



## Energising Kuwait by Making More Possible

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Achieving what KIPIC Aspired to...

## Al-Zour Refinery Reaches Full Refining Capacity of

# 615,000 Barrels Per Day



Kuwait Integrated Petroleum Industries Company (KIPIC) has achieved the strategic target set for reaching the maximum production capacity of Al-Zour Refinery of 615,000 barrels per day of Kuwaiti export crude, which is a historic achievement in the company's operations and a significant leap in raising the refining capacity of the Kuwaiti oil sector, and it reflects KIPIC's commitment to achieving the 2040 strategic directions of Kuwait Petroleum Corporation (KPC) and its companies and the state's development plan.



Mr. Abdullah Fahhad Al-Ajmi, DCEO of Admin and Commercial, pointed out that KIPIC celebrated the full operation of Al-Zour refineries in December of last year and is today celebrating reaching the maximum refining capacity of 615,000 barrels per day.

He added that this achievement was a major challenge and required the implementation of precise operational plans and continuous cooperation between the relevant parties. It also confirms our commitment to meeting the increasing demand for high-quality and environmentally friendly petroleum products in global markets. He added that the joint efforts between KIPIC and KPC are striving to ensure the achievement of production and operational goals with high efficiency and quality.

Al-Ajmi praised the tremendous efforts made by the operating teams at Al Zour Refinery to achieve this outstanding achievement, "Making More Possible" for the State of Kuwait and the oil industry overall. He stressed that it is the result of the sincere efforts of KIPIC Employees to consolidate Kuwait's position as a reliable main supplier of crude oil and refined petroleum products in global markets. It also shows our commitment to achieving excellence, innovation, and technological advancement in the oil and gas sector.

Al-Ajmi continued by saying: Through this historic achievement, we look forward to opening up avenues for cooperation with international companies and enhancing the confidence of investors in the energy sector in Kuwait, which paves the way for a better future for future generations, revealing that the refinery has already exported commercial shipments of high-quality kerosene, naphtha, jet fuel, fuel oil, and low-sulphur diesel to global markets.



# The Remarkable Journey of Three Exceptional Leaders: A Collection of Inspiring Lessons and Experiences in Achieving Professional Success!



Through a one-of-a-kind initiative, Kuwait Integrated Petroleum Industries Company's (KIPIC) Top Management led us on a captivating journey filled with valuable lessons, enriching experiences, and formidable challenges. This journey taught us how to cultivate our professional lives, equip ourselves for success, and overcome the obstacles

that prevent our growth and progress in life. We had a highly productive meeting during the session, which was organised under the title "How did we get here" and featured esteemed individuals such as KIPIC's CEO Mr. Waleed Khaled Al-Bader, Mr. Abdullah Fahhad Al-Ajmi, DCEO of Admin and Commercial and Mr. Ali Al-Ajmi, DCEO

of Al-Zour Refinery Operations. We had the opportunity to gain a more comprehensive insight into their journeys, witness a different aspect of their personalities, and see how they managed to strike a harmonious balance between their professional and personal lives, with each of them leaving a unique mark on their remarkable

achievements. They shared with us their commitment to upholding strong principles in their work, emphasizing the significance of setting a clear vision and goal. They also highlighted the distinction between leaders and achievers, noting that not every leader is necessarily successful, but every person who is successful in his field is in

essence a leader. We are delighted to shed light on their illuminating journeys over the course of this issue, as well as the insightful vision, limitless ambition, challenges, and successes they bring to the position of leading the most important sector in the country.

## Waleed Khaled Al-Bader

# The Godfather of KIPIC's Strategic Projects

An exceptional leader who possesses both leadership prestige and modesty, as well as a distinct cheerful face. Despite his busy schedule, he is eager to communicate with employees, as he is of the belief that the success of the organisation is dependent on the sharing of experiences and knowledge between different generations.

### 'Childhood Dream'

Waleed Al-Bader obtained a bachelor's degree in chemical engineering from Kuwait University. His dream was to become an engineer at the Kuwait National Petroleum Company (KNPC) since his childhood, so he chose the chemical engineering major to fulfil his dream and join the company, specifically the Mina Abdullah Refinery. The ambition did not stop there, as he rose through the ranks and went through the rotation between the Kuwait Petroleum Corporation (KPC) and the Petroleum Chemical Industry Company (PIC), returning once again to his first company and childhood dream, Kuwait National Petroleum Company (KNPC), to occupy the position of CEO in 2019.



### 'An Attentive Listener'

Waleed Al Bader possesses a distinct, modest, and composed demeanour. He excels at active listening and values the power of actions over mere words. His strong drive and expertise led him to assume significant leadership roles. In particular, when he joined the Kuwait Petroleum Corporation (KPC), where he gained a great deal of experience despite the fact that the company was not widely known and the number of employees there was very limited at the time, his personality led him to assume important leadership positions in the oil sector. With a rich professional history that spans approximately 31 years, Al-Bader has held a number of positions, and during that time, he has transferred between the global operations, planning, and marketing sectors. In addition to that, he was a participant in the process of developing the 2020 Strategy as well as the 2030 Strategy, which were both designed to chart the long-term journey of the oil industry.

Additionally, in October of 2017, he was appointed to the position of DCEO (Olefins and Aromatics) at the Petrochemical Industries Corporation.

### 'The Godfather'

In order to complete the process of establishing and operating the Al-Zour Oil Complex projects, he assumed leadership of the Kuwait Integrated Petroleum Industries Company (KIPIC) so that he could assist in the development and operation of operational initiatives. This milestone is the continuation of the series of victories that he accomplished through determination and perseverance, where Al-Bader was involved in the process of laying the foundation for Al-Zour Refinery Project, which was formerly known as the Fourth Refinery and was associated with Kuwait National Petroleum Company (KNPC) before it was transferred to the Kuwait Integrated Petroleum Industries Company (KIPIC).

As the individual behind the concept of establishing the Permanent Liquefied Natural Gas Import Terminal during his position at the Kuwait Petroleum Corporation (KPC), he accomplished a significant feat both personally and for the State of Kuwait and the oil sector overall. This achievement holds immense strategic value, particularly because it is the first of its kind locally and the largest in the world.

Al-Bader had the opportunity to be involved in projects from their inception, during the stages of rule-setting and planning, all the way through to the final stages of implementation and operation, which allowed him to witness both the establishment and completion of these projects.

### "Challenging Obstacles"

Al-Bader was able to meet the challenges, particularly in light of the intense competition that was observed in the global oil industry. On top of that, he was eager to keep up with the developments that were occurring in the petroleum sector in order to ensure that KIPIC remained as one of the most important oil exporting companies through Al-Zour Refinery.

Additionally, there were ongoing projects related to the construction of the company's main admin headquarters in Al-Ahmadi, which had to be completed quickly. However, with the support of a dedicated and capable team, he successfully overcame these obstacles.

Al-Bader believes that whenever faced with a new set of obstacles in life, the individual can transform them into significant and noteworthy historical victories and accomplishments, and to accomplish that, one must think in a constructive manner and have self-confidence in order to face challenges and bring about positive change.

### 'Experiences and Lessons Learned'

To possess the capabilities that qualify for important leadership positions, Al-Bader learned a number of lessons that influenced his thinking and developed his performance over the course of his lengthy career. The most important of these lessons is the significance of working hard, pursuing one's goals, and clinging to determination and persistence in order to achieve success. Teamwork is also an important means of exchanging experiences, as one hand does not clap on its own, which is why collaboration and concerted efforts are required to accomplish targeted goals.



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## Abdullah Fahhad Al-Ajmi

### The Leader and the Man

Among notable figures, he leaves an impression that is at once stern and compassionate, like a leader who plans and executes with the grace of a man who spreads his wings to embrace those around him.

#### “Moving Towards Practical Life”

In 1989, Abdullah Fahhad Al-Ajmi graduated from Kuwait University with a bachelor's degree in electrical sciences and engineering. Following that, he started his career in the oil industry by joining the Kuwait National Petroleum Company (KNPC) as an Electrical Engineer.

He was able to rise through the ranks as a result of his skill and performance, which allowed him to acquire a great deal of experience and knowledge in the field of oil projects of various types. His knowledge and expertise contributed to his ability to lead a large number of technical and engineering teams that were specialised in the implementation of oil projects.



### 'An Exemplary Leader'

Throughout his extensive 33-year career, Abdullah Al Ajmi held a variety of positions and has become highly regarded for his professional demeanour. During his extensive 33-year career, he has held numerous leadership positions, and throughout these years, he demonstrated competence and made continuous efforts and contributions in various administrative roles. He held the position of DCEO for Projects at the Kuwait National Petroleum Company (KNPC) before transitioning to the Kuwait Integrated Petroleum Industries Company (KIPIC). In February 2021, he assumed the position of DCEO for Petrochemicals and Liquefied Gas. He also currently holds the position of DCEO for Administrative and Commercial.

### 'A Clear Vision'

It was not an easy journey to get to where we are today. The steps to reaching the highest levels, according to Al-Ajmi, require having a clear vision, gaining experience, and building a strong network of relationships and connections. These aspects can be accomplished through academic pursuits or through daily interactions with people, in addition to the opportunities that we must make the most of in life.

### 'Understanding His Character Evolvement'

During the kindergarten stage, Al Ajmi learned to defend his rights when he did not allow a classmate to forcibly take his chocolate bar from him. This period of his life was significant because it was during this time that he opened up to the outside world and interacted with his classmates.

This realisation came about as a result of this particular stage, as he grasped the significance of understanding the importance of justice and defending his rights no matter the cost, which ultimately became one of the first lessons he learned in life.

Further on, his time at university was formative for both his personality and his perspective, as it remained one of the stages that remained embedded in his mind and had a significant impact on his long professional life, as he gained strength, determination, and the ability to make decisions and fight battles without hesitation. Additionally, his university days instilled in him the knowledge that the most essential step in overcoming obstacles is to plan, clarify matters, and become familiar with the expectations that help one move forward towards achieving successful leadership.

One of the things that helped him gain experience was working in a variety of positions within the same company, as it was one of the most important factors that contributed to his success in his professional life and gave him the opportunity to advance, achieve success, and grow in the positions he held.

### 'Making the Difficult Decision'

When asked about the decision that he found to be the most challenging, Al-Ajmi disclosed that one of the challenging decisions that he dreaded the most was the decision to transfer him from the Kuwait National Petroleum Company (KNPC) to the Kuwait Integrated Petroleum Industries Company (KIPIC). He viewed this move as a step towards a fresh start, and he willingly accepted it without any hesitations.

### 'Family Comes First'

In addition to being a successful leader, Al-Ajmi was committed to striking a balance between his professional and personal lives. He is an accomplished husband and father, and he was particularly interested in achieving this balance. He did not ignore this aspect because he is of the opinion that the primary responsibility of a successful life is to take care of and protect one's family, as he firmly considers it to be one of the fundamental pillars of success in life.

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## Ali Mohammad Al-Ajmi

# Embracing the Vibrancy of Youth Leads to Remarkable Successes

With astute intellect and exceptional leadership prowess, he skillfully thrives on challenging circumstances to ascend to the highest ranks of authority in the operations sector, one of the most critical sectors. Upon meeting Al-Ajmi, anyone can see how his eyes glow with ambition and resolve to efficiently ascend to the pinnacle of his profession, as it is clear that his preoccupation lies more with attaining success than maintaining positions.

### **'From Failure to Excellence'**

Al-Ajmi was raised in a humble household. He pursued further education in public schools and regardless of his average performance in elementary school, he graduated from Kuwait University with bachelor's and master's degrees in chemical engineering. Additionally, he graduated from George Washington University with a master's degree in project management.

Al-Ajmi recalls that during his elementary school years, he achieved merely average grades, to the extent that he received a failing grade on one occasion. His mother developed such a predilection for his abilities in academic level that she was surprised when he passed the monthly exam in middle school, which drove her to approach the teacher to inquire whether this grade belonged to him or to another student.



## “The Big Dream”

The Kuwait National Petroleum Company (KNPC), also known as “The Big Load,” is where Al-Ajmi began his professional journey. He started out in the operating and project departments, and after working his way up through a number of administrative and technical positions, he eventually became the Manager of Operations at the Mina Abdullah Refinery, where he served from 2013 until 2016. Additionally, he was a significant contributor to the establishment of a multitude of programmes that focused on performance enhancement and operational excellence.

## “A Crucial and Leading Role in Al Zour Operations”

After playing a decisive and pioneering role in the establishment of Al-Zour Refinery Operations Group in 2017, Ali Al-Ajmi was appointed Manager of Al-Zour Refinery’s Operations Group from July 2020 until August 2023. It was after this appointment that he assumed the position of DCEO of Al-Zour Refinery Operations.

## “The Road was not Easy but...”

However, Al-Ajmi encountered a number of challenges along the way as he was attempting to find a positive way to deal with the technical and administrative challenges that he encountered, particularly in light of the fact that he worked within the core of oil institutions. According to him, the “biggest” challenge was the extensive preparations to establish and operate the enormous Al-Zour refinery project, which he considered to be a national responsibility. Additionally, the spread of the Corona pandemic at that time left major obstacles behind. Through the collaboration of a team that was both enthusiastic and knowledgeable, he was able to successfully overcome challenges, which afforded him the opportunity to exercise patience in order to finish this project.

Al-Ajmi did not place a high priority on promotions; rather, he placed a greater emphasis on being a part of distinguished work teams and accomplishing a great deal within Kuwait Integrated Petroleum Industries Company (KIPIC).

## “Lessons learned”

According to Al-Ajmi, there are a great number of lessons that have been learned. The first of these lessons is the ability to know how to care for and embrace Kuwaiti Youth, who are the future of the oil sector, and to communicate with them in order to provide a comfortable working environment that generates successes and achievements, thereby embodying the slogan of the company “Making More Possible.”

The second step is to concentrate on the strategic goals of Kuwait Petroleum Corporation (KPC) and KIPIC in order to make it possible for the organisation to continue its achievements and make progress.

In the third place, it is essential to adhere to a fundamental pillar of success, which is the spirit of one team, and to ensure that this spirit is instilled within the work team.

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## Ensuring a Consistent Provision of Low-Sulphur Fuel Oil to Power Plants in the Northern and Southern Regions

Through a successful collaboration with Kuwait Petroleum Corporation (KPC), Kuwait Integrated Petroleum Industries Company (KIPIC) has once again demonstrated its commitment to delivering a reliable and secure supply of low-sulphur fuel oil from its northern and southern plants, an achievement that further supports the Ministry of Electricity, Water, and Renewable Energy's efforts to transition to cleaner and more sustainable energy sources.

Mr. Abdullah Fahhad Al-Ajmi, DCEO for Admin and Commercial, emphasised that this accomplishment is the result of a collaborative effort between Kuwait Integrated Petroleum Industries Company, Kuwait Petroleum Corporation, and the Ministry of Electricity, Water, and Renewable Energy, as the Ministry is making a significant contribution to environmental preservation and reducing the impact on the environment by completely transitioning to low-sulphur fuel oil, an initiative aimed at improving air quality in the State of Kuwait.

Al-Ajmi emphasised the importance of the collaboration between KIPIC and KPC. This partnership not only guarantees a consistent supply of low-sulphur fuel oil but also signifies a significant step forward for the Ministry of Electricity, Water, and Renewable Energy in their pursuit of an environmentally conscious and self-sustaining energy system.

It is worth mentioning that Kuwait Integrated Petroleum Industries Company recently provided low-sulphur fuel oil to the Western Doha Electricity Plant of the Ministry of Electricity, Water, and Renewable Energy, which was done in compliance with Environmental Protection Law No. 42 of 2014, an accomplishment that resulted in a reduction of polluting emissions and helped in preserving the environment and public health.

# Organising a Roadshow to Raise Public Awareness of KIPIC's Activities in the Oil Sector

In implementation of Integrated Petroleum's sustainability strategy, The Corporate Communication Group recently launched a communication programme with internal and external audience segments with the aim of raising their awareness of the company's mission and vision and the vital role of Making More Possible at all levels.

The roadshow included Kuwait Petroleum Corporation (KPC) and other companies working together with a team of young engineers in close coordination with the Corporate Planning Group.

During the meetings, light was highlighted on the progress achieved by KIPIC from the beginning of its establishment till today. An introductory presentation was also given on Al-Zour Refinery, the Permanent Liquid Natural Gas Import Terminal (LNGI), and the Petrochemicals-Refinery Integration Al-Zour (PRIZe) projects.





The team members, including Mrs. Bedour Al-Hindi, Ms. Fatemah Bu Sakher, Ms. Fay Allougman, and Ms. Maryam Zaraei, and led by the Team Leader of the External Communication Mrs. Manal Al-Rushaid, emphasised the crucial role played by the participating engineers from various fields, such as Corporate Planning, Operations, the Permanent Liquid Natural Gas Import Terminal (LNGI), and the Petrochemicals-Refinery Integration Al-Zour (PRIZe) project, given that their support and willingness to share their experience and knowledge were instrumental in the success of the roadshow. According to the team members, these remarkable efforts allowed them to establish a strong presence for the company, which aligned with the goal of “Making More Possible” in the oil industry, expressing their pride in the accomplishments and contributions provided to the oil sector community.

Kuwait Integrated Petroleum Industries Company is extremely appreciative of the esteemed External Communication Team’s contributions to the progress of the project, which aided in its presentation’s excellence and contributed to an array of significant accomplishments.

# Contractor HSE Award

## Embracing Operational Excellence and Establishing an Effective Safety Culture



At Kuwait Integrated Petroleum Industries Company (KIPIC), our top priority is achieving operational excellence through strict procedures and a focus on improving Health, Safety, and Environmental performance. This commitment is the backbone of our work, ensuring that we maintain the highest standards in all our activities and facilities.

We value our partnership with project contractors and are committed to maintaining a strong collaboration in managing and operating our projects with the utmost focus on Health, Safety, and Environmental standards.

As part of our efforts to promote a safe and environmentally friendly work environment, Kuwait Integrated Petroleum Industries Company has launched an annual award for Health, Safety, and Environment. This award aims to recognise the important contribution of project contractors in creating a culture of safety and encouraging their active involvement in implementing best practices for optimal performance.

The company's annual celebration took place on Tuesday, January 30, 2024, in the highly esteemed presence of the CEO, Mr. Waleed Khaled Al-Bader. High-ranking officials from KIPIC as well as representatives from various contracting and oil companies were present at the event.

The CEO began his speech by extending gratitude and a warm welcome to all those in attendance. He then lauded the collaborative endeavours of both employees and contractors in attaining excellence in the domains of Health, Safety, and Environment, all of which contributed to the success of the company.

He stated, "I would like to extend my sincere gratitude to our contractors, who serve as our collaborators in KIPIC projects, for their enthusiastic engagement in our continuous endeavours that strengthen and improve our organisational culture with regard to the field of Health, Safety, and Environment."

“We look forward to continuing our efforts to establish new horizons and implement innovations as we collectively strive to attain the utmost standards of “safety and sustainability”, “excellence and perfection” and we challenge ourselves to “Make More Possible”, he continued.

As explained by Al-Bader, the company maintains not only a legal obligation but also a moral one to ensure the health, safety, and welfare of its employees when it comes to the Cultural Change of Health, Safety, and Environment.

The CEO commended the unity of employees and contractors in their endeavour to attain operational excellence and safeguard the health and safety of all members of KIPICs’ family, as their dedication was exemplified by the 66 million safe working hours that were accomplished in the company’s facilities.

Al-Bader concluded by expressing his appreciation to all employees who assisted in the execution of this momentous event and its outcomes.

During the forum, Mr. Dhari Al-Gharaballi, Manager of the Health, Safety, and Environment Group, provided an overview of KIPIC’s health, safety, and environmental performance, highlighting the notable initiatives and programmes that have been successfully implemented. He encouraged

the attendees to take advantage of the forum’s activities, which encompassed a series of discussion sessions covering various topics such as occupational health, safety, and physical and mental well-being.

During the event, contracting companies were recognised for their outstanding achievements in operational excellence and their exceptional performance in health, safety, and environmental aspects.

1. The Full Operation of Al-Zour Refinery Award was won by the following companies: MEKE, Fawaz, and AIEssa.
2. Operational Excellence for Marine Operations was shared by the following companies: DESFA, Veolia, 3B General Trading and Contracting and Co, IMCO, and Dietsmann.



On the sidelines of the forum, an exhibition was held for companies to showcase their tools and practices in the aforementioned fields.









## Hurry up to participate in the sixth edition of the CEO HSSE Award

Open all KIPIC employees from 7<sup>th</sup> of Jan – 8<sup>th</sup> of Feb 2024

To participate  
click here



## The picturesque Marine Environment

The Magic of Expressing Your Sea through Artwork or Drawing

Deadline to confirm participation: 8 February 2024

To participate  
click here