

The Newsletter of MB Group of Companies



In Country Value ICV



Oceanco
Fleet Day
at a Glance



Social
Media



Turquoise & H2 Collaborate
on the Newly Designed
81M BORA





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Dear colleagues,

At the outset, I wish you all a very happy new year as we close 2018 and welcome 2019.

In 2018, oil prices have reached a higher average at around \$71 compared to \$52 in 2017. Few major E&P companies have increased their operations in response to the high price of oil.

On our oil and gas front, MBPS has managed to secure important contracts, which will be good additions towards their income for the coming years. Moreover, their expansion efforts to the Kuwaiti market strengthen the company's portfolio. In addition, with good achievements in production, Petrogas is meeting its targets in Oman and abroad. It is focusing on efficiency through good practices as LEAN is paying dividends by minimizing waste and maximizing value added activities.

UES has been active in marketing its products and services by engaging with its potential customers. Moreover, its marine division is getting good demands resulting in an increase in the production and sales figures.

As Mawarid has signed the new joint venture (Manajem) with Mining Development Oman, we are looking forward to starting operations in Al Ghaizain. The outlook of this JV is excellent and it will strengthen our mining portfolio as Al Ghaizain site has massive sulphide volcanogenic deposits.

We are delighted to witness remarkable achievements highlighted in the Chairman's Award for Excellence (CAE). The winning projects have contributed a combined additional financial value of \$500 mln. We call our employees to participate in this initiative and to be innovative given its vital importance for our competitive advantages and business sustainability.



- Dr. Mohammed Al Barwani

From the beginning of the year, the management teams have focused on effective rationalization of the business for better utilization of companies' resources, and they also followed cost-effective ways to steer process flows and improve our internal technical capability. For the new year, besides keeping the focus on doing things in smart and effective ways, we need to focus more on our organizational capabilities and local talents. With strong and competent teams we will strengthen our position as the best partner of choice.

Looking forward to a great year ahead, and wish you all a prosperous 2019.

Best Wishes,
Dr. Mohammed Al Barwani
Chairman, MB Holding

MESSAGE FROM THE CHAIRMAN

Dear colleagues,

Welcome to our new issue of @MB.

We are delighted to feature some Omani women in this issue of @MB as part of our celebration of the Omani Women's Day on the 17th of October, which is marking the inspiring contributions of women who have played significant roles in the development of our beloved nation. On this occasion, MB Holding Group took the opportunity to hold an informative event full of knowledge sharing, activities and fun.

We are continuing to improve @MB by introducing two new sections; namely, MB Champion and Employee Column, featuring two of our female colleagues. Moreover, in the section of after working hours, we are pleased to take the initiative to showcase two hidden talents of MB Group ladies.

The effort put in by the editorial team in content and design is highly appreciated.



- Rahma Al Barwani

We hope you enjoy reading this issue, and we kindly invite you once again to send your comments, suggestions and stories to our co-editor's email:

zuwainat@mbholdingco.com

Wishing you the very best for the coming new year !

Rahma Al Barwani
*Head of Communications &
External Affairs*

MESSAGE FROM THE EDITOR

Zuwaina Al Tuawayya: Co-Editor

Anuj Sharma: Graphic Designer

Amina Al Suleimani: Content writer

Mohammed Al Harrasi: Photographer

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Hassan Al Rasbi: Content writer



Thank you to those who have contributed in this issue.

Omani Women's Day: More than Just A Celebration

Women in Oman are fortunate to have a special day marking their achievements. The 17th of October was announced by His Majesty Sultan Qaboos bin Said to be the Omani Women's Day as a gesture of recognition of women's roles and achievements throughout the years. It is a day to celebrate their social, economic and cultural accomplishments, not only today, but even in ancient times, while also aspiring for greater progress. It is like a medal of achievement given to women on this day.

Celebrating this day is a great opportunity to bring up many challenging subjects related to women today and need thorough discussions. Highlighting from my own experience, nowadays the frame of "Omani Women's Day" is, most of the time, restricted to celebrations where 'social media influencers' are awarded on a huge stage with a great turnout of audience. However, this day is far away from this limited concept. Omani women today are parts of the biggest decision making bodies in the country and hence deserve a better way of celebration.

What if the celebration of this day begins by taking new decisions and announcing recommendations? For instance, what would women's reaction be if they hear an announcement of establishing a group of nurseries near workplaces for female employees in order to get proper care of their young children while they focus on their work and increase their productivity? What would women's impression be if a decision is issued by all entities in Oman to extend the maternity leave of working women to allow more time for child care? What if special "work-from-home" jobs are developed for women who decide to stay at home?

I strongly believe that if the occasion of "Omani Women's Day" is celebrated in such a way, the roles of women will markedly impact the wheel of development in the country along with their male counterpart. From my point of view, this occasion should exceed the 'barrier of 2-hour celebration' into discussions of how to improve the current status of women to accommodate their needs.



Saada Al Rawahi
Technical Team Leader - PG



good stay
good price

Park Inn by Radisson Hotel & Residence Duqm a 4 star property features 73 contemporary chalets and apartments with modern amenities like free Wifi, restaurants, bar, gym, outdoor pool, meeting rooms, kids corner, tennis court and private parking.

parkinn.com/hotel-duqm



ICV

In-Country Value

ICV Power at MB Group

In-Country Value (ICV) is a Local Content concept introduced by the Ministry of Oil and Gas (MOG) in 2011 to maximize the industry's contribution to social and economic development in Oman. With the objective to raise opportunities for ICV, the ministry formed a committee to group government representatives and executives from the oil and gas sector. This committee is the body responsible for providing guidance and governance to ICV development in Oman, as well as adjusting its rules to fit the purpose of ICV.

MB Holding Group of Companies has embraced ICV since its inception, and Petrogas was a founding member of the team that MOG formed to introduce the

initiative along with other big oil and gas companies. Moreover, MBPS and UES have also adopted the initiative and are following the process set by MOG ICV Committee to submit their ICV plans to their clients.

Petrogas

As a result of translating its policy and commitment to maximize the opportunities for ICV in a sustainable and economically viable manner, Petrogas Rima (PGR) has launched an initiative to support passionate young Omanis and to bring new competitors to the local market. It also assists a group of young people in establishing their companies. In addition, the amount spent in ICV for the last two years has exceeded

100 Million dollars in its various pillars. Noteworthy, Petrogas has embedded ICV into any single contract with value run-over 500 thousand dollars with the aim of achieving the best promotion for ICV.

Commenting on the challenges faced while implementing ICV strategy Haitham Al Bahrani, Contract & ICV Team Lead, said, "The ICV philosophy is still new to the market which has resulted in misunderstanding the main objective of the strategy itself. However, nowadays the concept is growing and becoming clearer to many business parties.

The biggest challenges that can be found in setting ICV requirements and commitments when involving parties are either under-estimate or over-estimate promises or deliverables. Additionally, ICV plans and reporting require time and effort to set them up.

However, we always try to overcome such challenges through communication, face-face discussion and synergizing with involved parties."

In general, Petrogas believes that ICV reaps up benefits for both the company and the country in the three key areas: business development, human capability development, and productivity stimulation in the economy.

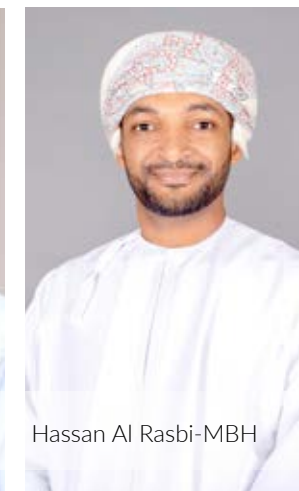
ICV Team members



Mahfoodh Al Shaikh-MBPS



Haitham Al Bahrani-PGR



Hassan Al Rasbi-MBH



Arwa Al Barwani-UES



MBPS

Through increasing procurement of goods and services as well as improving the capacity and capability of Omani people and companies, MBPS ICV plans involve a package of measures aims at supporting local community companies. "MBPS firmly believes that it has a special responsibility in establishing increased employment and sustainable development opportunities." Mahfoodh Al Shaikh, Business Development Manager - MBPS, said.

MBPS has actively undertaken a number of initiatives and made several contributions throughout the years based on its ICV strategy objectives:

1. Investment in Fixed Assets
2. Omanization in the Workforce
3. Training of Omanis
4. Development of National Training, Education and R&D Institutions
5. Local Sourcing of the Goods & Subcontracted Services
6. Development of National Suppliers

According to www.incountryvalueoman.net, the initial analysis has shown that more than 80% of the direct expenditure of the oil and gas companies goes to local suppliers and contractors, which has resulted in retaining a significant value in the oil and gas sector.

In this regard, MBPS has signed a one year contract with a local transportation company, namely, Waheed L.L.C, to provide transport services to MBPS's eligible staff and guests including, dropping and picking up company's staff and guests between different company's offices, warehouses, and destinations.

It is worth noting that Waheed L.L.C is an Omani company for passenger transport services which aims at meeting the company's transport requirements and relieving the company of the necessity of any additional expenses for engaging or supplying any labor, material or equipment

to complete the work. Moreover, MBPS continuously looks forward to getting Omani contractors to meet its necessary requirements in order to reinforce national suppliers and emerging companies.

UES

UES ICV Structure is based on the concept of development of Omani products, which will lead to a long term sustainable business and employment for Omani workforce; not only in manufacturing of Omani products, but also in providing products services and installations.

Arwa Al Barwani, UES ICV Manager stated, "One of the perfect examples of our contribution at UES in ICV is the full development of the Beam Pump Stuffing Box, starting from the design, manufacture, testing, field installation to successful performance results obtained from the two



major oilfield operators in Oman. This has led to a five year contract awarded by one major operator in the South of Oman. It has also opened the door for ongoing discussions to develop further products."

One of the biggest challenges that many companies are facing in ICV is the sole focus on the cheapest contract prices by some customers.

It is sad that they overlook the overall performance and added value when purchasing Omani products which are fully designed, manufactured and serviced in Oman by local workforce. This is an ongoing challenge, but the proven performance of UES initial product and its continuous engagement with end costumers' base in conjunction with the ICV committees are showing a positive change in the "only lowest costs" mindset of certain customers.

In addition, the new facility has projected the image and capability of UES to the end customers from a standard run of the mill repair facility to a full blown manufacturing facility capable of maintaining the highest quality standards. The state of the art facility also shows the Group's commitment to ICV with providing an international standard manufacturing facility to support the development of ICV. It is highly important to note that the oil and gas companies constantly seek to reinforce the local market with Omani competencies and to increase the proportion of Omanization by offering on job trainings for Omani graduates, and this effort comes as part of their best ICV practices and strategies.

It is worth mentioning that the concept of In-Country Value (or Local Content as it is known in other parts of the world) is providing valuable contribution to long term sustainable growth. The oil and gas industry is generating additional benefits to the domestic economy beyond the mainstream contribution of its value-added, especially through linkages with other sectors.



Waheed Team

GDPR

General Data Protection Regulation

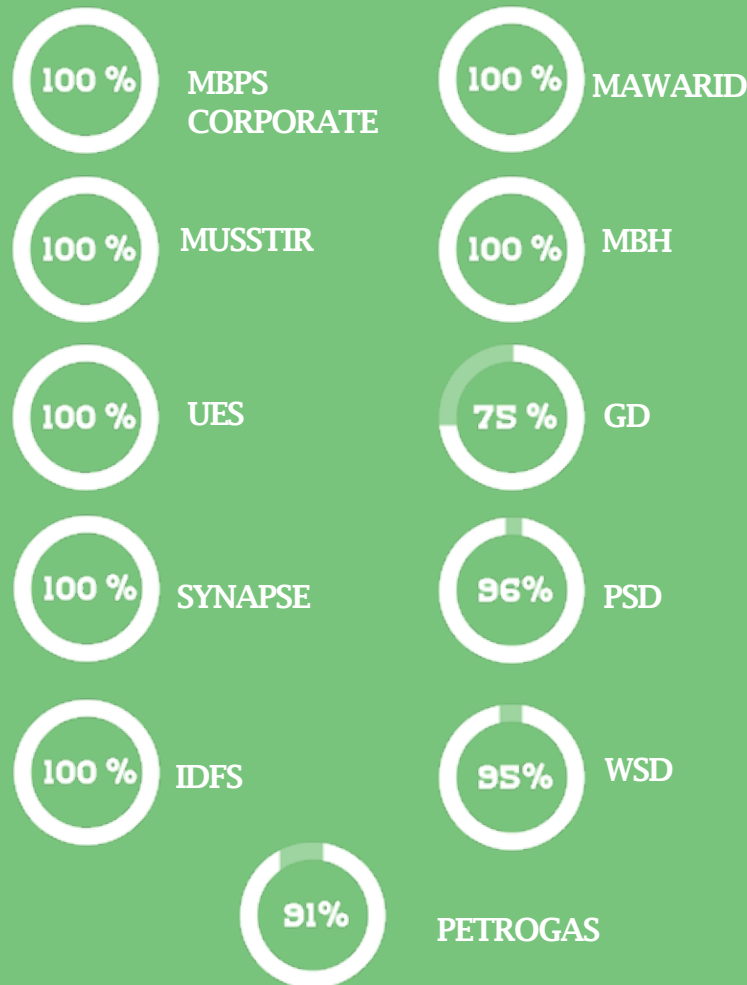


GDPR is a new set of rules designed to give the employees more control over their personal data. It regulates the processing by an individual, a company or an organization of personal data relating to individuals in the European Union (EU). GDPR is effective as of 25th of May 2018 which applies to any company doing business in EU, or holds data on citizens of the EU.

The reforms are designed to reflect the world we are living in and to bring laws and obligations - including those around personal data, privacy and consent - across Europe up to speed for the internet-connected age.

Under the terms of GDPR, not only will organisations have to ensure that personal data is gathered legally and under strict conditions, but those who collect and manage it will be obliged to protect it from misuse and exploitation, as well as to respect the rights of data owners - or face penalties for not doing so.

MB Group has entered into the execution of the (GDPR) taking into consideration that the violation of security rules concerning processing personal data may be up to 4% of the total annual income worldwide or millions of euros.



ORACLE® UPGRADE SYSTEM

As MB Group grows and expands in different segments such as oil & gas services, mining, manufacturing, and hospitality, it has become a complex and daunting task to match all these business requirements. In this regard, Synapse IT has developed the ERP system for all MB Groups of companies in order to align business goals. MB Group started its journey with Oracle E-business suite in 1999 in order to run the most critical business functions such as finance, purchasing, inventory, HR, payroll and maintenance.

Synapse IT team maintains the E-business suite by providing infrastructure support, fixing application bugs, patching the environment, cloning the instance for testing.. The Oracle E-business can be divided into two parts, including the frontend which is directly accessed by the users and the backend (database) where the critical data resides and for which users do not have a direct access.

This upgrade of database has brought various business benefits in terms of performance, security, support and future deployment strategies. Firstly, recent security fixes comes as a part of the premier support to protect corporate data, transactions against various attacks.

Despite the big benefits of Oracle E-business suite, there were many challenges to face before moving to database upgrade as many companies' financial & non-financial data resides on it. These are some of the challenges:

1. Patching the existing operating system to support the new database version.
2. Veritas cluster upgrade was used for high availability.

3. Disaster recovery was used to work in conjunction with new database release.
4. Rigorous test run in the TEST instance, before rolling out the upgrade in production.
5. Getting a downtime from the business as the application is accessed by users based in different countries.

Thanks to the great efforts of IT team in developing an integrated system (Oracle Upgrade System) and automating many back office functions related to technical aspects, which enable the company to manage all the business processes successfully.

SYNAPSE



Mudassar Abbas - Team Leader - ERP Technical, IT

MB Group Celebrates



In recognition of the role of women in the society, MB Group celebrated the Omani Women's Day which was declared by His Majesty Sultan Qaboos bin Said during the Women's Symposium in 2009.

The event took place at MB Group premises and included many activities featuring the significant role of women in the society. The gathering was a good opportunity for ladies to highlight their interests and share a variety of topics related to today's women's issues.

Alongside the informative discussions and knowledge-sharing on how a woman can balance her role as an employee, a mother, a family member and a contributor to the society, the day included fun activities such as pottery, painting, and quizzes on the main contributions of Omani women, in addition to other activities marking the big day.

MB Group has always empowered women from different professions, talents and interests supporting and recognizing their achievements across the Group.

Omani Women's Day



Synapse IT Helpdesk System

Social Media



or events. In addition, these platforms play a vital role in strengthening relationships with other companies with a similar orientation.

In the fast-paced world that we live, information and time are becoming very important. Hence, the idea of creating these social media accounts comes as part of alignment with the modern ICT era. Take a moment and pay a visit to MB Group pages and click "Like" or "Follow" or "Re-tweet", and keep in touch to be updated with lots of great information.

In light of its keenness to develop and keep abreast of the age of technological communication, which is an integral part of the main pillars of the fourth industrial revolution, MB Holding and its subsidiaries have recently launched the official pages of social media in: Instagram, twitter and YouTube channel for their best communication practices.

This will offer the necessary information for the target audience by posting videos, media coverage photos, and running campaigns ...etc.

It is important to note that creating these social media platforms is a great step for companies to better communicate with clients and more easily introduce news in a variety of fields and important updates

COMPANY	INSTAGRAM ACCOUNT	TWITTER ACCOUNT
MBH	mbh_oman	mbh_oman
PETROGAS	petrogasepllc	petrogasepllc
MUSSTIR	musstir_oman	musstir_oman
MAWARID	mawarid_oman	mawarid_oman
UES	ues_oman	ues_oman
MBPS	mbps_oman	Mb_Petroleum



Amjad Ali- Team Leader - Infrastructure, IT

Synapse IT implemented a new system called "Synapse IT Helpdesk" in October 2018, with the aim of providing a better visibility and control for users. Besides, this system supports IT team in IT related issues and calls.

The new system has a number of benefits for both the end-users and IT teams, including managing and tracking all incidents easily while giving end-users the visibility to track their open issues.

The second benefit is to better communicate with end-users by keeping them informed at every step of the incident management process using automated notifications.

In addition, the system works on ensuring timely resolution of issues by defining response and resolution Service Level Agreements (SLAs), and automatically converting emails to support tickets and sending acknowledgments. Lastly, it easily builds knowledge base for storing helpful tips and articles to help users with common issues, web-based interface accessible from any computer, and flexible reporting.

IT helpdesk system offers multi-channel support to end users by allowing them for instance to create tickets via:

email: ithelpdesk@mbholdingco.com

Phone calls - +968-24580-500

Web-based self-service portal – <http://ithelpdesk>

It is worth mentioning that Synapse IT always looks forward to improving users' experience through developing friendly-easy access interfaces and systems. It is planned to conduct sessions to familiarize users with this new system to achieve the particular objectives.

A Wonderful Family Vacation Encountered a Fierce Challenge



Badran Al Hinai and his Family

When my family and I set out for a vacation on the 2nd August 2018 to the Kerala state in India, it was hard to imagine both the wonders of this ancient land and a fierce natural challenge we were going to encounter.

At first, my family and I had a great time travelling from Kochi to Munnar where we got the chance to see the lush greenery, rubber plantations, high hills, majestic mountains, wide valleys, waterfalls of various sizes and curious monkeys that were happy to be handed some food. Ascending from Munnar town towards Chinnakanal, our specific destination, was both exhilarating and breathtaking due to the very steep and narrow cliff-hanging road.

The weather in Munnar was rainy, but not so much as to stop us from visiting the various tourist attractions including the flower garden, elephant riding park, Mattupetty dam & lake, Eravikulam national park with its waterfall, sailing at the Elephant Abode Boating club, dream land at Anachal, Lockhart tea factory, Blossom park etc.

Our next stop was Thekkady. The tour driver descended slowly on the extremely zigzagged cliff pathway partly obscured by clouds and heavy fog. However, the scenery on the way was just astonishing. We crossed into Tamil Nadu state to Gudalur and witnessed its natural wonders and the vast plantations of various products. On the 12th, we headed to Kumarakom, famous for its backwaters, Vembanad lake and the houseboats.



We arrived back in Nedumbassery in Kochi on August 14th, to be close to the airport, as Kochi is the last leg of our trip before the planned departure back to Muscat on the 17th. It was raining heavily. However, starting from the 16th, the volume and ferocity of the rain was of 'biblical proportions'

which led to the closure of Kochi airport initially until the 18th, (later extended for many more days) meaning we would not be able to fly out as per our itinerary. With the never ending heavy rains, the water levels kept rising continuously.



Kerala faces worst monsoon in 100 years

On the 16th of August life in Nedumbassery neighborhood seemed to go back to the medieval ages. The roads were completely flooded and road transportation was down, the electricity was cut off, the internet, Wi-Fi, mobile phones and even landlines phones networks were all non-operational. At a later stage, even tap water was cut off. The food supplies in the hotel were running out very fast. Shops were closed and could not be reached in the first place. A few, small candles were handed out by the hotel for usage at night. During this time, we secured little food by walking in flood waters to far away shops and with help from the generous locals in the neighborhood.

On the 18th of August, the rains frequency and ferocity was gradually declining so we decided to leave Kochi as the airport was closed for the foreseeable future. The 7 hours journey to Calicut was challenging as the intermittent rain showers were still pouring along the way, some rivers were overflowing and big parts of the main road were un-operational, so we had to use alternative pathways.

We arranged for a flight to Muscat in coordination with family members back home. We landed in Muscat International airport around noon of the 20th of August, just in time for Eid al-Adha festive the very next day. Many family members were there with kids having flowers in their hands, which made our safe return precious.



"This trip was memorable; the positives outweigh the serious test of nature and Kerala is truly a fantastic place."

- **Badran Al Hinai**

Employee Loyalty Advantages



Employee loyalty is the quality of staying firm in your friendship or support for an organization, a company or an employer. Employee loyalty simply can be defined as “an employee’s devotion and dedication to the employer or the company”. It is one of the important ethics at workplace which adds benefits and advantages to both the employee and the employer. In a nutshell, employee’s loyalty plays a vital role in an organization in enhancing and sustaining the organizational profitable performance and development as long as its loyal employees can boost up its productivity which can lead to tremendous social-economic successes and business growths.



Dr. Said Al Mufarji- Executive Technical Advisor - PG E&P

Loyalty is directly proportional to company offers. Once adequate offers are provided, staff will demonstrate loyalty through which they will perform more effectively. Accordingly, the company will be able to produce more, achieve more profits and in turn will be able to appropriately compensate high performers. The lifeblood of every business is its employees. Given this critical fact, every business works on offering benefits and opportunities for its employees and in turn the employees add values in fostering the productivity by showing their loyalty and integrity.

For the sake of illustration, the company already provides employees with benefits and values such as: appropriate compensations (merit, bonus, promotion, pension), empowerment, retention scheme, welfare care, health care, housing, loan, professional development, training and cross-posting etc. On the other hand, it is expected that employees will contribute values such as: strong ethical support (loyalty), high performance, business development passion, fidelity and responsibility.

Employees can demonstrate their loyalty by the following work ethics qualities:

Integrity (Trust): Doing the right things at all times, even if no one is watching. It is one of the most important ingredients of ‘Trust’.

Quality of Work: Showing dedication and loyalty in coming up with unexpected great results at work. This dedication contributes in superior work ethics. One should perform better, and go the extra mile to come up with results that surpass expectations.

Discipline: Discipline involves focus, dedication and determination to do what should be done at required time. With discipline, one can become a productive employee.

Sense of Responsibility: It is the employees’ responsibility to fulfill tasks and duties which have been assigned to them. If one has strong work ethics, he/she will ensure that all duties and responsibilities are fulfilled. The person will also feel inclined to do his/her best to get better results.



DISCOVER A NEW LEVEL OF LUXURY IN SOUTHERN OMAN.

Stunning in its Omani-inspired design, Al Baleed Resort Salalah by Anantara is the first and only luxury resort in Southern Oman with private pool villas. Situated on an expansive pristine white sand beach, the resort features a massive infinity pool, three superb dining options and the world-famous Anantara Spa. Located just 15 km from Salalah International Airport and directly adjacent to Al Baleed Archeological Park, Al Baleed Resort Salalah by Anantara is the perfect place to relax and enjoy the adventures of Salalah.

LIFE IS A JOURNEY. Visit anantara.com



MBPS and PDO Sign Agreement to Supply Drilling Fluids

MB Petroleum Services (MBPS) and Petroleum Development Oman (PDO) have signed an agreement for the supply of two specialties drilling fluids chemicals.

The 1-year agreement comes within the framework of meeting ICV strategic objectives, developing a competitive and sustainable local supply chain in oil and gas sector progressively.

As per the pact, MBPS will supply PDO with two specialties drilling fluids chemicals, namely, Dristemp and Drill Thin which are manufactured by Drilling Specialties of USA. The Dristemp chemical is used to control the fluid loss at high bottom hole temperatures (160 degree Celsius), while the Drill Thin is used to control the Drilling Fluids Rheology at high bottom hole temperatures (180 degree Celsius).

It is worth mentioning that this agreement puts MBPS in the lead of being the preferred oil and gas service provider to major operators like PDO, and consolidates the company's long-standing relationship with PDO.

MBPS Signs Joint Venture Agreement with a Kuwaiti Company

MBPS has been qualified by Kuwait Oil Company (KOC), a subsidiary of the Kuwait Petroleum Corporation, for surface well test, Slickline, drilling and workover services. In this regard, MBPS entered into a joint venture agreement with IMKAN International General Trading & Contracting Company W.L.L to provide drilling fluids services and mud engineering. Subsequently MBPS has been invited to participate in KOC tender to provide services related to surface well test and drilling fluids.

It is worth mentioning that the new joint venture agreement marks a successful partnership with Oil and Gas industry of Kuwait to drive best-in-class services in well test and drilling.

MBPS and Imkan are in the process of Coiled Tubing prequalification with KOC, and they are preparing for the coming tenders.



Salim Al Harthy-MBPS ,CEO

Rig 04 8 years **LTI** **FREE**

MBPS is happy to announce that rig 04 completed 8 years without Lost Time Injury (LTI). It is a proud moment and indeed a great milestone of its efforts. This victory would have not come to fruition without the thriving crew members and supervisors of Gulf Drilling rig 04.

MBPS would like to extend full appreciation of their role and hard work and encouragement to continue the outstanding performance. MBPS is looking forward to yet another year of maintaining extraordinary performance and more LTI free years ahead.

Improvements in Rig 38



Safety Stand-down: Group CEO to address Rig 38 crew and take them through the incident trend.



Several visits from HR to engage with employees to have a better employee relation and transparency among them.



Organizing an engagement session for senior personnel at work site to explain effective management of time pressure and setting priority for safety.



Providing additional Crew (floor man and Roustabouts) to cover crew shortage due to annual leave and emergency for all units.



Assigning operational and HSE members at Petroleum Development Oman CCTV center for regular surveillance.

Mud School: New Approach to Develop

Local Drilling Fluids



- Dr. Sabri Kouachi - IDFS

After successful achievements made by MBPS training center, the company continues its endeavors in equipping human resources (Engineers) with the necessary technical skills to improve their capabilities in the field of Drilling Fluids. Hence, MBPS has appointed Dr. Sabri Kouachi, a trainer specialized in drilling fluids with overall experience of 12 years in Drilling Fluids. Kouachi, over upcoming 2 years, will focus on uplifting engineers' capabilities in the field of drilling fluids through an integrated training program which aims at equipping local drilling fluids engineers theoretically and technically as they are critical resources for a safe and successful drilling operation. Therefore, mud training program will be an exceptional step towards preparing the local engineers for drilling tasks properly as part of MBPS efforts in implementing Omanization.

This training program is designed for the current DF engineers and fresh graduates in order to fully equip them for the real work environment.

It provides a wide array of courses related to drilling fluids, including oilfield HSE rules, protocol, terminology and other engineering skills for drilling fluid operations, combined with practical skills, procedures, and tests which will be conducted for the fluid. In general, it is a balance combination between theoretical knowledge and practical background.

Regarding the outcomes of joining Mud school, Dr. Kouachi, DF Trainer, said, "After this program, trainees will be familiar with fluid testing procedures and recognize all fluid contamination problems via pilot test thanks to MB Mud lab facilities (personnel & equipment). Additionally, they will methodically understand the job necessities, methodologies, testing techniques, and the proper perspectives of the role of the onsite Drilling Fluids Engineer".

park inn
by Radisson

good stay
good price

Park Inn by Radisson Muscat is a 4 star hotel located at the heart of city center business district and shopping areas. It features 175 contemporary & vibrant rooms, free Wifi, restaurants, rooftop pool & bar, meeting rooms and gym.

parkinn.com/hotel-muscat

MB Holding Sponsors the Second Omani Student

EXPO 2018

SPARK TO INNOVATION

MB Holding sponsored the second 'Omani Student Expo 2018' which was held at the German University of Technology (GUtech), under the auspices of Hon. Sheikh Al Khattab bin Ghalib Al Hinai, Deputy Chairman of the State Council. The exhibition gave students on international scholarships a platform to present their innovative projects and academic research in the fields of science & mathematics, health & environment, and engineering & economics. Several projects were presented at the event by students attending universities across the United States and the United Kingdom.



Left Ahmed Al Kharusi- GM PGR

The event was put together greatly by the student committee at GUtech. The Expo provided an excellent opportunity for students to showcase their projects and inspires other students to creativity and innovative thinking.

After students' projects showcase, the award ceremony was held to recognize the winning projects. The ceremony opened with the recitation of the Holy Quran, followed by a welcome speech from the organizing committee.



Left Dr. Said Al Mufarji- Executive Technical Advisor - PG E&P

Commenting on the participants' projects, Dr. Said Al Mufarji, Executive Technical Advisor at Petrogas E&P, who was on the board of Judges, said, "The judging process was challenging as all projects were revolutionary in their respected fields." By the end of the ceremony, Mr. Ahmed Al Kharusi, General Manager of Petrogas Rima was invited to receive the award on behalf of MB Holding.



Petrogas Participates in the 10th Annual Process Management Summit

With the aim of prioritizing process safety management and seeking experts to improve the processes, Petrogas E&P has been invited to participate in the 10th Annual Process Safety Summit, organized by the International Quality & Productivity Center (IQPC) over the period of the 24th – 27th of September in Abu Dhabi, UAE. The summit aims at bringing together key stakeholders from oil and gas companies, regulation bodies and solution providers to discuss the implementation of robust management strategies in process safety. The discussion has also extended to digital empowerment of workers to achieve process safety levels and understand the impact of new technologies on the process of safety management.

During the summit, Ali Al Lawati, Operation Excellence Manager in Petrogas EP, presented case studies of the company and its affiliates by introducing approaches of two affiliates from different angles. He also presented ISO approach on process safety management, as well as process safety management proposal of another affiliate in which Petrogas is about to start.

Commenting on the outcomes of this summit Ali Al Lawati, stated, “it was a great opportunity to participate in the Process Safety Summit for the third time, and we exchanged learnings in many areas to and from experts.

We also got to understand that there are some duplication works between PSM and Integrated Management System (IMS) which are in fact integral parts. Therefore, we are looking to set a guideline to align PSM and IMS to minimize the requirements as a baseline.”



- Ali Al Lawati
Operation Excellence Manager Petrogas EP



Ali Al Lawati Delivers “The Expectations of the Real Market” to SQU Students



Ali Al Lawati, Operation Excellence Manager in Petrogas EP, has been invited by the college of Engineering at Sultan Qaboos University (SQU) to give a lecture entitled, “The Expectations of the Real Market” on the 4th of October at SQU for senior students of the College of Engineering. This lecture aims at introducing the main requirements and skills needed in the current market industry.

During the lecture, Al Lawati highlighted key messages including, the outlook of Petrogas on the requirements needed in the industry in which they operate and maximum

benefits that fresh graduates can take out to add value in the market.

He also focused on graduates’ skills on how to easily document and pass information in the real work market to make an impact and add value in the industry.

Noteworthy, the lecture witnessed a great turnout of about 50-60 senior engineering students who are looking forward to adding a real value in the market industry.

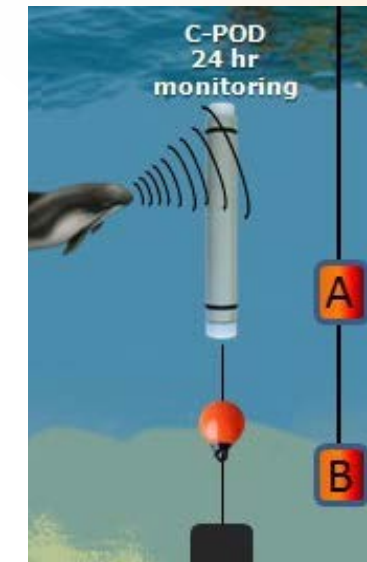
Developing Gas Fields in Environmentally Sensitive Areas

Petrogas Netherlands has developed three fields in the Abandoning and Bulging (A&B) blocks in the northern part of the Dutch sector of the North Sea and it is planning to develop two more in the coming three years. The area in which PEPN operates was designated as a special area of conservation (Natura 2000) site in 2015. It accommodates a diverse and highly productive marine ecosystem, including marine mammals. The area also encompasses the Dogger Bank, a shallow area where evidence of human activity indicates that the area was dry and populated prior to the last ice age some 5500 years ago.

In order to obtain permits to develop fields in this area, Petrogas needs to demonstrate that their activities will have no negative impacts on the environment and will not damage any important archaeological sites. The primary way of doing this is to complete an Environmental Impact Assessment, which is an extensive study carried out by specialists and takes up to 18 months to be completed. Given the fact that the area may contain items of archaeological importance, the Dutch government has asked Petrogas to carry out further studies and surveys.

These studies started with a desktop study to identify if there are archeological values known in the area, and if so what their nature, size and location are.

This was completed in September and concluded that there could be archeological remains from the Late Paleolithic and Mesolithic.



To strengthen our understanding of our impact on the environment, in 2015 Petrogas initiated a long term study to determine the environmental impact caused by installing the A18 production platform on the Harbour Porpoise (which is the top predator in the marine environment in the North Sea). This study made use of 12 sonar detector/ recorders (C-Pods) around the A18 platform to track the number of porpoises present in the areas.

Previous studies indicated that the negative impact of installing an offshore platform may only be short term and may be positive in the medium to longer term due to the creation of a protective habitat where no fishing activities occur. The objective of this study was to gather data to determine the short term and long term impact of a platform on the porpoise population. It is the first time ever in the world that this type of long term study has been carried out.

The study is still ongoing and will be completed in 2019. Initial results have indicated that A18 platform is having a significant positive impact on the porpoise population.

If these initial indications are confirmed next year, then Petrogas has a strong proof that its activities in the AB area do have a positive impact on the marine environment.



In addition, the study identified 13 wrecks including a First World War submarine which sank in 1917. Accordingly, the study recommended that further geotechnical and geophysical surveys should be carried out. These are currently being carried out in combination with PGNL drilling rig site surveys.



ELECTRONIC JOURNEY MANAGEMENT SYSTEM



Shabib Sultan Al Jabri- QHSE Act. Manager

“*Petrogas Rima will always seek to improve safety procedures & ensure safety to all its staff, contractors and visitors. The next phase of the Electronic Management System is to create an App for smart phones for easy access and continuous journey tracking.*”



When making a road journey in extended distances in desert, the chance of arriving safely is greatly increased by careful planning. However, failing to plan adequately will increase the chance of being involved in an incident.

A Journey Management Plan (JMP) is typically a set process that a driver follows for planning and undertaking road transport journeys in compliance with QHSE requirements, with the aim of arriving safely. Every company will operate different standards but as a rule, it is wise to put in place a JMP for trips of more than 20 km. In Petrogas Rima, we believe that all we need is an easy way for our staff to log their travel plans, a proactive and robust system to alert supervisors if a journey has not been safely completed, and enough information to take informed, measured and quick decisions.

In this context, Petrogas Rima has successfully implemented a new electronic journey management system, which provides drivers with the required documentation at their fingertips and reduces paperwork handling. Additionally, the system will save time and optimize the process, and will be accessible at any time.

Moreover, journey managers will easily track their staff by using this new system as it includes a detailed map. It is completely automated to minimize human error and monitor costs. Almost every aspect of the system is customizable to individual; making it suitable to simply slip in as the core point to point safety tracking of any journey management or monitoring requirements.



SAILING REGATTA 2018

PETROGAS
NETHERLANDS

In the early of September, around 25 Petrogas Netherlands employees and contractors participated in the sailing event on the “Kaag lakes”, 40 km north of the Petrogas Netherlands office.

During the event, a competition was organized between the six participating small sailing boats which competed to be the first one sailing around the island in the middle of the lake.

The winning team received the 2018 trophy. After the competition, it was time to warm up again ‘onshore’ for the trophy presentation and subsequently the BBQ. Noteworthy, the 2018 Sailing Regatta was a great day for PEPN employees to get to know each other.

INTERVIEW WITH CHRISTIAN



Christian Landgraf

A year and a half later, I was promoted to Team Lead for the Rima North Cluster. In addition, I am screening regularly nearly 100 oil wells for opportunities to optimize the production. Moreover, we are drilling new wells and we try to minimize well failures by looking into well specific solutions. My target is to continuously optimize the production together with a team of experienced and motivated professionals. My technical background is production engineering.

Apart from work, how is your stay here in Oman?

Exploring new places is something that I like to do. During my leave times and holidays, I usually explore Oman, and till now I have been to Nizwa, Jebel Shams, Jebel Akhdar and Wadi Shab, and I have visited several places in Muscat too. I mostly spend time with my family at the beach if the temperature is good.

What a significant change or impact will you mark within your team either in Oman or the Netherlands?

In Oman I have shared my knowledge around ESPs (Electrical Submersible Pumps). This technique has been implemented during my stay successfully. Further on, I am working on to reduce well failures by addressing the main reasons of the failures, highlighting possible mitigations, and implementing solutions together within a team.

Could you shed some lights on your roles in your assignment in Oman?

My work assignment started on the 1st of August 2017 as Acting Team Lead for the Rima North Cluster, which covers 9 producing fields and around 90 oil wells.

Socially, I have introduced the so called diversity moment during regular meetings with the North Cluster team. Each team member can choose a cultural, personal or technical topic to share his experiences with other team members.

Up to-date, what are your biggest professional highlights? (Both in Oman & the Netherlands)

In 2013, within my first year in the Netherlands, I became step by step the responsible Production Engineer for all 5 oil platforms. We achieved once to have all wells driven by ESPs online. Another highlight was to develop within a team the idea of using our own workover unit in a creative way to Plug & Abandon our pressure less oil wells. The trial on one well was successful in 2017 and the project was rewarded by the Chairman award. Further oil wells will be abandoned by using this developed and proven concept. In Oman, the biggest highlight was the successful implementation of ESPs, the usage of several new technologies to improve the oil production, as well as the successful reactivation of a well which was out of the radar for 25 years and it was successfully brought back online.

What challenges did you face during your work assignment in Oman?

One of the challenges that I faced was getting to know the people in the office and the field; however, I tried to quickly get to know them in order to be able to learn from them and in that way to pick up the challenges and to come up pro-actively with solutions.

What are the main knowledge/experiences gained during your work assignment in Oman?

I extended my technical skills around other artificial lift methods like Beam Pumps and PCPs as I worked mainly on ESPs offshore. I learned a lot around new technologies to improve oil production. Additionally, I got

more geological, petrophysical & geophysical insights when it came to drilling of new wells. Further on, I get to know the Omani culture and people which is something that has helped me to expand my horizon.

If you have been given a chance to implement only one gained idea or experience within your team in the Netherlands, what would it be?

Offshore in the Netherlands and onshore Oman are completely different working environments and each field has different challenges which need to be addressed by individual solutions. Both assets share the same working philosophy by looking into creative, fit for purpose and out of the box solutions.

Out of 10, how would you rate your experience in Oman? (why)

I would rate my experience 10 out of 10 because Oman is a great country with open minded people. I am originally coming from Austria and both countries have, due to their neutral political position in the world, lots of things in common. Maybe another reason is that one of my dreams became true. In other words, I have always wanted to work as a Petroleum Engineer in one of the biggest oil countries in the world and I am glad that Petrogas has given me this opportunity.

Petrogas E&P has effectively organized the 2nd Annual QHSE Forum 2018 over the period of the 10th -11th of October at Park Inn Hotel. The forum was held with the presence of Mr. Azhar Al Kindi, COO at PGE. The event is intended to bring together a large community of health and safety under the umbrella of Petrogas E&P. The main aim of the QHSE Forum 2018 is to make every workplace safe and healthy as an integral part of performing business in every operational workplace.

Commenting on the forum, Mr. Azhar Al Kindi said, "We continually work on developing our workforce of outstanding employees, who represent the increasingly diverse regions in which we operate and who can lead our business into the future. Above all, we must continue to improve our health and safety performance to reach our goal of zero injuries and zero fatalities through the support of strong leadership, engaged employees, and smart technologies.

Petrogas Kicks Off the 2nd Annual QHSE Forum

Mr. Amur Al Barwani, Corporate QHSE Manager, stated, "Sustainable development is at the core of our business strategy and integrated into everything we do. As we pursue greater value for our shareholders, we also deliver value for our other stakeholders, including communities, contractors, host governments, suppliers, employees and partners. Our activities aim to bring long-term benefits to the places where we operate and work."



Saif Al Hadhramy - HR & Admin Team Leader



Jamie Stewart- Geomatics Services Team Leader

Mr. Khalaifin Al Adhoobi, Manager QHSE Planning and Business Support at Petrogas E&P, emphasized that, "the QHSE community will be addressing issues about ways of improving QHSE performance, communication & learning from identified health and safety gaps. As QHSE leaders, we always look at attitudes & beliefs to drive forward improvements and changes in respective organization and securing commitment to a long-term improvement, as well as agreeing on a way forward for managing health and safety in our operations."

"We continually seek to improve all aspects of our health and safety performance, in particular our leadership, employees and contractor's engagement which are critical to long-lasting excellent health and safety performance." he further stated.

It is worth mentioning that Petrogas E&P and QHSE department are encouraged to explore sustainable development in integrated management system with strong governance managing system around the operating business. QHSE accountability, respect, teamwork and integrity will maintain the reputation that gives the company license to a safe working environment.



RSSF NEW HEADERS

Due to increased production from Rima Small Satellite Fields (RSSF), there was a clear desperate need to cater the production increase, which was the main driver to conduct a number of facilities development projects at Petrogas.

Petrogas Rima has assigned a specialized engineering consultant to provide engineering services to design various numbers of development projects. The projects vary between on-plot and off plot projects. One of the major off-plot projects which Petrogas Rima has started constructing was Tarish to RMPS new Header. It is a 26 km pipeline project connecting Tarish and Thuray fields (currently remote fields), through 20" line size Carbon Steel Plus PE liner pipe, to Rima Production Station, passing through Aseel and Rasha fields. The project is near completion and Petrogas Rima is targeting Q4 for completing the project, which will reduce the trucking activity that is costing PGR a lot of Opex. In addition, it will further boost PGR production and provide future production expansion.



MB Memory

Sharifa Al Harthy makes it to the Forbes Middle East 2014 Most Powerful Arab Women



Sharifa Mohammed Al Harthy, Vice-Chairperson MB Holding was named the 6th Most Powerful Arab Woman in Forbes Middle East's 2014 listing of the 200 Most Powerful Arab Women - Family Business category.



@MB JAN-APR 2015

2nd HR Town Hall Meeting 2018

In line with its efforts to enhance transparency between the employees and management, United Engineering Services (UES), in collaboration with MB Holding Group of companies, organized the second HR Town Hall Meeting which was held on the 10th of September at MBH headquarters, under the theme “Employee Engagement”. The meeting was attended by MB HR staff from inside and outside Oman, HR Managers from Hyspec and Turquoise, visitors from the SAP Company, Communication & External Affairs Department and MB Clinic.

This event aims at creating a platform for HR community within MB Group to share business and HR updates, Corporate HR/ Business Plan and knowledge among other items. This time, the theme “Employee Engagement” brought to the table HR professionals to determine what engagement means for employees and recommend the best strategies and practices.



The meeting began with a welcome speech given by Khalifa AL Naamani, GM HR of UES, followed by a number of presentations given by different speakers on staff engagement, and HR Business plans which showcased updates on corporate and HR Business, along with the outcomes achieved due to teams’ commitments and efforts. The event also covered some team work exercises which served as a social and direct interface between employees and the senior management highlighting a number of insightful comments on the growth of the company. Towards the end of the meeting, yellow sticker session was carried out which gave an opportunity for the team to share their thoughts, discuss issues related to their employment, and provide solutions to unresolved issues.

Town Hall Meeting raised the opportunity to officially celebrate the launching of SuccessFactor (SF) project which recently went live within the MB Group, with the presence of Madam Sharifa Al Harthy, Vice Chairperson. It is worth mentioning that the HR Function seeks to look closely into the expected future challenges and ways to address them through employees’ engagement.



UES ROCKWELL SEMINAR

UES, in cooperation with Rockwell Automation, held an introductory customer seminar on Rockwell automation and electrical products on the 18th of September at the Crowne Plaza Hotel, Muscat. The seminar aimed at showcasing the latest in Rockwell technology and solutions. The event was a resounding success with more than 120 attendees from more than 50 companies. A similar endeavor was undertaken in Sohar on the 19th of September at the Crowne Plaza Hotel, Sohar. This event also garnered a positive response with around 50 guests in attendance.



UES Technical Seminar on: USING DUCTILE IRON PIPE

UES and Jindal SAW conducted a technical seminar with Diam, formerly Public Authority for Electricity & Water (PAEW), which aims to highlight advantages of using ductile iron pipe over carbon steel pipe. The seminar was attended by Director General of Project, Technical Support Team of PAEW, Specification & Material Approval Committee (SMAC), and a number of officials.

The event covered a number of presentations and technical discussions with Technical Support Committee of PAEW. Based on the discussions, UES and Jindal have succeeded in specifying the use of Ductile Iron Pipes and contractors can now bid with either Carbon Steel Pipes or Ductile Iron Pipes.



At the end of the seminar, PAEW floated a couple of tenders for water transmission & distribution network where they have specified the use of Carbon Steel pipes.



DALEEL INTERNSHIP

The 5th Batch of Trainees Graduates from Summer Interns Program

The 2018 summer interns' program at Daleel Petroleum concluded after two months of training. A ceremony to mark the closure took place at Daleel Petroleum Head Office in Muscat. The trainees were earlier engaged in sharing experience presentation sessions in which they spoke about their journey in Daleel while highlighting their learnings. A representative trainee delivered a speech on behalf of the batch in which the success of the program was communicated. The ceremony was attended by trainees in Muscat as well as a number of other trainees who were posted at the field.

The training provided trainees with one-to-one coaching while performing their assigned tasks mainly within the scope of their academic specialization.

In addition, it also granted them with an opportunity to participate in professional projects which boosted their confidence and polished their skills.

In general, this program is paving the way for the participants to expand their experience and to qualify them for the labor force.

Daleel provided a positive and safe environment for trainees that motivated them to gain knowledge and allowed them to exchange constructive ideas to improve their abilities and develop their skills. The trainees shared their learnings and outcomes by showing their achievements and new skills acquired during the training period by the end of their training.

A Visit with Meaningful Insights

Daleel Petroleum keenly maintains its relationship with various entities in the community.

The company implemented a number of joint projects with Nidaa Al Kheir under the Corporate Social Responsibility scope in previous year. This year, the cooperation has added a different dimension to its joint efforts.

A visit was conducted to Nidaa Al Kheir Charity Group in Boushar, by the communications team to further enhance and promote Daleel's commitment towards the community and to its mission.

Daleel had earlier launched a recycling campaign driven by its employees on the occasion of "World Environment Day".

As an extension to this approach and following the world wide event, a surplus of plastic water caps was donated to Nidaa Al Kheir.

The objective was to enable the group to further utilize the plastic in either generating income for its projects or reusing it in a responsible manner in its social activities.

The concept of acting responsibility towards the environment as well as the community through a charity organization might appear simple to many, but it highlights the options and means of how to conduct meaningful activities with available resources.

Daleel Petroleum shall continue its efforts to demonstrate its obligations towards the environment and society however possible.



WEIGHT LOSS INITIATIVE AT DALEEL PETROLEUM

The Challenge is on at Daleel Petroleum with the weight loss initiative. The 9 month count-down effectively started in September 2018 engaging Daleel employees and contractors at both Muscat head office and the field.

The idea of this initiative is to encourage participants to lead a healthy lifestyle that will eventually result in a healthy individual. Participants will be receiving guidance and supervision from a specialized team from the Gulf Hospital which sponsored the initiative. They have already taken their first assessments and have embarked on their personal journey towards a healthy life style.



دليل للنفط ش.م.ع.
DALEEL PETROLEUM LLC



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FROM:
1ST OF SEP 2018 - 31ST OF MAY 2019

ACHIEVE YOUR WEIGHT-LOSS GOALS

A QHSSE INITIATIVE
SPONSORED BY: GULF SPECIALIZED HOSPITAL



Daleel held its monthly gathering “Sharek” under the theme of “Responsible Behavior Towards Safety”. The session was planned and delivered by the Quality Health Safety Security & Environment (QHSSE) team.

With an objective to communicate and demonstrate the theme, and in cooperation with Petroleum Development Oman (PDO), a Safety Belt Simulator & a Roll-Over Simulator were available to demonstrate and experience the impact of a collision on the human body. Earlier during the day, employees were engaged in an archery activity that trained employees on aiming skills and safety aspects from the security perspective.

Furthermore, there was a number of awareness initiatives which involved sharing a video titled “I chose to look the other way”.

The story revolved around a situation where an individual takes the decision to ignore safety regulations, which is an action that might result in serious injuries or even loss of life. Rules are there for a reason, and should be maintained at all times to ensure a safe and healthy working environment.

RESPONSIBLE BEHAVIOR TOWARDS SAFETY



The agenda also included an announcement of a Weight Loss Initiative, which followed a wellness checkup campaign.

The objective of the initiative was to encourage healthy eating habits as well as regular exercising routines in employees` everyday life.

Noteworthy, Daleel is committed to the health and safety of its employees at all times.

DALEEL PETROLEUM with Patient Children in the Royal Hospital

Believing in the importance of participating with the society in national and religious celebrations and in line with Daleel's involvement in social responsibility programs, a group of its employees paid a visit to the Children's Department at the Royal Hospital, to bring the joy of Eid and happiness to the little ones at hospital.

The visit, which coincided with Eid al-Adha, was organized in coordination with the management of the hospital. The aim was to create bonds with different sectors and importantly to spread smiles and bring joy to kids through the distribution of gifts and expressions of encouragement.

The visit also aimed to engage the company's employees from various departments in the social responsibility and volunteer work program, which contributes to increase the initiatives of employees.

In order to strengthen the social solidarity that the company constantly pursues, it is always within Daleel's mission to maintain good relations with the society through active participation in various cultural, religious and national events.





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* Note: No discounts are provided for Visiting Consultants Consultations, Pharmacy, outsourced tests, F & B, and Consumables.

MUSSTIR Supplies Offices & Facility Management Services to SalamAir

With the aim of promoting the company's business, Musstir seeks to facilitate the lease agreement between MB Holding and SalamAir. In this regard, the two companies have signed a five year contract for leasing office spaces at MBH. Recently, SalamAir has moved to Athaiba office at MBH building and occupied approximately 1098 sqm, with overall capacity of 125 employees.

The new office space includes almost all SalamAir departments such as operation, call center, HR, and finance, with the aim of connecting all employees in one open work environment.



From Left: Waleed Al Kharusi, Azza Al Harthy, Chandran K.P., Suleiman Al Mahrooki



In terms of office facilities and services, the management of the property has been assigned to Musstir LLC, who, accordingly, signed a five year facility management agreement with SalamAir. Musstir will provide general facility management services, including security, parking, maintenance, and other necessary utilities.

Commenting on the agreement, Azza Al Harthy, General Manager - HR, Administration & Facilities Management said, "We, at Musstir, always optimize office spaces along with supplying the necessary management utilities to promote the company's business; hence we worked on facilitating the lease agreement between MBH and SalamAir.

We also managed to provide the required facilities and services to create a good work environment for SalamAir while taking into consideration that these services should be achieved without sacrificing health, safety and environmental measures."



Salam Al Kindi
- Director of Corporate Support

“We are very glad to cooperate with MB Holding Company who leases an office space with a wide range of facilities and services despite minor challenges we faced at the beginning to set the final look of our offices.

We would also take this opportunity to acknowledge the great efforts made by Musstir to facilitate and meet the necessary facility management services.

We are looking forward to a wider relationship with MB Group”, Salam Al Kindi, Director of Corporate Support at SalamAir, said.

He further added, “The place itself helps us a lot in implementing the concept of budget airline. The team split and the time spent in commuting between the office and the airport were our main concerns at SalamAir.

Thus, the idea of leasing office space at MBH building was one of the best options chosen this year as it saves time and effort of our employees while running operations.”



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New Stop... ESSQUE Zalu Zanzibar

ESSQUE Zalu Zanzibar is an intimate boutique destination nestled in a natural cove on the north-east coast of Unguja. With turquoise water of the Indian Ocean to one side and lush green forest to the other, ESSQUE combines contemporary luxury with a real sense of place.

Due to the pleasant guests' experiences, ESSQUE Zalu has been Ranked No.2 in Best Hotel Africa Category at The Luxury Lifestyle Magazine Awards 2018. The results of the 2018 Luxury Lifestyle Magazine Readers' Travel Awards (in association with Salcombe Gin), based on the opinions of nearly 65,000 readers, have been announced. Luxury Lifestyle Magazine is the ultimate showcase for five-star travel, fine dining, exclusive property, luxury cars, private jets, high end fashion, premium beauty and the very best in male grooming. Moreover, Tripadvisor Excellence Awards 2018 acknowledges ESSQUE for providing excellent service and retaining supremacy in achieving the travelers' choice awards for all the years of operations.



In addition to these mentioned awards, ESSQUE has won World Travel Award 2018 in the Category of Tanzania's Leading Boutique Hotel and also the Leading Hotel in Zanzibar for the year 2018. World Travel Awards™ was established in 1993 to acknowledge, reward and celebrate excellence across all key sectors of the travel, tourism and hospitality industries. Today, the World Travel Awards™ brand is recognized globally as the ultimate hallmark of industry excellence.

Noteworthy, the received awards and acknowledgments demonstrate the great impression and trust of guest regarding to the hotel's services. Accordingly, ESSQUE Zalu is working at ensuring to meet the highest quality standards and provide excellent services by affiliating with a range of recognized travel industry groups and associations.

MB CHAMPION

HR Manager in Difficult Times

Azza Al Harthy, GM HR, Admin and Facility Management, had stood by her company in difficult times when dramatic drop in oil prices occurred, by leveraging human resources and re-evaluating business HR strategies.

Your journey to career success is an ongoing process that will occur throughout the course of your life. Could you give us an overview of your career journey?

I first started my career in the Ministry of Defense (MOD), I grew in different fields and retired in 1999. Few months later, I discovered that I was not ready to become a housewife, so I opted to go back to work again.

Thanks to Madam Sharifa Al Harthy for offering me the chance to join MBPS as Assistant Supervisor in 2000.

Then I was promoted as HR Manager. After spending 13 great years in oil and gas sector in MBPS, I moved to another sector, into Hospitality, at MUSSTIR as GM HR, Admin and Facility Management in 2013. By now, I have completed 5 successful years, and I am proud of experiencing three different sectors throughout my career life.

Why did you move from MBPS to MUSSTIR?

In 2009, when HR best practices and strategies were introduced, it was an eye opening for me to get involved in many HR projects. When a time came for available position in MUSSTIR, I thought it would be a great opportunity for me to apply my gained experiences from MOD and MBPS and to be able to share all my learnings with others in MUSSTIR.

How did you encounter the three different sectors and how long did it take you to cope with the situation?

It was a big shift moving from a government sector to a private sector. In MBPS, it took me some time to really understand oil and gas requirements. However, I was capable of bringing my experiences to fit them with the business needs. When I moved to the hospitality sector (MUSSTIR), the situation was different. It took me no time to deploy and customize the HR concept to fit with MUSSTIR business.

What challenges did you face as HR Manager at MBPS with oil price decline in 2007-2008?

It was really a difficult situation for me as HR manager, because there were big numbers of employees to deal with. So I had to think of strategies to tackle the issues without causing any damages, neither to the company nor to employees. At that time, we were about to lose approximately 400 employees, which was a big challenge for me to resolve the issue without losing those competent employees who gave a lot of their efforts in supporting the business.

What actions did you take at that phase to cope with the situation and to align with the low oil prices?

I tried to apply different strategies for each level. For senior staff, I had to work with the

management first to find good competencies that are really required to run the business and get senior staff evaluated regardless of their nationalities.

As for junior staff, the challenge became bigger. There were no opportunities within the department. I had to work with the surplus employees as a result of losing some contracts. We agreed on the option of moving into another area within the company like workover where vacancies existed, in many cases, in lower positions.

The end result of these changes was very successful. We managed to retain our people without inflating the salaries, preserved the competencies and boosted our quality of Omanization.



Azza Al Harthy - GM - HR Adm. & Facilities Management



Could you share the success story of shifting MUSSTIR from a small department at MBH to an independent company? What was the secret behind this huge leap?

With the expansion of MUSSTIR business, it became necessary to convert this small department to a full-fledged company.

My move to MUSSTIR coincided with this change and I was very much involved in the facility management and supported the opening of the Duqm Beach Hotel, first project of the year after my move.

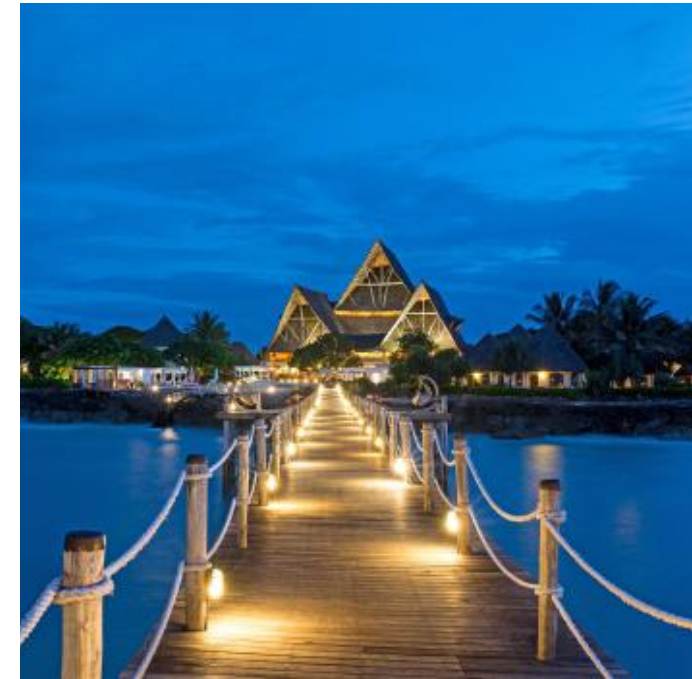
It was followed by the opening of Al Baleed in 2017. Though the entire requirements were very demanding and many had to be achieved within specific time frame, looking back it gives me an immense self-satisfaction about the achievement .

Omanization is a strategic framework in HR management, what strategies do you set to implement this policy?

I am a believer in the quality of Omanization. Everywhere I worked, I assured that our people are exposed, coached and provided with required knowledge and skills to boost their competencies. I have worked with many youths who have competently progressed to higher positions.

Can you share your thoughts during 2018 and what it holds in store for hospitality acquisition industry?

After completion and opening of the major projects in Al Duqm and Al Baleed, 2018 has been a year of reflection of the HR deliveries to support the business and spot area of improvement that will help us do better for the coming projects; particularly that 2018 is linked with oil price decline.



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YOU ARE OUR MUSE; YOUR INDIVIDUALITY AS A GUEST IS WHAT DRIVES OUR PASSION AND INJECTS ENERGY INTO EVERYTHING WE DO.



CROSS POSTING: FROM TURQUOISE TO OCEANCO

Ali Karabeyoglu joined Turquoise in January 2015 as a Design Engineer for 2 years and 9 months. After this period, he has been asked to participate in the Individual Development Program which gave him an opportunity to work in Oceanco for 3 years. In October 2017, he joined Oceanco as Project Manager.

I am also being included in the weekly core project team meetings set up with the Project Manager, Project Director, PME, and Planner & Buyer, which I think is something beneficial and valuable to enrich my background in this field.

My Overview Moments at Oceanco:

As an overview, everything is going well and I am enjoying my time being in Oceanco, both at work and in social life. I really think this is benefiting me much more than I initially thought, particularly with a lot of responsibilities given to me. I am very glad to have this opportunity to be with such proactive and great team in Oceanco.

My Arrival at Oceanco

I started my journey as Project Manager on the Y717 in October 2017 with Oceanco, which was successfully delivered to the Owner's Team. The Owner is really happy and proud of the final status of the yacht. What makes us, the Y717 team, proud is that this project was achieved with the least amount of minor issues that were still open when it was delivered. Personally, it has been a lucrative experience for me as I haven't had much experience prior to this in a managing position. According to the feedback I have received so far, Oceanco is very delighted of having me in its team.

Moving Towards More Achievements at Oceanco

The past couple of weeks I have been slowly phasing into my new role, which is going to be Jr. Project Manager Engineering. I will be working very closely with the Project Manager Engineering (PME). I thought that this would be a significant role for my professional development since this role improves my management skills and exposes me to detailed scope of engineering system works in Oceanco.



Ali Karabeyoglu - Project Manager

FLEET DAY

OCEANO

Every year on the Monday, prior to the Monaco yacht show, Oceano organizes a Fleet day which aims at maintaining a good relationship with Oceano's fleet including captain, crew, and owner representatives. It updates them on fleet/projects and organizational changes and invites them to the Netherlands to present new designs.

This year's event covered a number of activities, including a breakfast on the quay in Antibes, a rallye of classic cars along the coast, and followed by a beach lunch in Beaulieu with some activities. The day ended with a tender ride back to Antibes.





FLEET DAY
AT A GLANCE

OCEANCO'S 90M DAR WINS BIG IN CANNES

Oceanco is proud that its recently delivered motoryacht, 90m DAR has won the World Yacht Trophy Award for Yacht of the year. The award ceremony took place at a gala event in Cannes at the Carlton Hotel. On stage to receive the honors were Oceanco along with the Exterior Designer himself Luiz deBasto. DAR has a modern revolutionary exterior styling by DeBasto Design and sophisticated interior design by Nuvolari Lenard. Her groundbreaking design and technological advances bear the unmistakable DNA of an Oceanco: she reflects the latest advances in glass technology and it is the first yacht in the Netherlands to be given the official Lloyd's Register Integrated Bridge System (IBS) notation and designation.

DAR features a superstructure completely finished in reflective glass. From the interior, the glass yields panoramic floor-to-ceiling views aft, port and starboard. Her design was conceived to maximize opportunities for outdoor living and to have direct contact with the marine environment. While the yacht yields a massive amount of volume, DeBasto has ensured that the profile remains long, sporty and lean without a top-heavy superstructure that characterizes so many very large superyachts. The interior, by Nuvolari Lenard, was designed in concert with the exterior concept and it is also modern and rich in contemporary textures.



OCEANCO

DAR Wins Best Exterior Design and Finest New Superyacht Award

Oceanco is proud to announce that the 90m DAR, the latest delivery, has won not only the first but also the second award at the 2018 Monaco Yacht Show, Best Exterior Design and Finest New Superyacht. The Monaco Yacht Show is the premier superyacht show in the world. Every year, over 120 superyachts are on display, 40 of which are new launches or worldwide debut yachts.



Centre: The Chairman and Prince Albert



The award ceremony took place on the 25th of September at the Le Méridien Beach Plaza. Oceanco along with Luiz DeBasto himself, Captain Klaudio Marcelic and Valentina Zannier from Nuvolari Lenard were on stage to receive the honors. During the show, His Serene Highness Prince Albert II and his entourage visited DAR. Prince Albert II is an avid sailor and a yachting enthusiast and he was very impressed by DAR.



Turquoise & H2 to Design 81M BORA

Turquoise Yachts is collaborating with H2 Design on project Bora, a stunning new 81-metre motoryacht. Turquoise has a rich and prolific relationship with H2 Design—the most recent collaboration was 77-metre M/Y GO which was recently delivered.

While Bora's interior layout will bear some similarities to GO, Bora's exterior styling is decidedly different.

Bora has a more masculine profile with a tighter and sportier appearance as evidenced by the angled windscreen on sun deck and the distinctive louvered intakes on the aft bridge deck sides. The louvered theme is also repeated on other prominent areas of the superstructure providing an interesting surface texture as well as an accent metallic color. Bora features an impressive 7m x 3m glass surrounded swimming pool and two Jacuzzi's.

The large swimming pool is on the main deck aft. One Jacuzzi is forward on the Owner's Deck for the owners' private use, while the second one is tucked behind the mast on the sundeck for all the guests to enjoy. The aft deck lounge area flows nearly seamlessly into the interior main saloon and formal dining areas. The central lobby houses the main staircase and lifts, 5 guest cabins and 2 VIP staterooms.



TURQUOISE
YACHTS



On the Upper Deck, above the Main Deck is the owners' domain with an inside lounge, and alfresco dining with bar, buffet and built in aft seating. In the owners' quarters, there are their own private treatment/massage rooms.

The large master stateroom forward has panoramic windows and private access to an outside Jacuzzi and breakfast nook with views over the flush teak clad foredeck.

Whereas, on the Bridge Deck, aft of the bridge and captain's quarters, is the spa and gym including a steam room and massage room with an adjoining day head. One can exercise from on high with views rather than being relegated to the lower deck. On the Lower Deck, the tender garage is located aft providing full beam storage for extra toys. A guest cinema that can double as a playroom is also on this deck and is serviced by a central lift providing access all the way up to the sun deck. The beach club benefits from a large flush transom door that opens out over the water extending the beach club footprint and cementing that all-important connection to the sea.

INDIAN INDEPEDENCE DAY

MBI organized an event to celebrate the 72nd India Independence Day on the 14th of August in its headquarters joining the nation throughout India in ceremonies, parades and cultural events.

The employees enthusiastically participated in the event which included patriotic songs, a quiz on the contemporary history of India and ethnic wear. It is worth mentioning that this time MBI staff celebrated the Independence Day, which falls on the 15th of August, with many great shows and activities, celebrating their feelings of glory and nationalism towards their country.



Anuj Sharma - Graphic Designer



MBI BLOG



Dheeraj Bhasin (Sr. Manager) & Manoj Bhargava (Chief Operating Officer)

MBI management team was working on designing and developing MBI Blog in the last few months and was finally launched on the 7th of August. MBI Blog aims to update employees on the latest information about the industry and empower them to write and publish their own articles.

It is important to note that Blogging is one of the most valuable tools that help businesses to engage with internal and external clients. It can also build a dynamic community which exchanges information, solutions, reviews and opinions about a business, its products and services, and ultimately its brand positioning.

It reaps huge benefits to both MBI and MB Group including:

- Simple and easy-to-use platform which will help to connect and share timely and relevant information with internal and external customers.

- MBI Blog will work as a marketing tool, and it is expected to acquire more third party business due to more visibility through the blog.

- MBI and the Group will be able to spread messages on MBI's products and services, comment on the latest news or market trends, and share company initiatives beyond the website.

- It will help to showcase MBI people's skills, competency, and expertise.

The current compilation of the articles on the Blog is an attempt to create a merged flavour of employees' knowledge base and trends in the industry. MBI Blog is just a click away:

blog.mbinformatics.com

New Line Of Service Started by **MBI**



“Learning Process Management”

MBI has introduced Learning Process Management as a new service for clients. It will involve managing the entire training activity of clients. In this regard, partner agreements with various workflow, HRM and payroll solution companies such as Alchemus, Newgen, GreytHR and PeopleApex were being put in place.

This will provide a comprehensive solution in the form of business process services bundled with software. Moreover, recruitment mandate was received from Pertinax systems and Arham Oil & Gas and RPO proposals have been shared with leading Indian airlines and a large chemical manufacturer.

MBI also provides services to MB Group of companies. For example, one financial analyst has been dedicated for consolidation of Mawarid Group Financials in 2018 to support the on-shore team in ensuring better quality and timely reporting of financials.

In addition, MBPS – KSA payroll processing is about to be done by MBI. The process migration has been initiated and will be completed in a month.

MBI has been aggressively pursuing third party business and it came up with the idea of getting certain quality and security related certifications to support the endeavour as the bulk of the work that the company does involves handling sensitive data about an organization’s finances and their people.

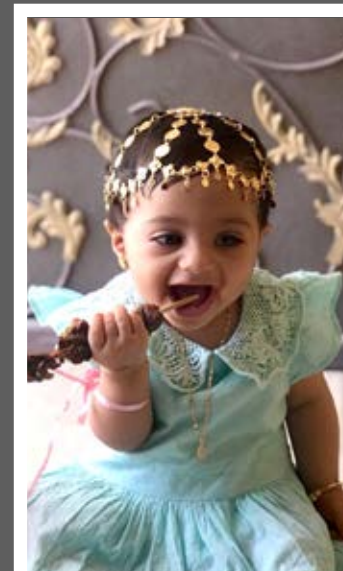


Accordingly, MBI decided to go for ISO certifications on data quality (ISO 9001:2015) and information security (ISO 27001-2013), which will raise the clients' confidence to the company and demonstrate to what extent the company is following high quality process controls and creating internal metrics and scorecards to measure the operational performance.



Employees Photos 2nd MB Photography Club (Laqtah) photo competition

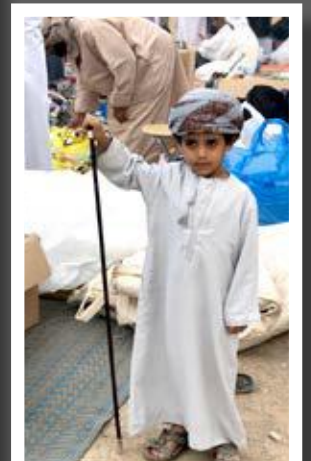
WINNING PHOTO



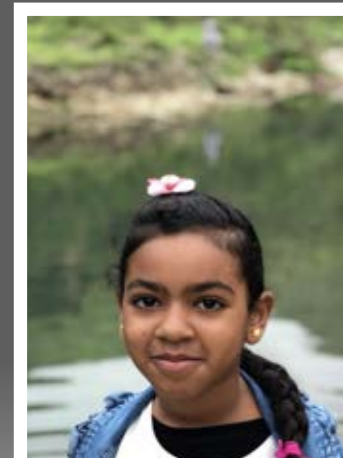
Ahmed Abdullah



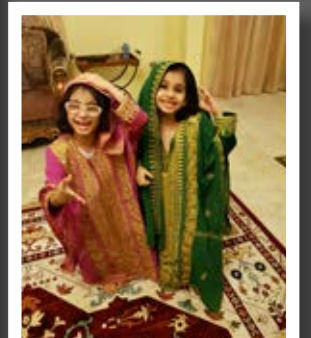
Sami Breiki
CONGRATULATIONS



Khalid Yousuf Al Hashmi



Rashid Moqbali



Elias Al Kharusi

Employees photos

TECHNOLOGY

Living in Smart City

What is a smart city?

It is simply a hyper connected innovative city and technologically equipped to achieve a high quality, efficient, and sustainable zone for citizens.

5G



Internet accessibility: You can easily access the internet at any time and from everywhere by using public Wi-Fi.

Smart Transportations: driverless electric cars will automatically communicate with traffic lights, parking systems, and charging stations to manage the road traffic.

Smart sensors generate power and manage automatic watering system and detect leaks. They also provide updates on air pollution, noise and river level to prevent floods.

Waste Management: Garbage bins smartly measure fill level and send data directly to companies to manage and collect the waste.

Public Safety: security measures will take the necessary actions automatically to protect the citizens, e.g. if an accident or crime occurs, an alert goes out directly to police offices for assistance.

BEHIND THE DOORS OF MB CLINIC Inspiring Work is Hidden

Volunteering builds cohesive and strong societies through promoting goodness and quality of life. In Oman, people volunteer formally and informally inspiring each other to reach out to the community and make life a better place.

@MB discovers an inspiring Omani volunteer hidden between the walls of MB clinic: Rakhaya Al Hinai, Staff Nurse at MB Clinic, one of those who are interested in medical volunteering work. To know more about Rakhaya as a volunteer, we have met her and had the following chat.

Could you tell us about your voluntary work?

The idea of volunteering has been in my mind for a long time, but I first began my actual journey in medical volunteering in 2010 when Oman hosted Asia Olympic Beach game.

I worked there as an anti-doping officer to test the athletes for sport stimulants drug. Then in 2014, I participated in psychiatric awareness week through which I educated and raised awareness of the society about the psychiatric illness. It was an enjoyable experience. Over the period between 2016- 2018, I have had the opportunity to cover many volunteering works in sports events like Dubai marathon in 2016.

Currently, I am participating at Oman Motorsport center as a nurse providing medical care for sport events, as well as an anti-doping officer in the Olympic Beach game.



Rakhaya Al Hinai

What motivates you to volunteer?

My interest and passion towards using my medical knowledge in efficient way motivate me to volunteer, and simply I love the voluntary work. Moreover, it is my opportunity to effectively use my medical experience for the sake of the community.

What values do voluntary works add to you?

To volunteer is to add value to your life! Personally, I have got to meet new people and expand my social networking. Professionally, I have gained great experiences and skills in different phases of my volunteering journey. Besides, I have expanded my medical knowledge many steps ahead.



3D World Archery Champion

Arrow-by-Arrow

Gábor Lázár, Finance Manager of MBPS Hungary, has been shooting crossbow for 25 years, and he has a great experience in archery shooting. He competed in the Crossbow category in the class of Adult Men.

As a member of the Hungarian Archery Team, Gábor Lázár took part in the competition of the 2nd 3D Archery World Championship which was held between 2nd-9th of September 2018 in Moosburg, Austria. 3D archery is a special kind of the archery sport. All kinds of bow (compound bow, traditional bow, olympic bow, crossbow, long bow ...etc.) are represented in the 3D archery as per the HDH-IAA rules. (HDH-IAA stands for: H as Historical; D as 3 Dimensional; H as Hunting; IAA as International Archery Association).

In the crossbow category, Gábor Lázár in his age class won the World Champion title. Gábor Lázár was successful in defending his World Champion title because in the 1st 3D Archery World Championship which was held in 2016 in Sopron in Hungary, he was also the winner.



Gábor Lázár



IMTINAN FOR THE LOVE OF ART

Put an end to your stressful and ordinary day. Throw away all your inhibitions and let us take you to an inspirational journey that we would like to call 'For the Love of Art'. With the narrative voice of **Imtinan Al Busaidi**, Supply Chain Officer at Petrogas and a beginner artist who aspires to professionalism, we invite you to join Imtinan in her world of drawing.

Since my childhood, I have loved drawing and playing with colors. I started my journey in the world of Art by drawing very basic elements, and I have continuously worked on improving my artistic skills by following other professional artists' works, admiring their paintings and watching videos on YouTube channel. Then, I began to imitate professionals in drawing for the sake of developing and reaching a more advanced level.

The year 2017 was a real leap in my journey towards drawing when I discovered that drawing is not just one of my interests, but in fact my main hobby.

At that point, my perspective about drawing changed, so I focused on more advanced levels and delved deeply in the world of Art by attending online courses and seeking artists' guides. Later on, I created an Instagram account and posted my drawings to communicate with other artists and get their feedback, with an eye to professionalism.

At some point of my life, I got caught up with my busy life and career, and I started to neglect my drawing hobby. I felt something missing, so I thought of doing something to refresh my hobby.



Coming across some drawing challenges via social media, I decided to participate, especially that these challenges aim to motivate artists who are interested in drawing on daily basis.

The idea of these challenges is to introduce different kinds of tasks each month, like having a list of words or colors and participants should draw based on the list. For example, in October, I participated in a challenge called "inktober" which introduces different words daily and then I should draw based on the day word. As a result this drawing challenge has enhanced and motivated me to draw every day regardless of being busy.

Drawing has no specific time; I usually spend my free time in drawing with my little son. Night-time is a special time for drawing because it inspires and sparks my imagination. When my mind is full of a dozens of thoughts and images drawing helps me to express them on paper, before starting another day. In other words, drawing is my way of expressing myself and my own ideas.





92 Design
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إقامة ورش العمل
Workshops
Arrangement



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In our CSR efforts to support SMEs



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