

Nakilat



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**KOTC Marine
Scholarship program
is a long term
investment in Kuwait
Human Resources**



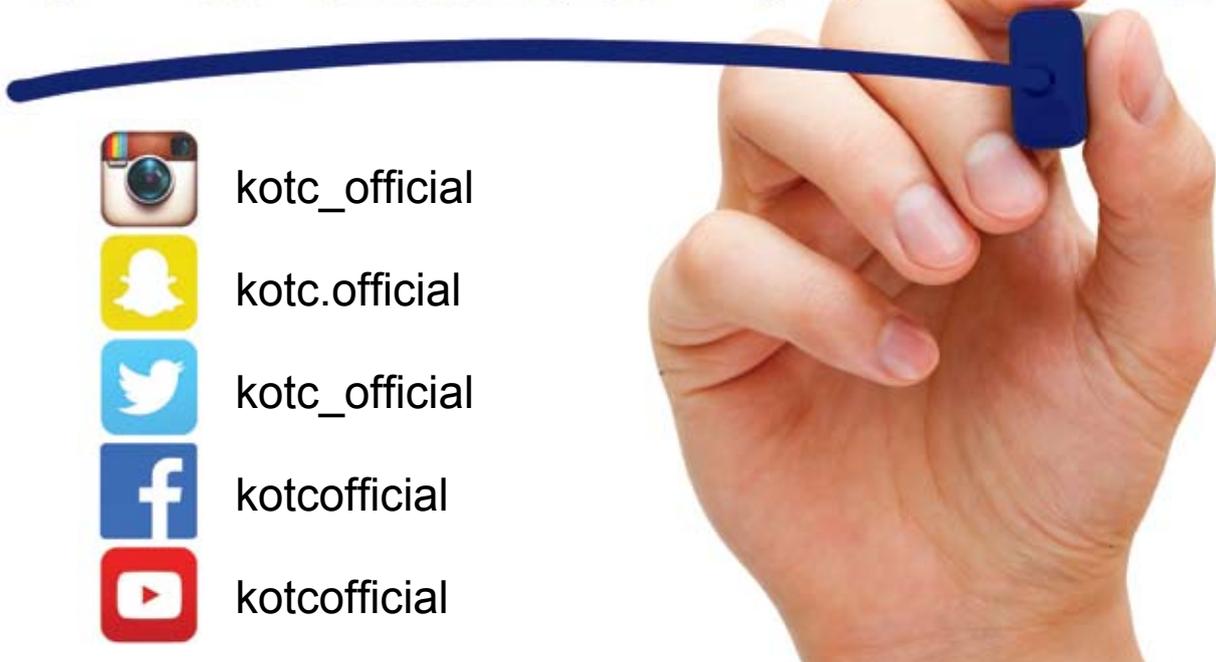
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Talal Al-khaled Al-Ahmad Al-Sabah
Chief Executive Officer

Marine Scholarship Program

KOTC recently won an international award in Instructing and Training of Marine Leaders. This achievement has not attained by coincidence, but due to the successful strategy adopted by KOTC through organizing Marine Scholarship Program in which Kuwaiti students are enrolled and sent abroad to study marine navigation or engineering at United Kingdom.

Many of those scholars become leaders in various ranks on board KOTC vessels as well as administrative positions.

KOTC considers human resources as a prime and fundamental element in driving progress and achieving sustainable growth, leading to better social development.

Therefore, KOTC Top Management pursues to promote the Marine Scholarship Scheme, which started years ago.

Almost every year, KOTC grants marine studentship for a number of Kuwaiti high school graduates sending them to study at several marine colleges in UK to acquire certificates / qualifications in maritime navigation and engineering in order to be recruited as navigation officers and marine engineers on board of KOTC tankers.

Sponsoring Marine Scholarship Program reflects KOTC support to the national economy through creating work opportunities for young Kuwaitis to work and participate hand-to-hand with highly qualified and competent nationals in operating KOTC Fleet. Thenceforward, KOTC ensures meeting the strategic cover and market needs for transportation of Kuwait crude oil, petroleum products and Liquefied Petroleum Gas (LPG) to the international markets.

May Allah help us fulfil our duties for the sake of our Dear Kuwait.

Gas Al-Mutlaa tanker collision at Al-Fujaira port

Drill to measure response in emergency



■ Participants inside Emergency Room following up the Gas Al-Mutlaa tanker accident drill

In line with the company policy in improving safety procedures on board the tankers, Fleet Operations Group conducted an emergency response drill on board the vessel Gas Al-Mutlaa; in cooperation with representatives from KOTC groups and KPC delegate who participated in the drill. The scenario of the incident involved Gas Al-Mutlaa tanker while it was waiting to load a cargo at Al-Fujaira port, UAE. Another ship collided with her when it was passing nearby. The captain lost control and crashed into Gas Al-Mutlaa at port side causing a 2 Sqm hole in the hull 6 meter below waterline. This caused the seawater got into the vessel with high force; the cargo tank was moved and cracked due to continuous flow of the seawater and vessel stalled

. The captain reported the incident to the concerned KOTC officers who in turn informed KPC, and contacts with internal and external parties were made to ensure that the applicable procedures in such emergency conditions are followed.

KOTC emergency Room contacted the concerned authorities as well as the tanker's crew until the situation was put under control safely. The tanker was checked to ensure the

safety of vessel along with the efficiency of the equipments. The tanker continued its voyage as scheduled according to itinerary. The Drill was carried out perfectly; Gas Al-Mutlaa involved crew conducted the roles according to the plan and proved their experience in following the set procedures. All participants showed excellent capacity through creating a suitable scenario for the emergency case and how to deal with such crisis.



■ Cap. Muneer Berjak discusses training procedures

Protection and Indemnity Coverage Workshop Arranged by Insurance Department

Discussed response and the management of major accidents



■ Mr. Al-Asousi and a number of managers



■ Talking about the accidents best response

In cooperation with UK Protection & Indemnity Club, the Insurance Department organized a workshop related to major accidents and how to manage them. Senior Partnership Manager Mr. Andrew Kemp, Senior Compensation Manager Mr. James Robertson and Group Deputy Manager Mr. Somet Mado spoke in the workshop and discussed the latest accidents of KOTC tankers, the prompt response and management of major accidents were enlightened. The free

services that can be offered by UK P&I Club in such circumstances were also presented and explained. Other subjects were discussed at the workshop such as the immediate response of the crew in case of major accidents, reporting techniques at the time of the incident; liaising and coordination with the concerned government and non-government authorities, further services offered by UK P&I Club in various cases beside legal advice. The speakers shared the

audience with their expertise and best practices of the insurance market regarding the mentioned points. Concerned employees attended the workshop from Fleet Engineering Group, Fleet Operations Group, Fleet Personnel Group and Financial Group. It is worth mentioning that UK P&I Club is one of the world oldest protection and indemnity clubs, which cover third-party liabilities. Currently, 16 vessels of KOTC are insured by UK P&I Club.



■ Planning Group officials with Strategy & Middle East



■ Participants at the workshop

An agreement between KOTC and “Strategy & Middle East”

To prepare and update the company strategy

KOTC signed a contract with the international consultant Strategy & Middle East to prepare and undated the company’s 2040 strategy. The aim is to achieve KOTC mission and vision according to KPC directives.

Planning Group Manager Mr. Qahtan Al-Abdulkarim, Strategies & Business Development Team Leader Mrs. Shatha Al-Dabbous, Senior Strategy Analyst Eng. Sabeeka Al-Mutawa and Strategy Analyst, Eng.

Shahed Al-Hasan held a meeting with the global consultant Strategy & Middle East. Future cooperation, coordination, plans and programs were presented and discussed during the meeting.



■ Group photo after signing of contract



■ Meeting of Planning Group Officials with Global Advisor Strategy & Middle East

A presentation on Green Buildings and their Importance in Preserving Environment

KOC Experience

KOTC played host to KOC’s Senior Projects Eng. Khaled Al-Mousa, who spoke about the “green building” and its role in reducing environmental risks, crises and disasters. Al-Mousa discussed KOC’s pioneering experience in this field and its efforts to construct environmentally friendly buildings and offices that contribute in reducing pressure on fuel, water and electricity. Which serves the country and citizens. Al-Mousa added that KOC aims to disseminate this experience and knowledge to those involved in sustainability

and environment preservation. It is worth to mention that the green buildings are those that consider the environment in all stages, i.e. design, execution, operation and maintenance. In detail, those

buildings make benefit out of space-design, energy and water efficiency, utilization of resources, quality of the internal environment and the impact of the whole building on the environment.



■ Participants at the presentation with Mr. Khalid Al-Mousa in the frame

Awareness presentations about emergency plan at KOTC Head Office

Available equipments, assembly points and locations of first aid kits



■ At an awareness presentation



■ Eng. Yousra Al-Khalifa demonstrates the use of emergency equipment

As part of the company's concern in keeping employees safe and in boosting their awareness about how to deal with emergencies during and after official working hours, the Quality, Health, Safety, Security & Environment Management and Corporate Risk Management Group organized presentations about the emergency evacuation plan in the company's head office.

The presentations included display of emergency cases and the objectives of emergency plan and outlined the priorities of emergency plan, which is establishing an integrated system to manage evacuations, providing all capabilities

and services supporting evacuations, collection and analysis of the emergency-related information/data to be reported to the top management and to make them available to external authorities.

The presentations addressed an integrated definition of external emergency services, which are considered part of the Emergency Team responsibilities, as well as the internal emergency services in the head office, being a shared responsibility of all employees inside the head office building if an emergency case is reported. Available equipments in the company, which can be used in emergency situations, was

demonstrated such as the evacuation chair, wheelchair and oxygen apparatus that help to achieve safe evacuation.

As well, the building evacuation routes, locations of fire extinguisher in each floor, first aid kits and the building assembly points map were all clarified. The staff was informed about the building emergency number "8888." The Attendees showed a good interaction with Eng. Yousra Al-Khalifa - Quality, Health, Safety and Environment who spoke at the presentation. The inquires of employees focused on their role during evacuation and how to use the available equipments.



■ Part of participants



■ Part of participants

Safe driving awareness campaign

On Avoiding Accident and adherence to traffic laws and regulations



■ Employees participates in the safe driving campaign

In line with the company's concern in keeping the employees healthy and safe. The Quality, Health, Safety, Security & Environment and Corporate Risk Management Group organized an awareness campaign about safe driving for the employees in all KOTC branches. Several presentations

were delivered by Mr. Yousef Al-Rashidi - Head of Quality, Health, Safety & Environment. The presentations were delivered at the KOTC head office and LPG filling branches of "Al-Shuaiba" and "Um Al-Aish." General traffic statistics about road accidents and deaths that occurred during the years 2015/2016 in

Kuwait were outlined. Results showed an increase in the numbers of deaths, injuries and collisions. Al-Rashidi spoke about the model practices for safe driving to reduce road accidents, injuries and loss of properties as well as defensive driving, adherence to laws and regulations General Department of



■ Part of participants



■ Mr. Yousef Al-Rashidi speaks about the safe driving

Traffic.

Al-Rashidi highlighted the necessity of compliance to the company's defensive driving policy which aims at preserving life and safety of employees. Procedures to be followed before and during driving, such as checking the wheels and head / tail lights, fastening seat belt, dedicating enough trip-time and keeping safe distance were explained.

"The road is an all-public property that should be shared and respected by everyone, and at the same time we should behave in good manners," he said. Al-Rashidi also spoke about how to deal with aggressive drivers.

At the end Al-Rashidi brought up real-life road accidents that occurred as a result of using the mobile phone while driving. He advised all to stay calm and not to rush in order to preserve theirs and others lives.

It is worth mentioning that last year, KOTC, in cooperation with Ministry of Interior, launched a traffic awareness campaign entitled "Using traffic lights saves lives." The campaign underlined the social responsibility which is one of the company's top priorities and part of its strategy. It also proved that KOTC is an active member in dealing with social issues and problems by applying a well-prepared program that seeks to serve society and strengthen communication with many of its institutions.



■ Part of participants in the awareness campaign



■ An employee at Um Al-Aish LPG Branch registers in the campaign



■ Part of participants

Al-Sahli retiring ceremony

22 years of giving and achievements

After 22 years of service, the Planning Group bid farewell to Strategies Team Leader Mr. Tareq Al-Sahli. A ceremony was held for the occasion attended by DCEO Finance & Administration Mr. Khalid Al-Asousi, Planning Group Manager Mr. Qahtan Al-Abdulkarim, Fleet New Building Projects Group Manager Capt. Yousef Al-Sager and a number of employees. All commended Al-Sahli's commitment during his long service, which started on 01/10/ 1995. He has shown perseverance, devotion and left positive impact in all assigned duties.

Al-Sahli expressed his pleasure for working at KOTC for many years and the strong friendships he has with work colleagues. He also praised their efforts in maintaining the company's leading role.

Mementos were presented to Al-Sahli and everyone wished him success.

, Manager Fleet New Building Projects Group.



■ Mr. Khalid Al-Asousi presents a memento to Mr. Tareq Al-Sahli



■ Mr. Khalid Al-Asousi commends Mr. Tareq Al-Sahli



■ Mrs. Anwar Al-Shamma', Eng. Sabeeka Al-Mtawaaw and Mrs. Rula Ne'me



■ Mr. Tareq Al-Sahli in a group photo with colleagues

Best energy-saving practices training Session for employees

KOTC is close to be ISO 50001 accredited



■ Part of participants



■ Mr. Piyush Raj at energy best energy use

In line with KOTC’s keenness to keep up with the latest developments, and in following of the State’s energy reduction and rationalization policies, the company has sought to obtain the International Standard Accreditation for Energy Management ISO 50001. This standard demonstrates the world best adopted practices in energy management. It is developed by energy management experts in more than 60 countries to help

companies conserve energy, reduce costs and follow the environmental requirements. A team from DNV, GL trained KOTC employees on the criteria and fundamentals of this certificate. The employees were given an internal auditor for energy management certificate in preparation for obtaining the ISO 50001. Presentations given by Mr. Piyush Raj included training the staff on best energy use practices and techniques and how to circulate the culture of

optimal energy use to ensure a bright future. KOTC has a plan regarding the effective energy management and rationalization of electricity consumption in the head office and all branches. Steps taken in this field by include launching of a project to use alternative energy through producing 80 kilowatts of electricity by solar power in “Al-Shuaiba” LPG filling branch. KOTC is also working on a larger similar project in “Um Al-Aish” LPG filling branch.

PRESENTATION ON INNOVATION BY HUMAN RESOURCES & CAREER DEVELOPMENT GROUP

In cooperation with KOC

Recognition of innovation was the subject of the presentation organized by Human Resources & Career Development Group.

Mr. Muhammad Al-Ali and Mr. Sager Al-Ghilani from HR Group, KOC spoke in the presentation. The speakers tackled the concept and types

of innovation, innovator’s characteristics, how employees see the innovator, and forming an innovation team.



■ MR. SAGER AL-GHILANI SPEAKING



■ PART OF ATTENDANCE

"Quality, Health, Safety, Security & Environment" bid farewell to Mr. Rao

After 14 years of service

In recognition of his dedicated efforts, Quality, Health, Safety, Security and Environment & Corporate Risk Management Group bid farewell to Mr. Rafi Rao, Quality, Health and Safety Supervisor of Fleet and Maritime Agency branch. Mr. Rao started work at the Company on 15 July 2004 and left

on 18 March 2017. Quality, Health, Safety, Security and Environment & Corporate Risk Management Group Manager Mr. Hani Reda, Quality Assurance Affairs Consultant Captain Masoud Ali and a number of employees from all groups attended the ceremony organized for the

occasion.

The attendees expressed their appreciation to Mr. Rao and praised his outstanding efforts and contributions during his 14 years in the service of the company. The ceremony ended with gifts presented to Mr. Rao and everyone wished him future success.



■ Mr. Khalid Al-Haidar and a memento to Mr. Rafi Rao



■ Managers and employees in a group photo with Mr. Rafi Rao

"Information & Communications Technology" bid farewell to one of its employees

Anas Salem retired after 10 years of devotion



■ Mr. Anas Al-Salem Among his colleagues

Information & Communications Technology Group organized farewell party for Mr. Anas Salem, Engineer Sisco devices after completing 10 years of devotion and distinction at the company. Participants praised Mr. Anas Salem's efforts during his work at the company as he was an example of the courteous and dedicated employee, also they expressed their appreciation and gratitude to wish him further progress and

success in his future endeavor. For his part, Mr. Anas Salem sincerely thanked the officials and employees of Information & Communications Technology Group. He pointed out that his colleague's gathering is considered a medal to be proud of, referring that his years of work at the company is the most beautiful days of his life. Mr. Anas Salem sincerely thanked his colleagues for their cooperation, stressing that

he is proud of the friendship of all of them.

After exchanging speeches of thanks and praise, Mr. Anas Salem was presented with a memento by Mr. Hani Redah, Manager, Information & Communications Technology Group and Mr. Mohammed Al-Qudaibi, Team Leader, Information & Communications Technology Group. All wished him Good luck and success.

Newly recruited employees introduced to the Company's activities

Groups and branches duties and cooperation were discussed



■ At an awareness presentation



■ Mr. Waheed Al-Qallaf speaks to the new employees

Career Development Team, in coordination with the company's groups, organized a series of introductory presentations for the newly joined employees about the company's strategic role related to transporting Kuwaiti crude oil to countries in all over the world being the sole national carrier. Further activities carried out by the company through Al-Shuaiba and Um Al-Aish LPG filling branches and the Marine Agency Branch were enlighten too. In this regard, Captain Ahmad

Al-Salem, Fleet Operations and Security Support Team Leader, stated that the Fleet Operations Directorate groups participated actively in the introductory presentations, which highlighted the company's leadership in the field of marine transport and its national role in transporting Kuwaiti crude oil to support the national economy as well as current and future fleet modernization plans. Captain Al-Salem underlined the importance of such meetings in introducing newly joined employees

to the company's work, nature of tasks carried out by the groups, cooperation and coordination between them. He added that the presentations covered the work governing regulations, the company's concern in the development of employees' capabilities through education, internal and external training courses, as well as introducing them to their assumed responsibilities to maintain the company prestigious position. Likewise KPC subsidiary companies.



■ New employees at a presentation



■ Part of participants

Mr. Al-Mane': "Marine Scholarship Program is a Long-term Investment in the Human Element"

At present The Graduated Kuwaiti, cadets are forming Main Pillars in KOTC

Sheikh Talal Al-Khaled: New tankers fulfills KPC needs and environment requirements

Currently, 29 scholars studying abroad, 16 in marine navigation and 13 in marine engineering

15 graduates since relaunching marine scholarship program in 2010

Marine scholarship cadets Team Leader Mr. Asa'ad Al-Mane', stated that marine Scholarship Program, started by KOTC many years ago, aims to support the Kuwaiti economy through investing in the national human element, provide training and development opportunities for youth in order to be qualified for service in the marine transport sector, and rely on them to run the company fleet. In his interview with "Nakilat" magazine, Mr. Al-Mane' noted that KOTC seeks to reduce dependence on foreign labour by sending Kuwaiti students abroad through marine scholarship program to study marine engineering and marine navigation in the United Kingdom. This experience resulted in graduating many young national cadets that became one of the main pillars of the company; now they are working on-board its tankers and at the head office.

He added that the KOC Top management supports the marine Scholarship cadets, and continue to develop their skills and abilities in order to fulfil their needs as they represent the promising future. He pointed out that the cadets of KOTC's marine Scholarship Program are exerting great efforts in order to complete their studies with excellence, to be the best representation of their country and raise both KOTC banner and the Kuwaiti flag high... Details of the interview:



■ Mr. As'ad Al-Mane' at his interview with Nakilat

At the start, may you please brief us about the marine Scholarship Program that has been adopted by KOTC years ago?

KOTC grants scholarship to Kuwaiti newly graduated high school students with scientific majors, sending them to study marine engineering and marine navigation at maritime colleges at United Kingdom. The four-year study is divided into 6 stages

between academic study at college and practical training on-board tankers. Upon completion, they obtain high diploma certificate & Marine license "Certificate of competency" to work on-board the fleet of KOTC fleet. **What are the goals KOTC aims to achieve through this program?**

Through marine Scholarship Program, KOTC aims to support the national economy



■ Sheikh Talal Al-Khalid with a number of KOTC graduates who got certificates

Announcements for new group of Marine scholarship students are subject to company's need

by investing in the national human element, providing training and development opportunities for the Kuwaiti youths, as well as preparing them to serve in the marine transport sector and manage / operate KOTC fleet. We also want to reduce our dependency on foreign labors and to rely more on the national cadets as they represent a strategic cover for the State of Kuwait and company. This is done by sending the Kuwaiti students

abroad through marine scholarships in order to study marine engineering and marine navigation in the United Kingdom.

How can the company benefit from the output of the program?

By preparing/ creating qualified graduated Kuwaiti crews / staff in the field of marine transportation rare disciplines ; capable to manage and operate KOTC fleet, which helps in the development of the company

and reduction of dependency on foreign labor.

How many students are sponsored presently under company's marine scholarship program?

There are currently 29 scholars in UK 16, are specialized in marine navigation while 13 are specialized in marine engineering.

What are the number of graduates since 2010?

15 students graduated since the company re-inauguration of marine s scholarship program on 2010.

How do you see the company receiving the effective company award in education and training of marine leaders?

The fact that KOTC received the effective company award in instructing and training of marine leaders at Dubai-MARACAD 2016 conference proves the success of KOTC strategy in adopting



■ Students of Marine Scholarship at a sea trip



■ Mr. Hisham Al-Rifa'e, Mr. Asa'ad Al-Mane' and Mrs. Hadeel Al-Matar with a number of KOTC Marine Scholarship students at the graduation ceremony

Scholarship Program for sending Kuwaiti students to study marine engineering and navigation. Many graduated young national cadets became main pillars in the company. Now they work either on board of our tankers, in repairing, maintenance, management or in other fields.

What are the requirements & selection criteria to join marine scholarship program?

The applicant should be a Kuwaiti High School graduate student - science major. The certificate should not be

older than two years. Age of applicant should not be above 20 years old, single, medically fit, pass the English language test and the personal interview.

Is scholarship program announced annually?

Announcements for the marine Scholarship Program are made in accordance with the company's needs.

How does this system benefit the company and Kuwait in general?

It is a long-term investment in the Kuwaiti human element. This is in line with the State

of Kuwait general policy to replace foreign labor with the Kuwaiti labor in all State sectors and to have a strategic cover by providing of a national work force that is capable of carrying out the company operations development plan.

Will the company continue to applying this system / program?

The company has always been a pioneer in supporting and developing the Marine Scholarship Program to keep it consistent with our strategic needs and goals.



■ Eng. Abdullatif Al-Azmi speaks at awareness session with the applicants to Marine Scholarship and parents



■ Mr. Hisham Al-Rifa'l, Eng. Abdullatif Al-Azmi, Eng. Bader Al-Otaibi, Cap. Yousef Al-Sager and Mr. Asa'ad Al-Mane' visiting students