

With your Deeds our Country Prospers Better

We Appreciate your efforts in Making More Possible



Labour Day

Contents



With your Deeds our Country Prospers Better

We Appreciate your efforts in
Making More Possible

Kuwait Integrated Petroleum Industries Company (KIPIC) celebrates the “International Labour Day”, in honour of its employees for their endless efforts and contributions that they have provided at the company level in particular and the State of Kuwait in general, raising its flag high in various fields.

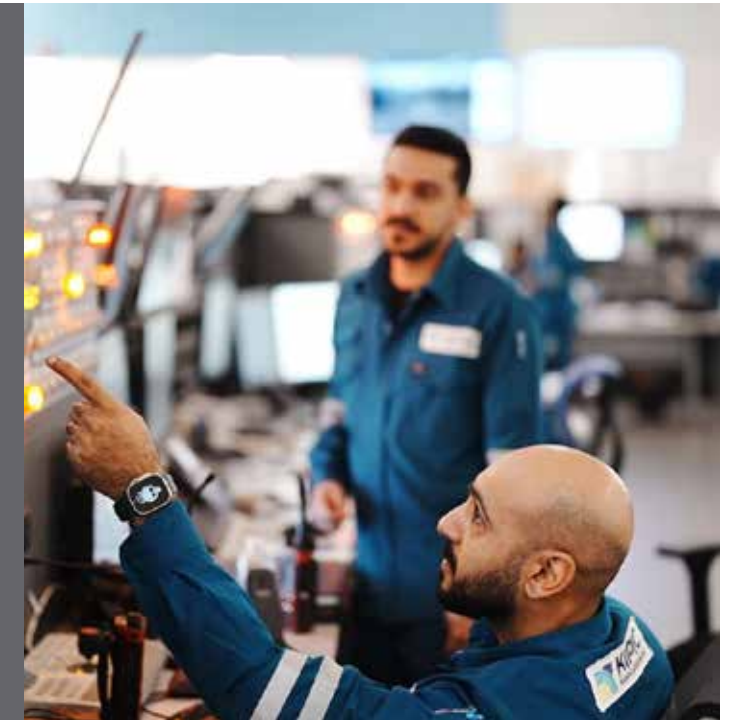
to contribute to its success. This employee who strives hard to do its utmost to accomplish the company’s vision for the sake of the continuous improvement and prosperity for the state of Kuwait, deserves all our appreciation and respect. It is our duty to honour his effort, celebrate it, and encourage him to exert more effort to improve the economy of our country.

The employee is an important factor in the chain of production, and our encouragement and appreciation towards his work gives him more self-confidence in his job performance and encourages him to do more with a lot of ease and enthusiasm. Labour Day is a reminder that our employees are the finest of this country that prospers with their deeds.

The aspirations of its employees have enabled “KIPIC” to see and experience a lengthy line of accomplishments and victories that have propelled it to advance by “Making More Possible”, and to be a valuable addition to Kuwait’s oil industry and the state’s economy.

The company values its employees and pays them special attention after considering that human aspect is one of the pillars of success. It is also keen to ensure a positive work environment by providing them with good care, motivation and enhancing performance in their professional careers in order to increase productivity and creativity.

And since the employees’ efforts determine the company’s performance level, the workforce is always the first



This is what the company has been stressing since the date of its launch, which coincides with Labour Day, to be an effective resource that enhances the company’s strategic goals, including creating job opportunities for Kuwaiti workforce and embracing all these energies to build a promising young generation.

All Eyes Set on the Grand Opening of Al-Zour Refinery

Kuwait Integrated Petroleum Industries Company (KIPIC) is abuzz with excitement as preparations are ongoing for the grand opening of the Al-Zour Refinery. This historic event, held under the patronage of His Highness the Amir, Sheikh Meshal Al-Ahmad Al-Sabah, promises to be a momentous occasion.

In view of the importance of this historic event for the Kuwaiti oil sector and for the company as well, KIPIC team is working diligently to ensure the ceremony site is fully equipped and the celebration meets all expectations. Accordingly, a supreme committee for the celebration has been formed to supervise all preparations.

Al-Zour Refinery stands as a landmark development project for Kuwait. Its vast economic impact includes creating new job opportunities for Kuwaiti youth and securing promising markets for Kuwaiti oil products globally. Furthermore, the refinery will provide a steady and secure supply of low-sulphur oil products, contributing to the nation's strategic goal of improved air quality.

Main committee to celebrate the operation of Al Zour Refinery project



Ali Mohammad Al-Ajmi
Deputy CEO Al-Zour Operations
(Sponsor)



Abdulrahman Abdulaziz Al-Olayan
Manager Corporate Communication Group
(Head)



Mosaed Soud Al-Shali
Manager General Services Group
(Deputy)



Bader Abdulnabi Al-Jazzaf
Manager Health, Safety &
Environment Group
(Member)



Tariq Yousef Al-Masoud
Manager Security & Fire Group
(Member)



Meshal Ghazi Alhindi
Manager Commercial Group
(Member)



Nawaf Abdullah Al-Sharhan
Manager Finance Group
(Member)



Naser Abdulhameed Alattar
Manager Maintenance (ZOR)
(Member)



Marwan Jasem Al-Nisif
Manager Major Projects (I)
(Member)



Salah Mohammad Al-Mansour
Team Leader Local relation
(Member)



Manal Ahmad Al-Rushaid
Team Leader
External Communication
(Secretary)



Arrival of Robots at Al-Zour Refinery

Get to Know More About its Benefits in the Oil Industry!

Over the past few years, the presence of robots has increased at an extremely rapid pace, with a noteworthy rise in their responsiveness and flexibility. The argument surrounding artificial intelligence, automation, and robotics as the foundations of an emerging industrial revolution has gained significant momentum due to their widespread application and heightened interest. Despite these common fears and allegations, it appears that Kuwait Integrated Petroleum Industries Company (KIPIC) has decided to join the movement by taking the initiative to implement robots equipped with artificial intelligence technology in Al-Zour Refinery's operations during the upcoming period.

During an exclusive interview with KIPIC Newspaper, the Maintenance Group went over the specifics of the robot application initiative:

To begin, the concept was initially conceived as an initiative by Al-Zour Operations Directorate and the Maintenance Group to investigate the utilisation of robots within Al-Zour Refinery. Additionally, the refinery intended to explore the possibility of utilising the most recent technological means that would enhance the work environment, improve the quality of the work, and decrease the risks involved. Following that, representatives from ANYbotics, a Swiss company recognised as the world leader in autonomous robotic monitoring operations in the energy and utilities sector, were invited to

participate in the event. Additionally, a field experiment was carried out to look into the potential benefits that KIPIC could obtain from this while developing solutions.

The group clarified that the idea originated last year during our participation in digital transformation competitions. As a result, the Maintenance Group formed a small team to explore digital transformation opportunities and streamline maintenance and monitoring operations for Al-Zour Refinery building units. Accordingly, an employee of Kuwait Integrated Petroleum Industries Company (KIPIC) came up with the idea of using a robot in Al-Zour operations. This innovative concept, which is at the heart of digital transformation, was subsequently approved.



The Maintenance Group outlined the details of the proposed systematic plan to implement this initiative, which consists of several stages:

- Analysing the company's requirements
- Collaborating with other oil companies and working towards integration to prevent the repetition of unproductive experiences
- Conducting a thorough survey and research into the latest technology available in both local and international markets that aligns with the specific needs and requirements
- Contacting manufacturers to gather more information about these products and determine if they are a good fit for the company's requirements
- Conducting field experiments to ensure that the devices can meet these requirements. A team from KIPIC, including Muhammad Behbehani, Abdul Rahman Al-Taweel, Fatima Al-Hammadi, and Latifa Al-Nafisi, will be utilising this robot as part of their training process from April 21 to April 25. Their objective is to assess the robot's efficiency and gather insights from the experience.
- Creating a strategic plan and prioritising initiatives to ensure successful implementation and securing the required approvals
- Executing initiatives in accordance with the plan
- Carefully analysing the advantages and profits obtained prior to expanding the implementation of the initiatives.



Regarding whether innovation will be the driving force behind all future endeavours in the State of Kuwait across its various sectors, the group has affirmed that innovation is the defining characteristic of the present and upcoming phase. This is particularly evident when considering the significant changes that have taken place globally, especially within the oil industry. The team also recognised the importance of staying up-to-date with these changes to ensure that Kuwait and the oil industry can continue to thrive and make progress. The team continued: Thus, we highly encourage all employees to actively contribute towards achieving our strategic goal. Similarly, we urge all sectors of the state to expedite the implementation of innovative plans, such as robot utilisation. These robots have the potential to bring numerous benefits, particularly through the application of artificial intelligence technology. They can be instrumental in monitoring car-filled streets, ensuring their safety, overseeing the security of suspended electricity wires, tracking highway lines using drones, and various other tasks that minimise the need for human intervention.



Concerning the main question at hand, which pertains to the robot's role in the oil sector and the resulting advantages, particularly in the operations of Al-Zour refinery, the Maintenance Team has thoroughly examined numerous benefits that can be attained through the utilisation of robots in the oil industry and specifically at Al-Zour refinery. Some of the key advantages include:

1. Mitigating accidents and improving the work environment by utilising the robot in hazardous areas that are beyond personnel's reach during operational procedures
2. Reducing expenses
3. Transferring information of all kinds digitally, electronically, and automatically through the information transfer networks available at the refinery
4. Limiting human error and improving data recording precision and accuracy
5. Ability to monitor equipment temperatures, record their readings, and identify potential gas and liquid leaks at the refinery. The robot transmits an alert or provides the relevant authority with this information on the basis of this data and information. This decreases the potential damage and risks to the workforce, consequently enhancing the refinery's safety efficiency.

Will robots replace humans in the long term?

The group firmly believes that robots have brought about a revolution in numerous industries, leading to enhanced efficiency, cost reduction, and improved safety. However, they acknowledge that there are still several tasks that necessitate human creativity, problem-solving abilities, emotional intelligence, and adaptability. Therefore, it is improbable that robots will entirely supplant humans in every sector. Instead, they can serve as a valuable addition by assuming repetitive tasks, freeing up humans to concentrate on the more complicated aspects that necessitate creativity in their roles, and the human element will continue to be crucial and highly sought after, despite the advancements in technology and the increasing use of robots.



In closing, the Maintenance Group emphasised that they seek to assist the company in its digital transformation journey through this initiative, which is one of Kuwait Integrated Petroleum Industries Company (KIPIC) and Kuwait Petroleum Corporation's (KPC) most important initiatives.

Toastmasters... An Unmatched Opportunity

A Unique Chance to Build Leadership Skills and Network!

Toastmasters' clubs have effectively transformed the conventional way of life for many individuals in Kuwait, particularly those who are unaware of the significance of interpersonal communication or lack proficiency in active listening, as these clubs specialise in motivating individuals to improve their self-assurance and enhance their capacity to pursue their aspirations.

Kuwait Integrated Petroleum Industries Company (KIPIC) has adopted this initiative because it places a significant amount of emphasis on these values as the foundation of all of its decisions. The initiative offers an integrated positive environment in the art of public speaking, communication, and leadership skills. Additionally, it offers opportunities for Kuwaiti youth to express their ideas and opinions and assists them in developing a sense of fulfilment so that they can move forward with comfort and confidence and "Make More Possible."

In an interview with KIPIC Newspaper, the Training and Career Development Group confirmed that the company's goal is to contribute to the preparation of employees who are qualified and trained through the group's strategy, which is accomplished by adhering to the best practices and programmes that help employees qualify for career development and achieve the goals of the company.

The team has disclosed that the official launch of the first season of the Toastmasters Club will take place in the month of May, and it's witnessing an extraordinary turnout from a variety of individuals and organisations.

When asked about the beneficiaries of the Toastmasters Club, the team responded that anyone seeking to improve their self-assurance, cultivate their leadership abilities, and exert influence over others would find value in this club. Participants acquire a range of skills, with a particular emphasis on effectively presenting ideas to an audience, discerning when to speak and when to listen, and mastering control over their vocal tone and body language. The club evaluates and provides feedback to the trainee based on their initial encounters with each of these aspects, recognising that the most effective learning comes from personal experiences rather than mistakes.



Within this framework, the group enumerated the key advantages of Toastmasters, which are listed as following:



Promoting Teamwork

Toastmasters fosters a stimulating atmosphere that encourages teamwork. Every meeting presents a fresh chance to collaborate with a team, where each member can choose a different role and take on specific tasks. Members have the ability to assume various leadership roles, such as meeting supervisor or counter-attack strategist. In order for the meeting to be successful, it is crucial that all team members come together and contribute their efforts.



Refining Leadership Skills

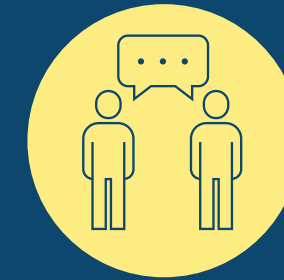
The club's mission, which not only improves oral communication and public speaking skills but also fosters skill development and a sense of leadership, enables members of the Toastmasters Club to experience a greater degree of self-confidence.



Valuing Time

While some people lack regard for time, the Toastmasters Club recognises it as an essential factor and a requirement for the success of every meeting. Every meeting has a timekeeper with a stopwatch and three coloured cards (red, yellow, and green) to ensure that each member completes his or her role within the time allocated to them.

The timekeeper raises the green card for the minimum time, the yellow card for the average time, and the red card for the maximum time.



Reciprocal Learning

There are no instructors or students in the Toastmasters Club. Everyone works together to develop the club members' leadership skills. A member is a teacher today; his colleague is a student; and he will be a student tomorrow, while another speaker is a teacher. As a result, the Toastmasters Club is a collective learning environment based on practice rather than theoretical materials, with club members assisting each other in developing their leadership and rhetorical skills and each member serving as both a teacher and a student.



What Happens During a Toastmasters Meeting?

The members of Toastmasters take turns managing the meeting before the scheduled time, which results in the meeting being run in a very organised fashion. The members are seated facing the person who is conducting the meeting, and the segments are presented in a manner that is both entertaining and enjoyable and are presented within a variety of topics that are both useful and enjoyable, which encourages the attendees to participate. Additionally, a discussion takes place about the rules governing the timing of the meeting. Each segment, adhering to the specified timetable, should highlight both positive aspects and areas requiring further development, with the evaluation form incorporating the comments.

The Training and Career Development Group greatly praised Toastmasters for its significance in the professional life of employees, as effective communication and self-confidence are among the most important factors for the development of the employee's skills within the company. Interestingly enough, it has been noted that most global corporations have started incorporating Toastmasters Clubs because of the club's effective capacity to foster the growth of staff members' leadership and communication abilities.

KIPIC Bids Farewell to Fuad Zainal and Salem Al-Thifiri

Their journey was characterised by great dedication and sincerity

Kuwait Integrated Petroleum Industries Company (KIPIC) bids farewell to two of its founding members, Mr. Fuad Zainal from the Major Projects Group and Mr. Salem Al-Thifiri from the Commercial Group. These esteemed gentlemen joined the company since its inception in 2017 and played pivotal roles in shaping the new oil giant.

Their years of service were marked by unwavering dedication and loyalty. They are known for their gentle nature and willingness to share their expertise with colleagues; they



embodied the spirit of productive teamwork.

As KIPIC bids farewell to these remarkable individuals, it extends its deepest gratitude and appreciation for their tireless efforts and sacrifices in elevating the company's stature and prosperity. They have set an exemplary standard for work ethic and commitment, leaving behind a legacy of achievements and experiences that will forever be etched in the company's memory and the hearts of all who knew them.

