


**KIPIC Passengers are Ready
for a Fresh Start After Landing
Successfully on**

“ Al-Ahmadi Runway ”



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 the Project's Primary Driving Force and Supporter Since its Inception!

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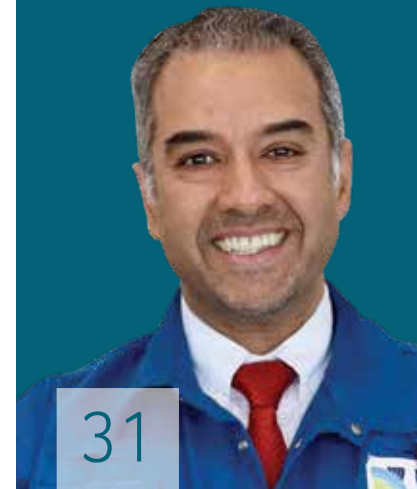
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KIPIC Passengers are Ready for a Fresh Start After Landing Successfully on “Al-Ahmadi Runway”



After an extensive flight, the KIPIC plane touched down on Al-Ahmadi runway in the centre of Kuwait’s oil capital after departing the Olympia complex in the Salmiya area with passengers from the KIPIC family to embark on a new chapter in their careers.

A lot of work went into the construction process, which began on June 8, 2022, and preparations are still ongoing. This work in with the gradual shift of employees from different groups within a supportive and comfortable environment.

Learn about the several phases of the construction process in detail

The construction journey’s schedule, which was extended in stages, is presented to you in this new issue of KIPIC newspaper:

2022

May

Signing the contract construction of KIPIC-Al Ahmadi Office



June

Commencement of the construction contract for KIPIC’s admin building in Al-Ahmadi



August

Completion of sites and temporary offices



October

1st CEO Site Visit



2022

November

Completion of excavation and foundation works



December

Completion of structural works



DCEO Admin & Commercial visit to Al-Ahmadi Head Office



2023

January

Forming the new head office Readiness Committee



March

Completion of construction work



CEO keep an eye on the project progress



2023

April

Completed heating, ventilation, and air conditioning (HVAC) installation

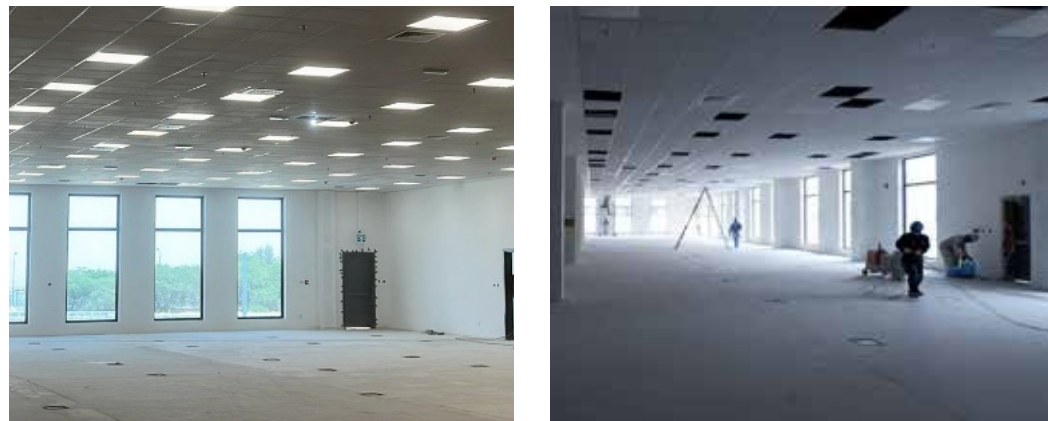


1st General Services Manager Site Visit



May

Internal works completed



2023

June

Process of delivering electricity to the new admin building



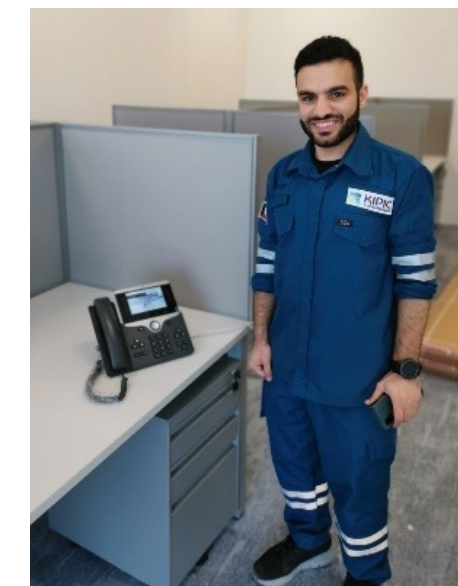
Starting of the road work and laying asphalt



A draw for the selection of managers offices



Activating the communication network and the Internet in the new Admin building



2023

June

Project Handover / Issuance of Acceptance Certificate



July

Furnishing the admin building and installing offices for employees in open areas

Installing parking shades



DCEO Mr. Abdullah Fahhad Al-Ajmi moved to his new office at the new admin building and the journey of moving to the new admin headquarters has begun



2023

August

Continuing the relocation of the employees from Olympia Complex in Salmiya to the new admin building in Al-Ahmadi



September

First meeting bringing together the top management and middle management at the new head office





Abdullah Al-Ajmi



the Project's Primary Driving Force and Supporter Since its Inception!

After much effort and perseverance in overcoming obstacles, KIPIC has succeeded in turning the dream into a reality. Now, the long-awaited moment has arrived, and the new admin building project overlooks us from Al-Ahmadi in the State of Kuwait's oil capital, with a distinguished geographic location surrounded by affiliated oil companies.

The project was initiated in 2022 after receiving preliminary approval from the Kuwait Petroleum Corporation (KPC) Higher Purchase Committee, and Mr. Abdullah Fahhad Al-Ajmi, Deputy CEO for Admin and Commercial, served as one of its supervisors due to the significant role he played during this challenging but successful journey and for being the project's main driving force and supporter from its inception to the point of completion.

Al-Ajmi proudly discussed his experience in an interview with the Media Relations Team, as he accompanied Al-Ahmadi's journey step by step and was a continuous supervisor of the work. He further explained that he was always keen on holding regular meetings to stay informed of the latest updates, in addition to his frequent presence at the work site to oversee the finishing touches while constantly attempting to spread support and encouragement.





Al-Ajmi touched on his experience during the challenging task of completing the project, saying:

First, the decision fell on the land specified to the company to start construction and implementation work, especially after we realised the significant costs that fall on “KIPIC” annually to work from within the Olympia Complex located in Salmiya area, with the lack of sufficient parking for all employees due to the heavy crowding the place is witnessing; however, it later became clear that the approved land had an expensive price tag of 44 million dinars.

“I then made a suggestion to the CEO, Mr. Waleed Khaled Al-Bader, which was looking for a different suitable location and construct a building with a metal construction that would be finished in a year and cost around 5 million dinars,” he added.

Al-Ajmi explained that Al-Bader praised and endorsed the concept with great encouragement, and as a result, they spoke with a group of experienced contractors who all suggested that it might be possible to build this structure using steel structures, which are currently the world’s quickest and most extensively used high-quality material. Following that, the phase of carrying out design studies started, and the Kuwait Oil Company (KOC) generously offered us this land. After that, a consulting engineering company was hired to finish the plans, and the project was put into action after receiving approval from the Kuwait Petroleum Corporation’s Higher Purchase Committee.

Al-Ajmi emphasised that the committee tried to speed up the tendering process and, as a result, achieved the lowest costs of around 5 million dinars, with a timeline for implementation that would take a full year. The contract was signed in May 2022 and closely monitored by the prestigious

project work team, which worked with the contractor to finish the work within the specific time frame. Thankfully, after an entire year of construction, the building was completed, and we decided to relocate during the period between June and the end of September. It is anticipated that during the month of September, all employees will relocate to the building, finally achieving the envisioned result.

In his reply to a question regarding the beginning of the engineering design stages, through budget approval and up to the final stage of completion, he said: The first step was determining the needs, most notably the number of employees we plan to add to the company, as well as providing several parking lots for employees’ cars, roughly 400 parking spaces with entrances and exits. All of these factors were taken into account by the designer, who established a plan to accomplish the goals of creating a contemporary, welcoming building that adheres to the expression “arduously simple”.



He explained the distribution of tasks at the time as follows: It was required to form a central work team whose primary duty was to monitor the building’s completion. The team was first led by Mr. Ahmad Bahbahani before being transferred to Mrs. Maryam Al-Musallam. The CEO would periodically check in on the completion with the help of efficient human resources and with the assistance of a number of groups, most notably the Health, Safety, and Environment Group, the Security and Fire Group, the Information Technology Group, the General Services Group, who monitored the development of the building’s construction. Based on this, we divided the work so that the General Services Group, through its contractors, implemented the streets and the greening plan as well as buying and transporting furniture, while the Information Technology Group’s tasks included providing technological services for the building, and the structure was completed as shown in the current scene.

Al-Ajmi emphasised that the budget was easily approved by the Board of Directors since they believed that a building finished on schedule and within budget would be a significant asset for the company and reduce its operating costs.



“Continuous encouragement and listening ears to various viewpoints”

Al-Ajmi, for his part, kept everyone motivated by organising regular meetings to discuss how to accomplish the intended outcome, which is finishing the building on schedule, and attentively listening to the diverse points of view of those tasked with this responsibility. So how did he manage to thrive during that period with such success?

Al-Ajmi stated: This period, in my experience, was about achieving what was possible and what many people believed to be impossible. I had high confidence in the contractor and the work team’s ability to follow up on the project because they both gave it their all to ensure its success in appreciation of the trust and responsibility placed on



them and all the other work teams from various groups, including General Services, Information Technology, Health, Safety and Environment, Security and Fire, who eagerly worked with periodic reporting, as well as the readiness committee’s plan, which was led by the Manager of the Corporate Communications Group, Mr. Fayez Al-Mathkour, which was built based on his previous experiences and achieved the desired success.

Following the incredible achievement of the new headquarters, Al-Ajmi concluded, “I am very happy with the presence of KIPIC employees with the top management and managers in a building that was designed in a modern way to meet work requirements and provide employees with a comfortable atmosphere throughout the day, and I hope that this building will serve as a message that shows how we strive to reduce operational expenses while maintaining the greatest quality.”



Establishment and Launch

The beginnings of establishing a permanent location for the Kuwait Integrated Petroleum Industries Company goes back to the year of 2017 with the official launch of the company. The city of Al-Ahmadi was chosen due to its geographical proximity to the Al-Zour Oil Complex.

The project saw the light in 2022 after obtaining basic approval from the Higher Purchase Committee for the Kuwaiti Oil Sector.

The major projects group (PRIZe), which was headed by Mr. Abdullah Al- Osaimi was necessarily assigned to initiate the engineering design phase under the supervision of Eng. Ahmad Bahbahani. In this chapter we will get to know about the beginning of the journey.



Record Time Set for the Completion of the New Headquarters in Al-Ahmadi

Abdullah Al-Osaimi:

Manager of the Corporate Planning Group

The completion of the new admin headquarters embodies the company's slogan

“ Making More Possible”



In translation of its slogan, “Making More Possible,” Kuwait Integrated Petroleum Industries Company is set on a new challenging adventure with the completion of the company’s new main administrative offices.

The new admin building in Al-Ahmadi city has been marked by its proximity to the sites of sister oil companies, which will benefit job efficiency and communication between employees in various locations.

In parallel, Mr. Abdullah Al-Osaimi, Manager of the Corporate Planning and a member of the founding team, detailed the motivations behind the creation of this project, as well as his involvement in it, in an interview with the Media Relations Team:

I accompanied the project’s launch from the initial engineering design phases through the approval of the capital budget, up until its completion. The idea of establishing the company’s main building in Al-Ahmadi area arose as a result of the presence of employees in several rented floors in the Olympia complex in the Salmiya area, as well as the difficulty in providing parking space for the vehicles of employees and auditors, which created an urgent need for KIPIC to establish an independent admin building for all of its employees and leaders to operate from under one roof. It is designed to be energy-efficient and environmentally friendly, in keeping with Kuwait Petroleum Corporation KPC objective of restricting operational expenditures by saving the fees paid for the rented administrative offices in the Olympia Complex.

Al-Osaimi further emphasised that choosing to establish a new main building in Al-Ahmadi not only addresses the need to reduce expenditure, but also demonstrates KIPIC’s solid commitment to operational excellence.



“The project’s initial steps were met with various challenges”

Al-Osaimi explained that the primary construction project in Al-Ahmadi began with the stage of basic engineering studies and designs in August 2021, which represents the starting point, and the following stage involved approving the project’s essential expenditures.

Al-Osaimi indicated that the project encountered numerous difficulties during the study phase, most noticeable being the estimation of the design period and requirements in terms of budgetary restraints, adherence to maintaining the required capacity, and making use of the least amount of land possible in order to lower the building’s construction cost.

“We also encountered yet another obstacle in relation to the implementation phase,” he continues, “which began in June 2022 due to the tight schedule of completing the building within only one year, in addition to the multiplicity of required activities, especially since the start of the project coincided with the onset of the summer season, in which working hours are less in compliance with the

authority’s decision.” Thankfully, the excessive temperatures that prevented the general workforce from hiring employees during the lunch hour were overcome with the aid of our youth teams and the project team’s persistence.

In response to a question regarding the stages the project underwent, specifically from the time of initiation till the present, Al-Osaimi replied that: “The project went through a number of stages, beginning with the stage of approving the funding for the technical research, then the stage of selecting an experienced engineering consultant to create the project’s initial engineering designs, and that was in connection with getting the project’s necessary approvals and permits. After that, the offering phase started, and the contractor was hired in June 2022, given that construction and implementation happened within a year. The project work team then monitored the contractor’s progress throughout the engineering, procurement, and construction phases.”

According to Al-Osaimi, “the project will be completed in the summer of 2023.”

He further stated that: “All construction work assigned to the project contractor was completed within a year, up until last June 2023, and consequently, work has actually started since the beginning of August, with the gradual transition of company employees. This is a process that takes place easily thanks to the accuracy of coordination and arrangement between the company’s groups led by the Corporate Communication, and General Services, and with the cooperation of all the company’s groups.”

We resumed our interview by asking the following questions:

Q- How would you describe the experience of being a contributor to the establishment of one of the most significant initiatives that stands at the core of the company’s priorities?

By God’s grace, I am immensely proud and truly satisfied. This accomplishment is the product of many devoted and innovative employees from around the organisation working together, and I am grateful to be a part of this long journey.

Q- What message do you want to express today, as you put the finishing touches on the new Al- Ahmadi journey?

I would like to express my appreciation and gratitude to everyone who helped make this project a success. Our achievement is more than just the construction of a building; it is the embodiment of the company’s slogan “Making More Possible,” as it was completed in an unprecedented record time, and we look forward to achieving more successes for Kuwait Integrated Petroleum Industries Company.

Q- A considerable number of individuals were needed to complete the project and follow through on the implementation plans. What are your thoughts about them? What would you say about the role they played in this project?

I address all words of gratitude and appreciation to all colleagues who provided their enormous efforts to the achievement of this project through their participation, which proved crucial in the implementation and follow-up of the plans outlined and their transformation into reality. The project work team was small in size, but they were distinguished by professionalism and experience, and what set it apart most was the spirit of cooperation that pervaded the group, along with their commitment to upholding all technical requirements and health,



safety, and environmental standards, as well as their quick decision-making to meet all challenges during the implementation and construction phase.

Q- In your opinion, what does this project stand for, and what are the outcomes of this project for the State of Kuwait in general and for Kuwait Integrated Petroleum Industries Company specifically?

From my perspective, this project represents a quantum leap for KIPIC employees, and the building’s proximity to the offices of the sister oil companies will enhance cooperation, contribute to the growth of the oil sector, and help us realise our future goals. All of this will inevitably have a positive impact on the performance of the company’s employees by creating a convenient work environment and increasing their production capacities, which will ultimately benefit Kuwait, our beloved country.

Ahmad Bahbahani

“

Trust and Faith in Work ,
Quick Decision Making
and Good
Communication
lead to the
Completion of
the New Building ”



Similar to his colleagues involved in the new admin building project and the interesting information that they have provided through “KIPIC” newspaper, Mr. Ahmad Bahbahani, Team leader of the Firefighting Security and Technical Support team, conducted an interview with the Media Relations Team to discuss the motives behind establishing the new Al-Ahmadi headquarters project.

Bahbahani stated that one of the reasons for building the structure was the geographical distance between KIPIC sites in Salmiya, Al-Ahmadi, and Al-Zour and the difficulty of communication between the employees. Therefore, it was decided to select a location amid these sites that would be within reach of sister oil companies and contribute to cutting the costs associated with rent in the Olympia Complex.

The first step taken was to choose a site surrounded by sister oil companies in 2021, he continued. Kuwait Oil Company (KOC) had designated a site, but when we arrived to inspect it, it was evident that the land needed major reclamation. As a result, we discussed a number of sites and contacted (KOC) before settling on this location.

Bahbahani touched on some of the challenges the project faced at the outset, which were reflected in communication, how to decide on a location, and how to attain approvals from both companies.

However, the speed with which management made their decision, as shown by the CEO and Deputy CEOs, drove us to choose this location. The second obstacle was working hard to complete the project’s necessary

permissions to construct the building in Al-Ahmadi.

Regarding the stages undergone by the project, he stated: After defining the land and receiving approval from (KOC), the top management

decided to speak with the consultants about the theoretical design, and since we shared a building with the Commercial Group, we were able to communicate more easily and provide design suggestions for the building.

In the same context, we made extensive tours of several admin buildings, including Al Zour 2 and 4, to reach the best implemented design ideas, and then we went through the required approvals and signed the contract.

Bahbahani emphasised that the company was determined to comply with all requirements and ensure a comfortable work environment in terms of meetings and communication, as opposed to what was happening in Olympia due to the presence of employees from various departments in multiple

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Bahbahani acknowledged the Deputy CEO, Mr. Abdullah Fahhad Al-Ajmi, for his follow-up and determination to communicate with them daily and directly to resolve all demands, conflicts, and concerns, saying: “He used to listen to different perspectives and remind us of the specific timetable, which prevented any delays and led to the formation of the project team,” and expressed gratitude for his commitment in terms of civil, electrical, and information technology engineers along with the ongoing support from him and the CEO, who used to meet with the managers on a weekly basis to update them on the most recent developments and to remind them of the desired aim, which is to achieve this accomplishment by the summer of 2023.

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Pride in what has been achieved

Bahbahani noted the significant efforts made by the Project Team’s Leader, Mrs. Maryam Al-Musallam, along with all of the team members, and expressed his pride in the accomplishment that transpired in a record amount of time. He also expressed his confidence in the team’s readiness to complete the project by the deadline, which he had set since the project’s inception.

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The message and the goal

And he added, “We are grateful that this is the start of greater challenges in the future. In each meeting we held with the Board of Directors Management, we felt support and confidence, which was an encouraging aspect that aided us while facing these challenges and helped us avoid any potential disruption that might occur. The success of this major project gave us confidence that we could complete any task quickly, at an affordable price and with specifications that are suitable for the employees of Kuwait Integrated Petroleum Industries Company, and paying close attention to even the smallest of details.”

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commercial flooring.

Bahbahani also praised the contractor’s

contribution, noting that working with him was more like working with

a partner than a contractor, and that they were all a single family.

As for the difficulties that arose during the project’s execution, they

included putting the design of the group offices into practise according to the service, as well as the size of the offices and how to distribute them equally, the meeting spaces and managers’ offices and their capacities, as well as providing parking lots for employees’ cars that are close to the building’s exits, and finally being able to complete these works by the summer of 2023.

Bahbahani concluded by mentioning that “Trust and Faith in Work, Quick Decision Making and Good Communication lead to the Completion of the New Building” along our journey to

“

Making More Possible

”



The Project Work Team Design and Construction

The construction journey began in 2022 with a new team that worked with great passion and a shared vision to complete the project, which represented a great challenge in terms of the allocated budget and a very tight timetable for completion. The work team had to complete the construction journey within a record time of only one year.

The project work team was established in 2022, led by the Team Leader of the Project

Mrs. Maryam Al-Musallam,

The Head of Project Control

Mr. Fawaz Alturki,

The Head of Construction and Engineering

Mr. Suhaib Alqoud.



And includes the following members:

**Abdullah Ramadan,
Primaan Boonchakozi,
Mohamed Shehata,
Narinda Babu,
Mohamed Spieth,
Shadi Ahmed,
Denzil D'Souza,
Jaganmohan Kubisetty,
Lenny Thomas,
Sherida Al-Sherida,
Azim Zulfqar Munshi,
Sathish Kumar,
Muzaffar Kazi,
and Naushad Nirukumshalil.**



Mr. Fawaz Alturki
The Head of Project Control



Mrs. Maryam Al-Musallam
Team Leader of the Project



Mr. Suhaib Alqoud.
The Head of Construction and Engineering



Abdullah Ramadan
Member



Primaan Boonchakozi
Member



Mohamed Shehata
Member



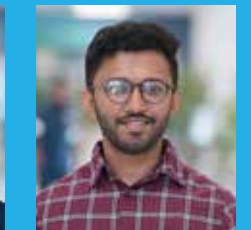
Narinda Babu
Member



Mohamed Spieth
Member



Shadi Ahmed
Member



Denzil D'Souza
Member



Jaganmohan Kubisetty
Member



Lenny Thomas
Member



Sherida Al-Sherida
Member



Azim Zulfqar Munshi
Member



Sathish Kumar
Member



Muzaffar Kazi
Member



Naushad Nirukumshalil
Member

Maryam Al-Musallam



I tried my best to overcome and facilitate obstacles in the new project,

and I am very proud and honoured to be a part of such an outstanding team



It is not hidden from anyone that teamwork helps achieve goals faster than individual work, and this was evident in the new admin building project in Al-Ahmadi, where a trained and efficient work team was formed, led by Mrs. Maryam Al-Musallam, successfully performing the extensive roles and tasks assigned to it.

Ms. Al-Musallam explained how she was able to keep her team on track to fulfil the established vision in an interview with the Media Relations Team, saying: “I tried as much as possible to overcome and facilitate obstacles while making room for those with experience to innovate and implement their concepts. Furthermore, following up on construction work by holding periodic meetings and working with other organisations had a significant influence, particularly in the event of a slowdown in work progress.”

Al-Musallam discussed the time span between the project’s inception and completion, explaining that the first steps were taken in response to the top management’s desire to establish a main admin headquarters for the company in line with the direction of Kuwait Petroleum Corporation (KPC) and to rationalise spending on fixed expenses, which required coordination with Kuwait Oil Company (KOC) to select the project land and search for a consulting engineer to complete the building’s engineering designs, followed by site visits to numerous admin buildings in affiliated companies in order to determine the best practices.



Continuing, Al-Musallam stated, “This great effort was made, before I moved to the Major Projects Group, by the group’s previous manager, Mr. Abdullah Al-Osaimi, and my colleague, Ahmad Bahbahani with the assistance of Mr. Tariq Al Masoud, Manager of the Security and Fire Group, and other supporting teams.”



Al-Musallam responded to a question about whether or not the project’s limited time limit was the biggest challenge she encountered while working: “There is no doubt that the tight schedule was one of the biggest challenges during the implementation phase, especially with the start of the summer season, which coincided with the beginning and end of the project and the working reduced hours at the company. The need for extensive coordination with numerous internal and external parties presented another difficulty, one that necessitated careful follow-up, making sure that specialised fields did not conflict, and preserving our successful partnership with the project contractor in order to achieve the best results.”

When asked if the project underwent any changes during implementation, she responded:

We improved the original concept, most notably by raising the building’s capacity from 433 to 550 employees, in addition to adding an extra level at a competitive price. Along with numerous internal architectural changes to arrange the top management offices and managers’ offices in order to create larger accommodations for everyone, we also increased the building’s parking capacity from 300 to 464 shaded parking spaces. Additionally, we incorporated a distinctive architectural design that complements the company’s identity into the building’s exterior wall.

Speciality rooms were also added, including the Innovation Room, a Mother’s Lounge for female employees, and a room where male and female employees would gather in separate Labour Resting Areas.



Adapting to stressful work periods

Al-Musallam believes that employees in the oil sector are generally frequent to working under pressure, but that good management contributes greatly, and the keenness for cooperation and the division of responsibilities within the team had a positive impact on achieving success in record time despite the obstacles.

She proceeded by saying, “I am very proud of working with this extraordinary team in the spirit of one team, which was one of the most important pillars that enabled us to achieve the desired goal, while being motivated to celebrate small achievements on a regular basis, which strengthened functional connection and encouraged collective achievement.”



We ended our meeting with Mrs. Maryam Al-Musallam by asking, “How do you feel today after leading a team that successfully fulfilled such a great mission? And what is the message you would like to convey?” She responded:

“I’m grateful that we were capable of carrying out this particular project, which would not have been possible without God’s grace and the project team’s cooperation.

I have to extend my gratitude to the dedicated coworkers of the appointed committee at the work site. Suhaib Al-Qaoud, Fawaz Al-Turki, Muhammad Shehata, and Sharida Al-Sharida are at the top of the list, along with our colleague Abdullah Ramadan from the Kuwait National Petroleum Company (KNPC), who helped launch the project while he was reassigned to Kuwait Integrated Petroleum Industries Company.

We also sought the assistance of skilled professionals, including Fahd Al-Qenaei, Anas Abdel Muttalib, Vinoraj Selvaraj, and others, who readily answered our needs by cooperating as a team, and this is something to be proud of. In addition to the invaluable assistance we received from colleagues at the Kuwait Oil Company, notably Ahmed Al-Sabti and Munther Al-Issa, for whom we are sincerely thankful, I also commend the contribution of all colleagues from the various groups within the company.

“In closing, I would like to express my heartfelt congratulations to the top management and my coworkers on the project’s completion and my sincere gratitude to the other colleagues who made significant contributions to its success. I wish them ongoing success and I’m honoured to be a member of this outstanding team.”

Your Perseverance and Dedication Towards the Construction of the New Headquarters Building was Made Possible:

Thank You!



After the first group of various teams arrived, Kuwait Integrated Petroleum Industries Company's employees were stationed at the new admin headquarters in Al-Ahmadi, with further teams arriving over the following several days.

The completion of

the new building in Al-Ahmadi represents a major milestone and a fresh start for KIPIC's employees after the project team members strengthened their efforts to finish it in record time while overcoming all obstacles.

Within the framework of the

Media Relations Teams' series of interviews to celebrate the company's move to the new building, it was necessary to highlight the members of the project team, who would not have succeeded without carrying out their great responsibility in executing tasks professionally and completing the project delivery according to the specified schedule.



The Project Team was composed of:

The Project Team Leader Mrs. Maryam Al-Musallam, The Head of Project Control Mr. Fawaz Alturki, The Head of Construction and Engineering Mr. Suhaib Alqoud.

And the members:

Abdullah Ramadan, Preman Punchakuzhy, Mohammed Shahata, Narendra Babu, Muhammed Sabith, Shady Ahmed, Denzil Dsouza, Jaganmohan Koppiseti, Liny Thomas, Shareedah Al Shareedah, Azim Zulfikar Munshi, Sathish Kumar, Muzaffar S. Kazi, Noushad Nerookumchalil.



The team members revealed how the concept came to them: It started with the top management's intention to develop an administrative facility for the company in line with Kuwait Petroleum Corporation's (KPC) instruction to rationalise expenditure on fixed expenses and maximise profits.

When the idea was presented to us, we eagerly embraced it, taking the necessary steps to form the project's concept and coordinate with the Kuwait Oil Company (KOC) to determine the land allocated for the project, while also looking for a qualified engineering consultant to carry out the engineering designs for the building, in addition to our field visits to several administrative buildings in the sister companies to achieve the best implemented design idea.



‘Dividing responsibility and assigning tasks to team members’

In order to accomplish this, the team was divided into a group of units, which are composed of three main units: the engineering unit, the project management unit, and the construction unit. This created a work team consisting of a group of capabilities that had previously been successful at completing large construction projects.

The tasks and responsibilities assigned to each unit were distributed, with each unit’s role being defined and a coordination system in place, all under the supervision of the contract supervisor, who served as the team leader. Top management support was also evident in order to facilitate obstacles and overcome challenges as the project progressed.



“The Greatest Challenge and How We Handled It”

The team members acknowledged that the project had a number of challenges. The time frame and needs for engineering designs in light of financial restrictions, keeping the necessary absorptive capacity, and using the least amount of land to lower the building’s construction cost were the primary challenges throughout the study phase.

As for the biggest challenge during the implementation phase, it was the limited timetable for the building’s implementation with the multitude of required activities. The project started at the beginning of the summer season, when working hours are reduced, and in implementation of the Public Authority for Manpower’s decision to not employ workers during the noon period due to high temperatures, but thankfully, all challenges were overcome.



“Satisfaction and Fulfilment with the semi-final achievement”

The team members expressed their satisfaction and fulfilment with the outcome of the new building project, particularly after the current stage’s semi-final completion of one of the company’s priorities, as this accomplishment represents the result of the collaboration of the project team in addition to the dedicated and creative individuals from the various groups of the company.

The team members responded to a question regarding the deadline for finishing the remaining tasks by confirming that the project contractor had finished the work and had been given a handover certificate. Accordingly, the building was turned over to the General Services Group.



In closing, the team commended the top management and colleagues on the successful completion of the building’s operation, as well as all parties who contributed to the project’s success, and praised the integration of roles in the implementation and follow-up of the plans developed while ensuring adherence to all technical specifications and requirements related to health, safety, and environmental procedures, as well as the speed with which they made the decision to overcome challenges during the implementation and construction phases, proving that they are always able to “making more possible.”



Thank You



Sherida Al-Sherida



Today marks the end of the journey of a kind colleague and coworker who was known for his constant smile.

After all the encouragement and goodwill he displayed over the years, he is now drawing the curtains on a career that has been filled with hard work and sincerity in order to showcase everything that stands out in his mission of “making more possible” and to embark on a new era after retirement while leaving a legacy in his field of employment.

We met with him as a Media Relations Team to wrap up an extensive journey of generosity and hard work and to discuss his significant contribution to the new Al-Ahmadi headquarters project, which we captured in the meeting as follows:



“ The Project was Challenging but It was Completed in Record Time and we were Able to Save Millions ! ”

Mr. Sherida Al Sherida’s career in the oil industry comes to an end after 28 years of dedication, persistence, and significant efforts in advancing KIPIC to serve as an added value to the Kuwaiti oil sector.

“An Inspiration and a True Role Model”

Before joining Kuwait Integrated Petroleum Industries Company in 2017, Sherida worked for Kuwait Oil Company (KOC) “the motherland,” as he referred to it. During his time at KIPIC, he observed numerous company events and developments, the most recent of which was the construction of the new admin building in Al-Ahmadi, where he was one of the primary participants who played a crucial role by providing electricity at the lowest cost, saving KIPIC millions in terms of expenses.

In relation to the new admin building in Al-Ahmadi, what steps were taken to reduce the cost of power supply to KIPIC? How would you describe this accomplishment?

The project was challenging, but it was completed in a record amount of time-almost a year-and the KOC is among the associate companies and wonderful partnerships that brought us together with them.

This is in addition to the collaboration of a single work team that is distinguished by

resilience, cooperation, and passion, as well as extensive experience in dealing with the hot weather that the country endures around this time of the year; not to mention the contractor’s incredible labour and genuineness, as they did an incredible job to overcome challenges and work with one another to accomplish the intended result.

The Al-Ahmadi project was divided into two parts: the Project Team was in charge of the buildings and their surrounds, and the General Services Group was in

charge of parking, landscaping, agriculture, and lighting. For my part, I was a participant in both groups.

Regarding the project’s primary source of electricity, which was supplied to us by our partner KOC, given that Al-Ahmadi area is managed under its concession, it started when the consultant informed us during the project’s analysis that the electrical loads are anticipated to be around three megawatts. In light of this, the East Maintenance Work Team - 1 of the KOC was approached and informed of the project’s



electrical requirements. The area involved belongs to the fields and is not part of Al-Ahmadi residential area since there are forthcoming projects and electricity will be produced through it.

We have also informed our colleagues at KOC that the electric power stations in Al-Ahmadi area are fully loaded and that the nearest station that can provide us with the required electrical energy belongs to the Ministry of Electricity and is located 12,000 metres (12 kilometres) away. We met with the colleagues of the KOC to discuss alternative solutions because this distance is very far, the costs are high, and there may be lengthy procedures involved that prevent us from finishing the work in the stipulated time frame. The meeting was held with our colleague Ahmed Al-Sabti, and we discussed the project's importance to

the company and the time frame set by the management. He acknowledged the issue and requested some time to research the situation and possible solutions.

A week or so later, we received the good news that we might be able to receive supplies from the main station (A50), which is around 1400 metres (1.4 km) distant and supplies the company's former hospital. Savings of approximately one million dinars were made, and this success would not have been possible without coordinated efforts from the two companies and the familial spirit between the oil families.

On this occasion, I would like to express my gratitude to all members of the KOC family who made contributions and overcame challenges to make the new building project for "KIPIC" in Al -Ahmadi area a success.



What were the major obstacles you faced when putting this initiative into action, and how did you overcome them?

KIPIC has always faced massive challenges, but together we rise to the challenge and one of the most notable ones was the design phase of the new admin headquarters project, which is a top priority on the company's agenda and is directly followed by implementation. I was a part of the team involved in that phase, and we had a limited amount of time to complete this significant project, in addition to the country's yearly heat waves.

What do you say to the employees that relocated and will relocate to the new Al- Ahmadi building?

I encourage them to come to Al-Ahmadi since it is a beautiful and large location where various projects have been built, preparations are still being made, and the final result is more than spectacular.

Was Al Zour 4 "School Project", of which you were a part, different from the Al-Ahmadi project in terms of your experience?

Indeed, I played an essential part in the Al-Zour 4 project, and Al-Ahmadi building experience was challenging in comparison to the Al-Zour project, given the time frame required for completion.

How would you describe your years of professional experience at KIPIC?

It was extremely enjoyable; I was delighted when I started work. I worked eagerly and sincerely, and thank God, after all these years, I got rewarded for all my efforts.

You are now moving towards a pleasant retirement as your career is about to come to an end. What message would you like to convey to KIPIC family, particularly to the young employees who have contributed to and will continue to contribute to the translation of the company's slogan "Making More Possible"?

I urge young people and all KIPIC family members to love what they do and have confidence in their abilities. The foundation for cherishing coworker loyalty and companionship is a family environment at work, and this is what I found while working at KIPIC.



I would like to acknowledge the outstanding work of the entire team as well as the contribution of the young electrical engineer Ghazwa Al-Hbashi, who was one of the newest members of the team. She participated in Al-Ahmadi construction project throughout all of its phases as a form of training, and I noticed her ambition and passion as I wish her and the other teams continued success.



The Readiness Committee Advancements in the Project's Progress and Staying in Touch with the Most Recent Developments

In conjunction with the construction journey and in order to work proactively, the CEO Mr. Walid Al-Bader, formed a Readiness Committee in January 2022 to carry out a number of duties, including developing a general vision for the transfer plan, ensuring the implementation of security and safety measures, coordinating with all groups within the company, and taking the necessary precautions to ensure an effective work environment that provides the necessary furniture and IT equipment in the new offices, among other things.

Mr. Fayez Al-Mathkour is the Head of the Committee, while Mr. Fahad Bou-Zobar serves as the Deputy Head of the Committee.

The committee consists of the following members: Mr. Ahmed Abdullah Al-Mulaifi, Mr. Tariq Al-Masoud, Mr. MUSAED SAUD AL-SAHLI, Mr. Dhari Al-Gharabally.

And the Coordinator: Mr. Louay Al Yahya.



Mr. Fayez Al- Mathkour
Manager of Corporate Communication
(Head of the Readiness Committee)



Mr. Fahed Bouzbar
Manager of Major Petrochemical Projects Group (Al-Zour)
(Vice-Chairman of the Committee)



Mr. Ahmad Abdallah Al- Mulaifi
Manager of Information Technology
(Member)



Mr. Tarek Al- Masoud
Manager of Security and Fire
(Member)



Mr. MESAED SOUD AL- Sehali
Manager General Services
(Member)



Mr. Dhari Al- Gharaballi
Manager of Health Safety and Environment
(Member)



Mr. Luai Al- Yahya
Team Leader Internal Communication
(Coordinator)

The New Admin Building is “Exceptional” ... and New Initiatives are in Store for Us



Fayez Al-Mathkour



An exclusive meeting was arranged by the Media Relations Team with the Head of the Readiness Committee and Corporate Communication Group Manager, Mr. Fayez Al-Mathkour, who was the first to arrive at the new administrative offices, following the Deputy CEO, Mr. Abdullah Fahhad Al Ajmi.



As Head of the committee, he was scheduled to be among the first groups to transfer to the new building in order to complete the final arrangements, prepare each task, and monitor the specifics of the project to implement a smooth transitional procedure for the employees who are gradually moving from the Olympia Complex in the Salmiya area to the company’s new location in Al-Ahmadi.

According to Al Mathkour, the idea for establishing a new facility was suggested by the Top Management, especially in light of the dramatic increase in the number of employees joining KIPIC and the substantial costs the company must bear for renting offices in the Olympia Complex. In addition, the company has struggled to provide parking spaces for employees and auditors, and the former location was a place where safety and health regulations were not fully applied. All of the aforementioned issues demanded an immediate solution, which was the construction of a structure large enough to accommodate current employees and improve coordination and communication across the company's groups, especially groups of administrative nature, in one stable location. Along with being close to the company's operational site in Al-Zour, the new facility is also close to the locations of its sister oil companies.

He emphasised that one of the initial project management steps involved coordinating with Kuwait Oil Company (KOC) to approve the appropriate land for the project, which



facilitated implementation and was greatly beneficial because the land did not require reclamation or rehabilitation. Additionally, KOC, with whom we saw significant cooperation, offered a wide range of services, such as energy, water and electricity current, sewage connection, and many other services, adding an imperative and profound dimension to the project.

“ In his position as the Head of the Readiness Committee for the new building, he disclosed that the most significant difficulties encountered were attempting to remove the restrictions and barriers that prevent employees from moving to the new headquarters. In order to assist the transfer, he worked on the development of a work schedule for the transfer in collaboration with the “Project Work Team”, the General Services Group, and the managers present in the Olympia Complex. ”

The Readiness Committee was formed as follows:

Manager Corporate Communication Group,

Mr. Fayez Al-Mathkour,
Head of the Committee

Manager Major Projects Group (Al-Zour Petrochemicals),

Mr. Fahad Bou-Zobar,
Deputy Head of the Committee

And the members:

Manager Information Technology Group, **Mr. Ahmad Abdulla Al-Mulaifi**

Manager Security and Fire Group, **Mr. Tariq Al-Masoud**

Manager General Services Group, **Mr. Mosaed Soud Al-Shali**

Manager Health, Safety, and Environment Group, **Mr. Dhari Al-Gharaballi**

Team Leader Internal Communication Team, **Mr. Luai Al-Yahya**

The committee's primary responsibilities included creating a broad vision for the relocation plan, ensuring the implementation of security and safety measures, coordinating with all company groups, and taking the necessary steps to ensure a balanced work environment that includes the required furniture, IT equipment, and other services in the new Al Ahmadi offices.

The key terms of the employees' transfer plan, as agreed upon by the various groups, are listed below:

Before the employees move into the new building, it is necessary to provide amenities such as electricity, air conditioning, furniture, parking, nutrition, hygiene, and wash rooms, as well as access to prayer rooms, technical support, and internet services, as they are considered essential prior to the transfer into the new building.

The Information Technology Group was the first to settle in their offices in Al-Ahmadi due to the nature of their work, which necessitates their presence there to monitor technical issues, including easing employee use of computers and maintaining the functionality of local and wireless networks, and thankfully, none of the equipment malfunctioned. The General Services Group and the Corporate Planning Group came next, with priority given to the groups that could provide other groups with essential services and necessities in turn.

Given the crucial role they play in communicating news and maintaining the company's genuine media image, the Corporate Communication Group moved into their new location as soon as it was ready, taking great care not to disrupt the employees' work as the construction and equipment are still being established at the moment.

When asked about the reaction of the employees, in particular the team led by Al Mathkour, he responded: "The move to the new headquarters was very well received by the employees of KIPIC, bearing in mind that things are different from what they were in the Olympia Complex, but the atmosphere here surely seems to be positive, especially given that some teams and groups are expressing their desire to relocate before the deadline that has been set for them, and, of course, some people do express their dissatisfaction with the move, but they are being approached positively to provide support on this new adventure."

The newly constructed building is considered "exceptional" by Al Mathkour given that it is situated in the Al-Ahmadi area, amid the State of Kuwait's oil capital, surrounded by sister oil companies, and also close to Al-Zour Refinery and that's the company's main objective. He motivated the employees to achieve the aim of making inclusivity the new site's dominant value rather than privacy by enticing them to avoid unpleasant and adverse environments and swiftly settle in.

Al-Mathkour disclosed that the future plans call for improving the area and fostering a positive work environment for employees by offering comfortable services that cater to their needs, such as opening a cafe, restaurants and food services, constructing a building dedicated for special events, and other projects on the design and implementation agenda.



He concluded by expressing his gratitude to the project work team for their work in advancing the new building's development and achieving this remarkable result, and continued by stating that this project is in fact one that serves as an example of the company's commitment to "Making More Possible" with the speed and accuracy with which it was completed. Al Mathkour also emphasised the care and attention the CEO and Deputy CEOs took to ensure that the work in the new headquarters was completed before the process of transferring employees, ensuring that the transition was pleasant and comfortable.

Fahad Bou-Zobar



Explains his Role in the New Building

The Major Projects Group (III) Manager and Deputy Chairman of the Readiness Committee, Mr. Fahad Bou-Zobar, conducted an interview with the Media Relations Team to find out more about his involvement in Al-Ahmadi's journey, which was detailed in the interview as follows:

Did you follow the construction, design, and implementation phases of the new admin building from the beginning, or just through the readiness committee that was set up later to plan the move to the new headquarters?

The Major Projects Group (III) is responsible for overseeing the construction of the new admin building in Al-Ahmadi area. After taking over management of this group in May 2023, I followed the project's last phase of implementation while also overseeing the guarantee period and contract closure. Regarding the transition plan and preparation, I recently joined the group in charge of supervising the building's readiness and the move plan.

During your time serving as the Readiness Committee's Deputy Chairman, did you face any challenges?

Although there were no substantial roadblocks or obstacles, a few small technical issues that typically surface throughout the project's delivery and operation phases were faced. However, with the assistance of the relevant teams from the company and the project contractor, we were able to promptly conduct the required actions.



What message do you wish to convey to everyone who helped make this project successful in light of the remarkable accomplishment that has been made today?



I want to start by expressing my gratitude to the top management for their incredible assistance in completing this project in a record amount of time. I also want to thank the teams that worked hard to make this success possible, and I pray to God Almighty to let this facility be the company's foundation for future successes.

Which role did you get to play in this new Al Ahmadi journey as the Manager of the Major Projects Group (III)?

As group manager, it is my responsibility to oversee the project's progress during the agreed-upon time frame while ensuring that the contractor is adhering to the necessary technical requirements. We also manage the contract's financial aspects by paying the contractor's invoices after confirming their eligibility.





Mr. Mesaed Soud Al- Sehali
Manager General Services

General Services Group

The Primary Supporter Behind Completing the New Admin Building



Excellent Management and Successful Preparation!

The General Services Group has been recognised as the main supporter of the newly established admin building project in Al-Ahmadi, after being involved in all stages of construction.

The group is in charge of carrying out numerous activities and offering distinctive services to Kuwait Integrated Petroleum Industries Company (KIPIC) employees. Since the beginning of the project, preparations have been made to implement these works in conjunction with the team managing the project according to the specified timetable, as they are separated into external and internal works.

External works include the construction of infrastructure services, including those connecting the building to Kuwait Oil Company (KOC) services, such as the building's water supply line and another sewage line, as well as extending the main electricity cable feeding the admin building's substation.

Additionally, the Office Admin and Maintenance Team took on the responsibility for the construction of internal roads, parking lots with more than 500 spaces, earthworks, asphalt, road paving, land markings, traffic signs, as well as car park shades and lighting poles of all kinds, while the team intensified its efforts to finish the building's street



lighting poles with a unique design inspired by the slogan "New Kuwait 2035," which will add a visually appealing feature, and serve as KIPIC's exterior frontage.

Car Park Shades are regarded as one of the most popular options for offering protection from the sun's rays and rain outdoors. As they are made out of fabric, they successfully reduce heat while shielding the outdoor spaces from the intense radiation, all the while enhancing the building's visual appearance.

It took some time at first to design these car park shades and complete them within the deadline, but direct communication between the vehicle shades contractor and the asphalt contractor made installation go smoothly.

The Office Admin and Maintenance Team distributed the work and carefully monitored its progress, including the paving of asphalt, vehicle shades, and roads, to ensure that employees could enter Al-Ahmadi building without encountering any difficulties or obstruction.

According to its members, the team was able to face all the challenges, most notably the completion of the work entrusted to them within the specific time period set by the administration for the movement of employees to Al-Ahmadi, alongside the process of completing roads and external facilities in parallel with other works.

The team classified the external zone as (A),



(B), (C), and (D). The work began with zone (A) because it required more space for the number of employees, then they moved on to areas (B), (C), and (D).

Coordination occurred between the Project Work Team and the General Services group, allowing everyone to overcome obstacles and complete the areas, road improvements, and parking lots on schedule.

It should be noted that the road and parking works were completed in September, after the completion rate had reached 80% in previous months.

Gardening began in early October, coinciding with the planting season in Kuwait, and the work on visual planting is still ongoing, giving the company's new main admin headquarters a charming appearance that will become more radiant and refreshed through the green colour, which provides employees with comfort and positivity and demonstrates KIPIC's environmental commitment.



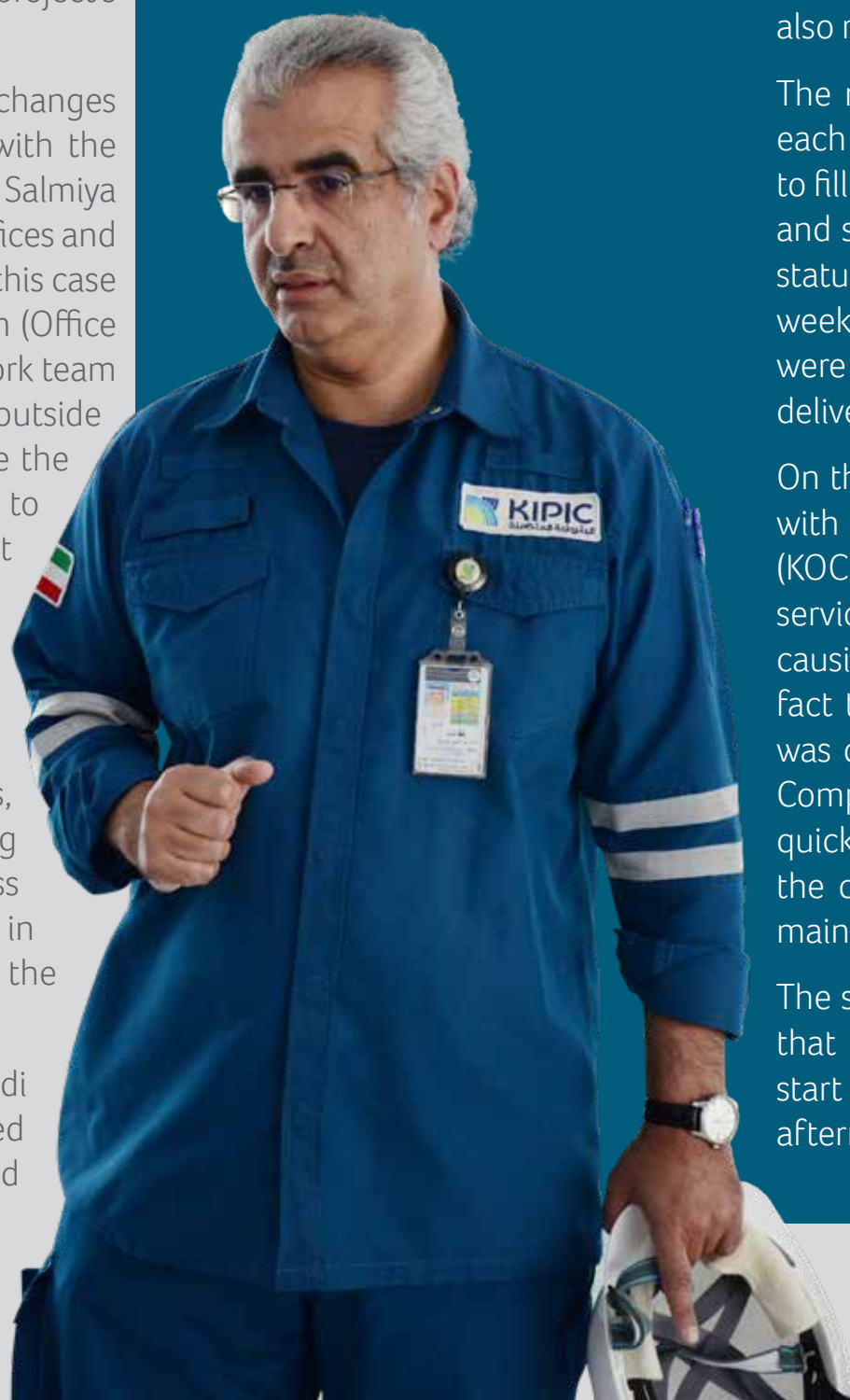
The project's extension of the infrastructure, which is also part of the General Services Group's field, started at the outset. Since the construction of sewage, water, and power lines was not covered by the major contracts, a reserve budget was set aside for these projects.

Internal works are considered one of the most important services that fall under the responsibility of the General Services Group, the most important of which is the supply, transportation, and installation of all types of office furniture for all employees according to the approved classification, as well as the supply and installation of preparatory pantry equipment and tanks. One of the most essential priorities was preparing and executing furniture contracts, which coincided with the completion of civil, electrical, mechanical, and air conditioning works by the project's Office Admin and Maintenance Team.

In this context, and to guarantee that all needs are met, several changes were made to the furniture contracts in this aspect. In line with the intention to relocate employees from the Olympia complex in the Salmiya area to Al-Ahmadi, furnishing and installation services for the offices and the building in general were prepared. The biggest challenge in this case was the shortage of time, which prompted the concerned team (Office Admin and Maintenance) to hold periodic meetings with the work team on one hand and the contractor on the other, as well as working outside of scheduled hours of operation to avoid mistakes and achieve the desired goal. Another problem was keeping the transfer plan up to date while supervising the installation process and ensuring that the entire shipment of furniture arrived and met the needed criteria. The entire installation was finished in mid-September, coinciding with the final employee relocation to Al-Ahmadi.

Purchasing and supplying furniture posed an additional challenge given that it required taking precise measurements, setting specifications, obtaining the necessary approvals, issuing purchase orders to start manufacturing in factories across multiple nations, and supplying on time and without any delays in accordance with the company's plan to move employees from the Olympia complex to the new main admin office.

With minor adjustments made to satisfy the needs of Al-Ahmadi building, the contract unit distributed the work connected to electricity, building maintenance, road maintenance, and agricultural activities.



The busy schedule for the new admin headquarters project presented a significant challenge, as it was necessary to closely coordinate the length of time for the implementation of the General Services Group's scope of work with the schedule for the implementation of the construction works by the team supervising the project, given the overlapping and demanding nature of these works. Careful and ongoing coordination is required to ensure that both parties' contractors can complete their work without obstacles or delays.

An initial inventory of all valuable property, such as electronic devices, was conducted and sent to the new headquarters in conjunction with the transfer of employees within the Readiness Committee's plan, with assistance from the Head of the committee, Mr. Fayez Al-Makhkoor. This was done in regards to the transfer of office needs from Olympia to Al-Ahmadi, which the Office Admin and Maintenance Team was also responsible for.

The number of boxes was determined in cooperation with each employee, in order to know how many boxes are needed to fill with his belongings. The concerned team also prepared and submitted periodic reports to the direct officials on the status of the building's readiness to keep them informed of weekly developments. Everything went smoothly, the offices were set up, and all of the employee's office necessities were delivered without damage or missing item concerns.

On the other hand, the General Services Group coordinated with numerous parties, including the Kuwait Oil Company (KOC), to prevent violation on neighbouring buildings and services in order to maintain business continuity without causing harm to any party. This was necessary in light of the fact that a road had to be moved to build another after it was discovered that employees needed to enter Kuwait Oil Company laboratories through that area. This was completed quickly and in accordance with KOC regulations, leading to the completion of Area A's parking lots and the building's main entrance.

The summer season presented an additional hardship given that work hours were reduced so that employees would start work from early morning hours until 11 o'clock in the afternoon.

“Anticipated Steps Under the General Services Activities”

According to the construction contract, regular maintenance services for the facilities, including electricity, mechanics, and air conditioning, will start to be offered after the warranty period is up, along with cleaning, mail, nutrition, and travel services. In order to execute the finest environmental practices in a way that represents the company's dedication to environmental criteria, coordination will be established with the environment team. Additionally, there are plans to put into action projects that improve the workplace environment and enhance the visual appeal of the structure on the inside and exterior, translating the slogan “Making More possible.”

This project is rightfully regarded as an example of a successful immediate effort and can serve as a standard for speed, accuracy, and productive teamwork.



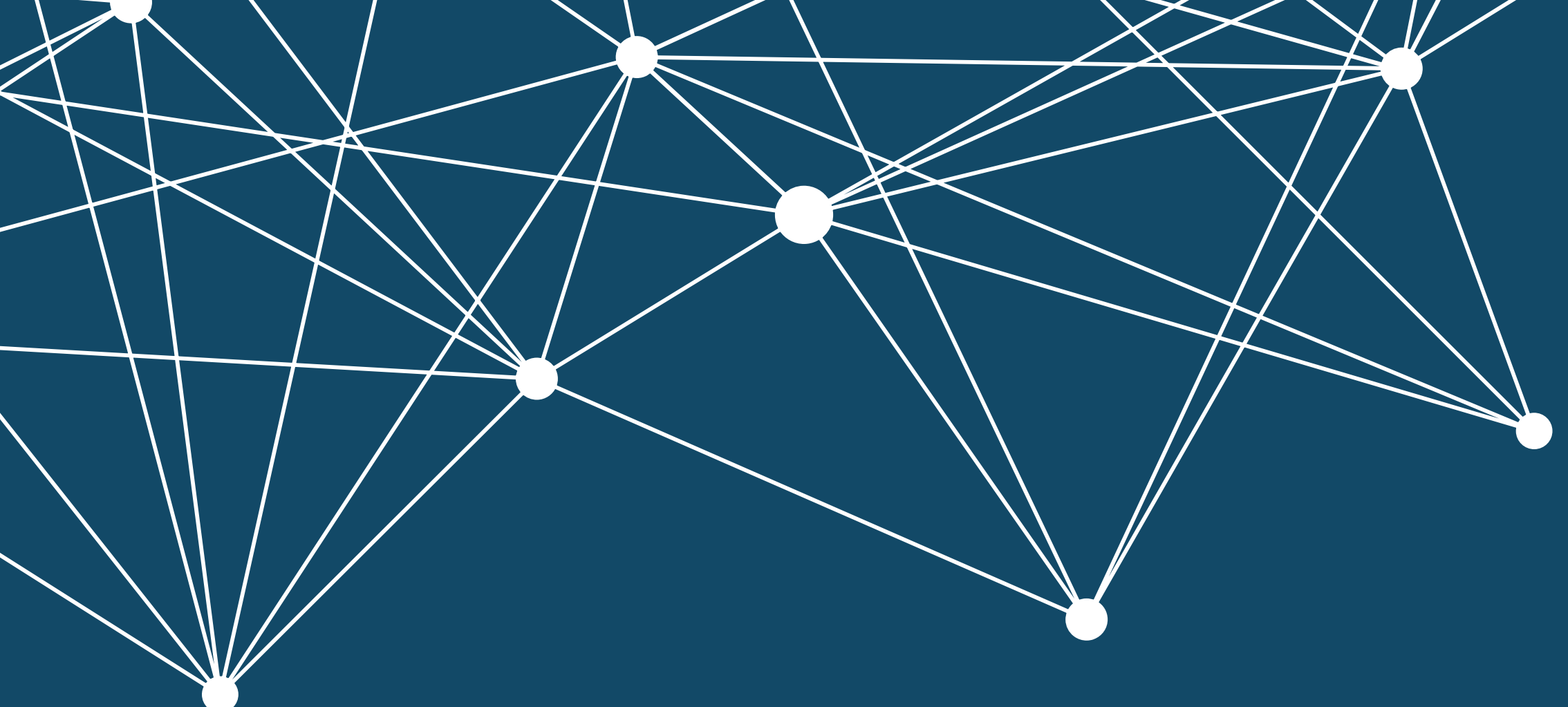


Mr. Ahmad Abdallah Al- Mulaifi
Manager of Information Technology

A Significant Role Played by Information Technology Group

We cannot overlook the role of the Information Technology Group, which has intensified its efforts to achieve technical works away from breakdowns and within the time frame , most notably activating the communication network and internet services, installing computer cables, connecting office phones, activating attendance system machines designed to monitor the time spent by the employees at work and other basic matters to manage the affairs of employees moving to the new building in Al-Ahmadi away from complications and in a comfortable atmosphere.



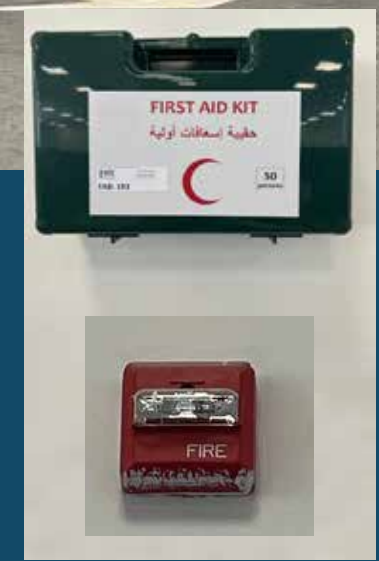


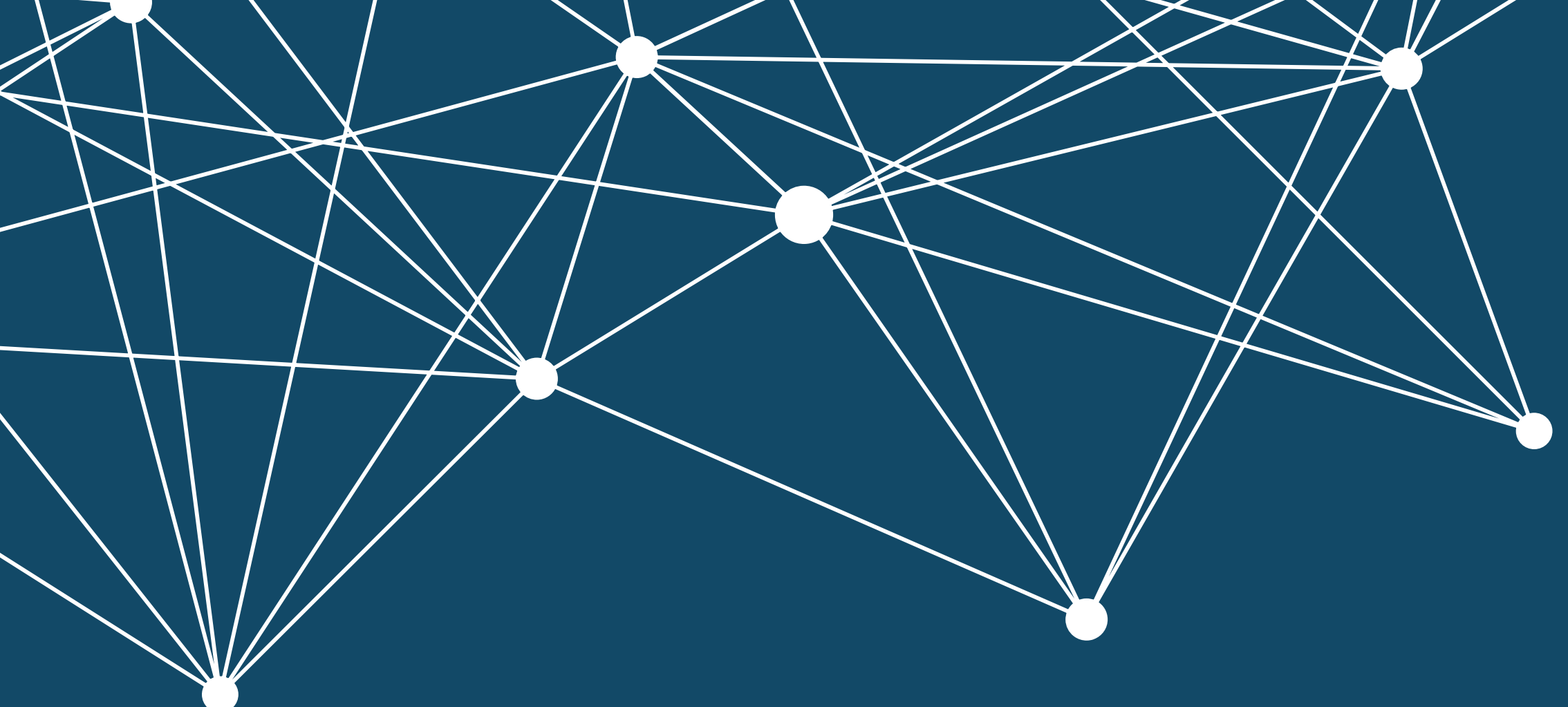
Mr. Dhari Al- Gharaballi
Manager of Health Safety and Environment

Health, Safety and Environment Group

The Health, Safety and Environment Group also played a major role in applying the necessary procedures and measures to prevent any damage or accidents

as well as equipping “KIPIC” clinic to provide all necessary medical services, distributing first aid kits to the various facilities of the building, installing emergency exit signs, as well as installing KPC HSSE Policy posters & frames and KIPIC HSE Golden Rules & Frames., in addition to ensuring the availability of waste bins in order to protect the environment in the workplace and contribute to creating a culture linked to health, safety and the environment so that all employees are responsible for health, safety and the environment.





Mr. Tarek Al- Masoud
Manager of Security and Fire

Security & Fire Group

Turning to the security measures, the Security & Fire Group has worked to ensure that the security personnel carry out their duties at the entrances and exits of the building with the presence of security patrolling to ensure the safety and security of employees and the preservation of the company's assets. Training and awareness courses related to the use of fire extinguishers have also been organised to ensure the implementation of these operations on the ground in the event of any emergency.



Thank You



We would like to extend our sincere appreciation to the Chief Executive Officer

Mr. Waleed Khaled Al-Bader,

for his diligent efforts in following up on all the details of the building's construction by holding periodic meetings while attending to different opinions and points of view in order to achieve the desired result of completing the building within the specified timetable.



We would like to express our gratitude to

Mr. Khalid Al-Awadhi,

Former Planning and Finance Deputy CEO and Al-Zour Refinery's Major Projects Group Manager, for his remarkable participation and tremendous efforts during the construction journey of the new admin building, which contributed greatly to the project's success and completion in record time.





نوّرتوا الأحمدي



Welcome to Ahmadi