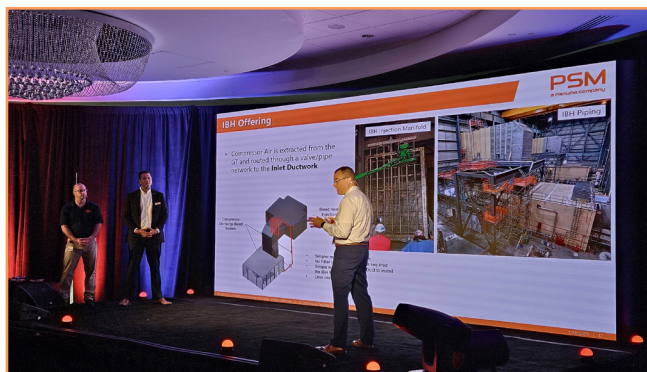
### Day 2:

The second day launched with another comic-style video, featuring cartoon versions of PSM staff, setting the stage for technical deep dives:

- Luis Rodriguez, Director of Product Engineering, explored PSM Engineering: Today and Tomorrow
- 501F Total Plant Upgrade Case Study (Marc Babine, Bryan Kalb, & Duke Energy's Jim Guevara)
- GTOP4: PSM's Latest 7F Upgrade (Kevin Powell)
- E-Class Upgrades Case Study (Hany Rizkalla & PGE Engineers Ivan Auer & Kodiak Somarakis)

The afternoon featured more roundtable sessions and a Vendor Fair organized by Tim Bullard, with 14 participating vendors.

The day concluded with a lively dinner at Tommy Bahama, which included entertainment from steel drum music, belly dancers, and fire performers.



*Hany Rizkalla presents with PGE Engineers*



*Vendors meet with customers during the Vendor Fair*

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## 17th Annual PSM Asset Managers Conference Continued...

### Day 3:

The final day wrapped up with a PSM Workshop Tour, organized by Ben Saunders and a team of dedicated Workshop staff, offering attendees an inside look at PSM's operations.

### A True Team Effort

The success of this year's AMC was a collaborative effort across multiple teams who helped the Marketing/Strategy group produce a flawless event:

- PSM Ambassadors onsite included Lisa Jackson, Yinett Florentino, Michelle Hargrett, Allyson Amerling, Charity Anderson, Kendal Casey, Caitlin Van Glahn, Brooke Taylor, and Jesse LoBianco
- Event volunteers: Virginia Schaefer, Laurie Bannister, and Heidi Crone helped out pre-event and during the GT Fundamentals/Shop Tour and Spouse events
- Event Photographer Tom Brooks who captured all the moments
- GT Fundamentals presenters: Joe Dearman, Jose Gutierrez, Sumit Soni, Gilberto Corona, and Dave Day
- The facilities team who kept things organized at PSM included Brian Pietrzyk, Dustin Brigham, and Michael Denton
- Shop Tour guides included Tom Milidantri, Johnny Cano, and Chris Hall
- Numerous Sales Team, Product Managers, Engineers, and the Workshop Team also assisted during the Shop Tour
- Extended Stop presenters included Jose Gutierrez, Fred Hernandez, and Jake Wilson for FlameSheet™ and Greg Vogel, John Hunt, and Mark Zangara for Additive Vanes & Repairs
- The setup team included the PSM Ambassadors plus Scott Kenny and Oscar Jaimie
- The transportation team of Barry Beabey, Brandon Fleming, Josh Geppert, Preston Osias, Leon Wiltsey, and Matthew Swalm provided the muscles to move supplies during setup and teardown
- The Sales Team also played a crucial role in securing record attendance



*Guests learn about workshop operations during tour*



*Some of the on-site support team at AMC*

Thank you to everyone who made this one of the industry's most anticipated conferences!

The overwhelmingly positive feedback, valuable customer-to-customer interactions, and meaningful engagements between personnel and attendees have left a lasting impression. We look forward to making next year's AMC even bigger and better!



## PSM Engineers Honored at Awards Banquet

The Business Development Board of Palm Beach County (BDB) hosted the annual National Engineers Week Honors & Awards Banquet on February 20th at the Kravis Center in Downtown West Palm Beach.

The event recognizes engineers and engineering projects across various disciplines, including aerospace, mechanical, electrical, structural, and civil engineering. Local engineers and educators were celebrated for their outstanding contributions to the industry.



### PSM engineers were honored in the following categories:

*Outstanding Engineering Achievement Merit Award*  
Brian Loucks – Manager of Airfoils, Upgrades & Rotors

*Outstanding Engineering Project Achievement Award – Ammonia Combustor*  
Team Lead: Ryan Piersa  
Team Members: Fred Hernandez, Patrick Scheelk, John Brady, John Henriquez, Ramesh Keshava Bhattu, Alan Battles, Sulaiman Al Sulaimi, Bernie Sam, and Nicolas Demougeot

*Outstanding Engineering Project Achievement Award – H<sub>2</sub>/N<sub>2</sub> Combustor*  
Team Lead: Nicolas Demougeot  
Team Members: Bryan Kalb, Jim Brackett, and Matthew Yaquinto

*Distinguished Engineering Award*  
Douglas Dietrich – Principal Engineer in Mechanical Design



These prestigious awards reflect the hard work, dedication, and technical expertise of PSM engineers. Their contributions to cutting-edge combustor technology, rotor upgrades, and hydrogen innovation continue to shape the future of the energy industry. Congratulations to all honorees for their outstanding achievements and for representing PSM's commitment to engineering excellence!



## PSM participates in PowerGen International®

***POWERGEN International® is a premier business and networking hub for 8,000 electricity generators, utilities, and solution providers engaged in power generation.***

PSM participated in PowerGen International in Dallas, TX from February 11-13. This large exhibition and conference event, which included technical sessions and strategic keynotes, attracted over 7,000 attendees from utilities, energy professionals, service providers, investors, regulatory agencies, and power generation industry suppliers.

The U.S. industry faces challenges from projected AI and data center power demands, coupled with massive adoption of intermittent renewables and electrification across residential, commercial, and industrial sectors. This demand mix creates opportunities for our innovative retrofits, upgrades, and turbine conversions, which enhance operational flexibility and performance. Operators continue to adapt their existing gas turbine assets to ensure improved grid reliability, resiliency, and dispatchability.



**Panelists:** Fabien Codron-GE Vernova, Jeff Benoit-PSM, Aad den Elzen-Solar Turbines, Benjamin Thomas-Mitsubishi Power, Jason Jermark-Siemens Energy, Panel Moderator, Bobby Noble-EPRI, and Kevin Clarke, Content Director, PowerGen International.



Jeff on screen at PoweGen 2025



Jeff Benoit (far left) during Keynote Session

PSM was invited to participate in a keynote session alongside gas turbine OEM competitors on “The Role of Gas Turbines in the Clean Energy Transition.” We articulated our value proposition, including our ability to support fuel switching for decarbonization using carbon-free alternatives such as hydrogen and ammonia.

Two key PSM customers, Portland General Electric (PGE) and Platte River Power Authority (PRPA), presented their use of PSM technology to modernize their Frame 7B and 7E gas turbine power plants. Tim Bullard, our B/E Class Product Manager, joined them to discuss our sequential fuel injection (SFI) upgrade for the Frame 7E LEC-III™ combustor for PRPA and our modernization products for PGE. The presentation, which included LEC-III™, Inlet Bleed Heat, Exhaust Bleed Heat, and Turbine Casing Cooling upgrades, drew a full audience and numerous questions.

PSM also presented our clean fuel project experiences, including H2 retrofits such as the 7F Linden Cogen project and our Frame 7E H2 test validation power plant in Daesan, Korea, in two different forums. It was evident that PSM remains at the forefront of fuel flexibility projects, supporting our customers’ strategic decarbonization initiatives.



# 501F Users Group Conference 2025: Advancing Gas Turbine Innovation

PSM participated in the 501F Users Group Conference from February 9-14, 2025, uniting industry leaders, experts, and innovators to explore the latest advancements in gas turbine technology. The event provided a platform for knowledge sharing, technical discussions, and networking, reinforcing PSM's commitment to enhancing performance and reliability in the industry.

## Event Highlights

### Vendorama Sessions

During the Vendorama Sessions, Katie Koch, Sr. Global Product Manager, presented PSM's Output and Heat Rate Upgrade Capabilities, showcasing the evolution of GTOP (Gas Turbine Optimization Package) solutions. Attendees gained insights into PSM's advancements in turbine efficiency and performance optimization.

### Vendor Fair

The Vendor Fair allowed attendees to explore the latest innovations in gas turbine technology. PSM's booth featured cutting-edge solutions to improve turbine reliability,

### PSM Day: Deep Dives into the Future

PSM hosted a dedicated technical session, exploring critical topics impacting the 501F community:

- **501F Product Line Overview:**

*Katie Koch highlighted key industry challenges, recent projects, and unveiled PSM's 2025+ R&D Roadmap.*

- **10 Years of FlameSheet™:**

*Hany Rizkalla, Director of Service Engineering, reflected on a decade of FlameSheet™ innovation, discussing its impact on turbine performance and future potential.*

- **501F Flexibility Upgrades:**

*Jose L. Ruiz, MBA, Director of Project Execution, and Hany Rizkalla led discussions on plant assessments, load-following capabilities, and optimization strategies to meet evolving energy demands. impact on turbine performance and future potential.*

- **Next Generation GTOP7:**

*Kevin Powell, Sr. Engineering Manager, provided insights into maintenance intervals, operational performance enhancements, and future development plans*

- **Interactive Industry Q&A:**

*Luis Rodriguez Jr, Director of Product Engineering, hosted a customer-driven discussion, addressing industry concerns and providing expert insights*

### Networking & Collaboration

The conference fostered valuable networking opportunities, culminating in a PSM-sponsored dinner, co-hosted by ARNOLD Group. Industry professionals gathered to exchange insights, discuss trends, and collaborate on the future of gas turbine technology.

### Looking Ahead

PSM extends its gratitude to all attendees, partners, and speakers who contributed to the event's success. The 501F Users Group Conference continues to serve as an essential platform for innovation and collaboration, driving meaningful advancements in the gas turbine industry.



*Hany presented on 10 Years of FlameSheet™*



*PSM booth during Vendor Fair*



*Katie welcomes attendees to PSM Day*



*Jose and Hany present 501F upgrades*

## A Look Back at TEN AMC in Kuching, Sarawak

By Deeksha Dattatri

### ***Innovation, Collaboration, and the Future of Energy***

The Asset Manager Conference 2025, hosted by Thomassen Energy in partnership with Simebest Corporation, concluded successfully on February 25-26 at the Hilton Kuching, Sarawak. With approximately 70 attendees each day, the event brought together industry leaders, asset managers, and technical experts for two days of insightful discussions, live demonstrations, and promising business conversations.



Arthur van der Wateren, Peter Stuttaford, and Prakash Nair opened the conference with a compelling executive overview, articulating the collective vision of Thomassen Energy, PSM, and Hanwha. Their presentations set the stage for both the training and conference days, highlighting the company's expertise and commitment to driving innovation in the energy sector.

This year's theme, "Retrofit Revolution: Powering the Future – One Upgrade at a Time," focused on enhancing gas turbine performance, reducing emissions, and extending asset life to meet Southeast Asia's evolving energy needs. The conference fostered valuable knowledge-sharing and showcased cutting-edge solutions in the gas turbine industry through expert-led presentations and interactive sessions.

### ***Knowledge Sharing and Technical Excellence***

The Gas Turbine Fundamentals session, led by Hans Wisman, was a key highlight of the training day. The overwhelming turnout reinforced the industry's demand for deeper technical knowledge. Wisman conducted an online knowledge quiz, engaging attendees and allowing them to assess their understanding.

Expert-led sessions continued throughout the training day, covering gas turbine performance optimization, emission reduction, and asset life extension. Presentations explored localization of gas turbine services, innovative retrofit solutions, and digital advancements, keeping attendees informed of the latest industry developments.



### ***Live Demonstrations and Interactive Simulations***

AMC 2025 provided hands-on experiences that became major attractions. The live AutoTune and TC7 demonstrations by Ben Saunders and Gabriele Soffritti, respectively, drew high audience participation. These interactive simulations showcased the power of digital and control solutions, generating strong interest in operational flexibility and performance optimization.

A dedicated product showcase featuring buckets, shrouds, blades, nozzles, rotor models, combustor models, and liners provided attendees with a tangible connection to the technology behind their operations.

To maintain engagement, the conference featured short clips of PSM's mascot, The Turbineman, during breaks. The AMC curtain raiser video was another standout moment, setting the perfect stage for the event.



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## TEN Asset Managers Conference Continued...



### ***Business Opportunities and Regional Collaboration***

AMC 2025 served as a platform for strategic business discussions.

Representatives from MLNG, Sepang Bay Power Corp (IPP), and Sarawak Energy engaged in promising conversations, laying the groundwork for potential collaborations.

The event's impact extended to the government sector, with Business Events Sarawak expressing interest in partially sponsoring future events, reinforcing the significance of such gatherings in the industry.

The agenda included diverse industry perspectives, with technical partner Quartzelec delivering an insightful session on Generator Maintenance Insurance provider Howden discussed risk assessment and the role of innovation in insurance considerations, reinforcing Thomassen Energy's reputation for quality and reliability.



### ***A Grand Finale: Networking and Celebrations***

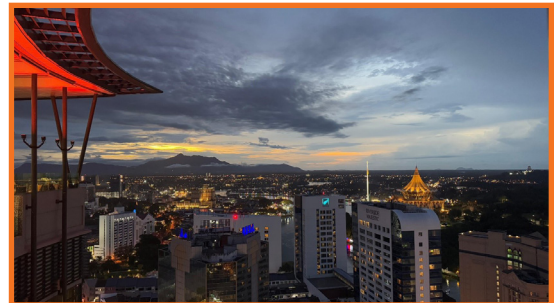
The networking dinner at Sheraton's rooftop bar, Tabby's, offered attendees a chance to unwind over a sumptuous buffet with breathtaking city views. The evening concluded with an exciting lucky draw, where participants won fantastic prizes, creating a memorable close to an already stellar event.

### ***A Resounding Success***

AMC 2025 received overwhelmingly positive feedback, proving to be more than just a conference. It served as a platform for learning, collaboration, and innovation. From high-quality technical sessions and interactive product showcases to live demonstrations and strategic business discussions, the event successfully reinforced Thomassen Energy's commitment to advancing gas turbine technology in Southeast Asia. We extend our heartfelt gratitude to our partner Simebest, all speakers, and attendees for making AMC 2025 a truly memorable experience. The momentum is strong, and we look forward to seeing how these discussions shape the future of the industry.

AMC 2025 reaffirmed its role as a key industry event, fostering collaborations, knowledge exchange, and innovation-driven discussions. With all the positive feedback, we look forward to building on this success and continuing to support the energy transition in Southeast Asia.

Until next time—we will continue powering the future, one upgrade at a time!



## Thomassen Energy: Annual Service Engineering Seminar

By Ann Kars

### **The TEN Annual Service Engineering Seminar:**

A Week of Learning and Giving Back is an intensive educational program that brings teams together for a week-long session.

**During the last week of January, TEN hosted our annual Service Engineering Seminar, uniting teams for an immersive learning experience. The agenda covered key topics including:**

- 2025 planning
- Quality and HSE training
- GT Fundamentals
- TEN Product Upgrades & Conversions

**Guest speakers provided valuable insights on:**

- Tendering Support & Sales
- Project Management
- Controls Activities & Safety Systems

**Our CEO, Peter Stuttford delivered a management update to the group during the session.**

**We concluded the week with a joint team building and charity dinner, supporting Team Gambia—three local couples dedicated to humanitarian work in one of Africa's poorest countries.**

This event reinforced our commitment to both professional development and making a positive impact beyond our industry.



*Team Gambia - continues their humanitarian effort throughout the year*

*Team Building dinner with Team Gambia*



### Global Economic Outlook: Growth Amid Geopolitical Tensions

As Q2 2025 approaches, global growth faces risks from trade conflicts and geopolitical uncertainty. The IMF projects 2025 global GDP growth at 3.3%, driven by a strong U.S. economy, though concerns over protectionism and supply chain disruptions persist.

The U.S. economy is expected to grow 2.7%, supported by a robust labor market and investment, while the Eurozone faces stagnation due to weak manufacturing. China's growth is projected at 4.8%, aided by stimulus, but oil production cuts weigh on Saudi Arabia and the Middle East.

Meanwhile, the UN forecasts 2.8% global growth, with India and Indonesia leading emerging markets. Despite easing inflation, geopolitical risks and shifting trade policies remain key uncertainties for businesses and investors in 2025.



### Global AI Investments Accelerate Amid Rising Competition



The AI sector is witnessing rapid expansion as global investments surge. Alibaba Group has committed \$53 billion over three years to enhance AI and cloud infrastructure, with a strong focus on developing artificial general intelligence (AGI). The European Union (EU) has launched the €200 billion InvestAI initiative, aiming to establish four AI gigafactories. Experts question whether this investment is sufficient to compete with U.S. and Chinese advancements.

In the U.S., Microsoft has canceled data center leases, which claims more efficient generative AI models. This reflects shifting AI infrastructure strategies and cost considerations. These developments highlight AI as a central driver of technological competition, with nations and corporations racing to dominate the evolving landscape.

# Tackling Rising Inflation: Invest in Quality Companies for a Secure Future

In recent months, rising inflation has become a significant concern, eroding purchasing power and challenging traditional financial strategies.

When inflation rises, every dollar loses value, urging us to re-examine our financial approaches.

Instead of letting cash idle while its purchasing power declines, investing in companies with robust fundamentals can help preserve and even grow your wealth.

Here is a detailed, step-by-step methodology to guide you in building a portfolio centered on quality companies.



*Even now, inflation erodes the value of money every second.*

### 1. Thorough Market and Company Analysis

- Study economic reports and current market trends to understand how inflation affects different industries.
- Examine key financial indicators such as debt ratios, profit margins, and growth trends to narrow down your list of potential investments.

### 2. Selection of Quality Companies

- Focus on industry leaders with competitive advantages, solid financial health, and a track record of innovation.
- Review quarterly and annual reports to assess metrics like revenue growth, profitability, and market share.
- Choose companies that not only withstand inflationary pressures but also demonstrate potential for continued growth in challenging economic environments.

### 3. Building a Concentrated Stock Portfolio

- Diversify across large-cap, mid-cap, and high-growth companies to balance potential risks and returns.
- Allocate a significant portion of your investment to the selected quality companies, rather than dispersing your capital too widely among various asset classes.

### 4. Regular Monitoring and Portfolio Rebalancing

- Conduct portfolio reviews at least quarterly to track market developments and assess the performance of your investments.
- Adjust your investment allocations or replace underperforming stocks as necessary, ensuring your portfolio remains aligned with your long-term financial goals.



*Invest in quality companies to safeguard and grow your wealth amid rising inflation*

### Conclusion

By taking these concrete steps, you can actively protect and grow your wealth even as inflation rises.

Investing in quality companies not only shields your assets from devaluation but also positions you for sustainable, long-term growth. Embracing this focused investment strategy transforms economic challenges into opportunities, paving the way for a more secure and prosperous financial future.

Stay proactive, review your strategy regularly, and let quality investments serve as the cornerstone of your portfolio.

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## Four Types of Officers: Historical Insights and Workplace Lessons

Many in military and management circles have long quoted a famous classification of officers, often attributed to German military tradition. While some credit General Hans von Seeckt or even Hans von Zedl, historical evidence shows that the saying appears in the 1933 military command manual (Truppenführung) of Kurt von Hammerstein-Equord (1878–1943). British figures like Field Marshal Bernard Montgomery and diplomat Robert Vansittart have also echoed it as an age-old Prussian maxim passed down through generations. In short, it seems that over time, this piece of military wisdom has become part of a shared cultural heritage, reattributed and retold in various ways. The original statement was written in German. Translated, it divides officers into four groups based on two traits: intelligence (smart vs. dull) and work ethic (diligent vs. lazy):

### Smart and Diligent

These individuals are not only quick thinkers but also willing to put in the necessary work. They excel in roles that require meticulous planning, technical expertise, and detail-oriented execution. In the military, such officers are ideally suited for staff positions that demand precision. In the workplace, think of project managers or technical leads who can both strategize and follow through with complex tasks. Their reliability makes them invaluable, though their drive sometimes means they risk overcommitment.

### Dull and Diligent

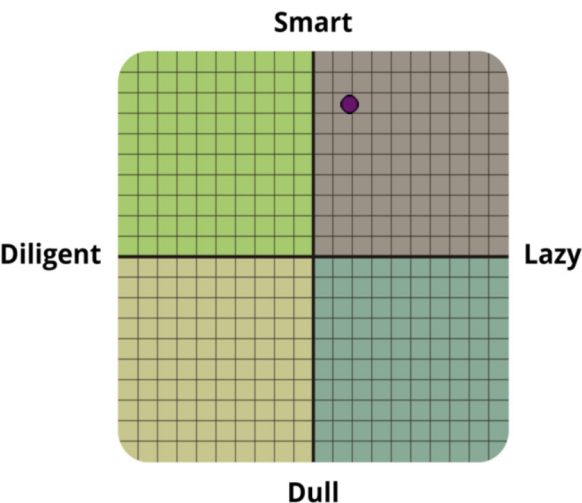
Here are those who work hard without strategic insight. While their dedication is admirable, it can sometimes lead to compounded errors in situations requiring nuanced decision-making. In military terms, they are considered dangerous because their diligence may inadvertently cause harm if misdirected. In a company, such individuals may excel in roles with well-defined processes, but they require careful oversight and clear guidance to ensure that their hard work contributes positively rather than causing unintended problems.

### Smart and Lazy

At first glance, “lazy” may seem a negative label. However, this group comprises intelligent individuals who actively seek efficiency; they avoid unnecessary effort by finding shortcuts and creative solutions. Their natural inclination to streamline processes often qualifies them for high command. In a corporate setting, these are the strategic thinkers or innovators who delegate effectively and focus on results rather than busywork. Their calm clarity under pressure can be a great asset in leadership roles.

### Dull and Lazy

This category is said to represent the majority. Such individuals generally lack both the critical thinking skills and the drive to push beyond routine tasks. They are best suited for roles that are predictable and low-risk. In any organization, these employees can reliably perform standardized tasks when given clear instructions. Their presence reminds us that not every role requires innovation; sometimes consistency and routine are exactly what is needed.



If you'd like to see where you might fit into this classic framework, simply search [“German Officer Test” on Google](#) and click on the first link that appears.

### Implications for Our Workplace

This classic framework, despite its blunt language, offers valuable lessons for managing diverse teams.

#### Tailoring Roles

Different strengths suit different tasks. “Smart and Diligent” members excel in high-stakes projects, while those for routine work maintain stability.

#### Leveraging Efficiency

Encourage “Smart and Lazy” thinkers to share their shortcuts; they often lower costs and save time.

#### Providing Support

Realize that “Dull and Diligent” individuals may need structured guidance to avoid errors.

#### Optimizing Team Balance

Use this model to appreciate varied work styles and harness every talent effectively.



## **Finding Success in Work and Moments That Matter**

As we move forward into the year, let's remember that success isn't just about what we accomplish. It's also about the moments we share. While dedication and hard work drive us forward, taking time to enjoy life, connect with those who matter, and celebrate our achievements makes the journey even more meaningful.

In the pursuit of our goals, we should also appreciate the people around us. Our colleagues, friends, and loved ones make our successes even more rewarding. A coffee break with a teammate, a conversation that sparks new ideas, or an evening spent with family can be just as valuable as any milestone we reach.

So, as we tackle new challenges and push boundaries, let's also make space for the experiences that bring us joy and fulfillment. True success is not just about what we achieve but also about the moments we treasure along the way.

Thank you for your dedication. Here's to a year of achievements, meaningful connections, and unforgettable moments!

**ENJOY A FANTASTIC TIME  
WITH YOUR LOVED ONES**



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# **EnergiSphere**