

Dolphinsight

November 2017
Issue 41



YOUTH ENGAGEMENT

– COMMITTING TO OUR FUTURE, TODAY

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WELCOME TO THE NOVEMBER ISSUE OF DOLPHINSIGHT.

We hope that you had a good summer and for those of you who took holidays with friends and family you are now back and reenergized for the remainder of the year.

Recognition is the watchword for this issue with several articles highlighting some brilliant work and colleagues who have excelled in their areas of expertise. Some of those closely involved in the completion of RMOP were awarded, as were the efforts of the upstream TSD automation team and Operations for their work to improve steam turbine efficiency. In addition, more than 200 employees have been recognized for their contributions to The CORE Project. More details on each

of these can be found in this issue.

In addition, there are updates on the company's first ever 'World Day for Safety' and much more.

Lastly, look out for an update on our community initiatives which include details of a beach clean-up campaign to safeguard turtle nesting areas and charitable donations in support of the UAE's 'Year of Giving' Campaign.

Enjoy the read.

DOLPHIN ENERGY CELEBRATES WORLD DAY FOR SAFETY

ON 27TH APRIL 2017, DOLPHIN ENERGY PARTICIPATED IN THE WORLD DAY FOR SAFETY (WDFS) WITH CELEBRATIONS TAKING PLACE ACROSS ITS FOUR MAIN LOCATIONS – RAS LAFFAN CITY, DOLPHIN ENERGY TOWER, TAWEELAH RECEIVING FACILITIES AND ABU DHABI HEAD OFFICE.

Held under the slogan, 'Step in and Speak up for Your Safety' the event started in Ras Laffan with an opening address to employees and contractors from our CEO Mr. Adel Albuainain and the GM- Qatar Mr. Hassan Al Emadi.

Similar addresses were delivered by the Deputy General Manager Mr. Ali Al-Mohannadi in Dolphin Energy Tower, Khalid Al Marzouqi COO Downstream & Feth ElInnour Amara Advisor Field HSE&S Downstream in TRF and Ibrahim Al Suwaidi Senior Vice President - Corporate HSE&S in Abu Dhabi.

The key highlights of the celebrations included a presentation delivered at each location on the company's 12 Golden Safety Rules, the Golden Safety Rules Quiz and the annual Safety Champions Awards. The CEO also delivered a video on WDFS which was shot and directed by Ramadhan Al Balushi, Superintendent Emergency Response.

“**TO RUN CELEBRATIONS ACROSS FOUR LOCATIONS AT THE SAME TIME WAS QUITE AN UNDERTAKING BUT IT HELPED CONVEY THE IMPORTANCE WE PLACE ON THE SAFETY OF ALL PERSONNEL, THE NATURAL ENVIRONMENT AND OUR ASSETS. THE STRONG SUPPORT FROM SENIOR MANAGEMENT AND ATTENDANCE FROM EMPLOYEES AND CONTRACTORS ALIKE ALSO DEMONSTRATED A LIKE-MINDED COMMITMENT AND WE WERE VERY PLEASED WITH THE RESULTS AND FEEDBACK RECEIVED TO IMPROVE AND ENHANCE FUTURE CELEBRATIONS.**”



The winners of the Safety Champions Award	
Employees: Mohamed Khalil Thomas Whateley Yaser Al Saffar Abdul Aziz Al Badi	Contractors: Sajid Ali (Velosi) Ammar Ibrahim (Velosi) Yasir Ali (Descon) Mudassir Furqan (Fanoy Gas)
Winners of the Golden Safety Rules Quiz	
Employees: Othman Al Yafei Sayed Nazeer Supriyono Mudjiswojo Ramzi Bensmail Inaam Makki Anup Sharma Subodh Iykkara	Contractors: Shiju Gopinathan (Solas Marine) Jonas Arela (EMCO) Abdul Haleem (Fanoy Gas)

Dolphin Energy received the Certificate of Appreciation in recognition of its efforts in the “Support and Liaison with the Education Sector for 2016” category at the annual award ceremony held on the sidelines of the 17th Qatarization Review Meeting of the Energy and Industry Sector.

DOLPHIN ENERGY RECEIVES QATARIZATION CERTIFICATE



The award was received by Mr. Hassan Al-Emadi, General Manager – Qatar from H.E. Dr. Mohamed bin Saleh Al-Sada, Minister of Energy and Industry and Engineer Saad Sherida Al Kaabi, President and CEO of Qatar Petroleum at the ceremony held at Doha St Regis Hotel on Monday 15th May 2017.

Commenting on this outstanding achievement, Mr. Al-Emadi said: “It is another proud moment for Dolphin Energy. To be recognized every year is not easy and once again our hard work has paid off. Dolphin Energy will always take necessary measures to maintain its commitment towards the Qatar National Vision 2030, the community and the development of Qatari Nationals. I would like to extend my congratulations to our dedicated employees, our Qatarization Committee and to all those involved in making this achievement possible.”

This is the sixth year running that Dolphin Energy has been recognized for its Qatarization commitments and the company has built a strong association with the ceremony over the years.

<p>2011 Received a Certificate of Appreciation in the 'Training and Development' category</p>	<p>2014 Received the Crystal Award in the 'Support for Training and Development' category for the third year running; as such the company retained the award permanently</p>
<p>2012 Received the Crystal Award in the 'Support for Training and Development' category</p>	<p>2015 Received the Crystal Award in the 'Supporting Student Sponsorships 2015' category</p>
<p>2013 Received the Crystal Award in the 'Support for Training and Development' category for the second year running</p>	<p>2016 Received a Certificate of Appreciation in the 'Support and Liaison with the Education Sector for 2016' category</p>
<p>Congratulations to all the teams involved in this outstanding achievement.</p>	

In June 2016, The CORE Project launched a recognition & rewards program that highlighted employee suggested ideas and implemented cost saving initiatives.

THE CORE PROJECT RECOGNIZES MORE THAN 200 EMPLOYEES

Such has been the response of employees that by June 2017, 210 employees had been recognized and 50 ideas and initiatives selected by the project's steering committee.

"If I could choose one platform to measure the level of engagement and success of the project then the Recognition and Rewards program would be a strong contender," explained Fares Chemouni, Co-Chairman of The CORE Project Steering Committee. "It has helped demonstrate the depth of commitment, highlighted many creative ideas and celebrated strong initiatives that have not only helped save money but driven improvements in the cost culture of the company," he continued.

At the beginning of 2017, the Recognition & Rewards program was enhanced to include a monetary award for the best cost saving initiatives. Since its introduction at the beginning of the year, 19 people and three initiatives have received a monetary award. Three more initiatives representing 22 additional nominees are currently under examination by the Recognition and Award Committee.

“**THE PROGRAM HAS PROVED TO BE ONE OF THE MOST EFFECTIVE WAYS TO THANK OUR EMPLOYEES FOR THEIR COMMITMENT AND FROM THE COMMENTS WE HAVE RECEIVED FROM RECIPIENTS OF THE AWARDS, WE KNOW THAT THE PROGRAM IS POPULAR AND HELPS DRIVE PARTICIPATION.**”



Tarek El-Kilany, Senior Advisor of Corporate P&C receiving a certificate of appreciation from Adel Ahmed Albuainain, CEO of Dolphin Energy and Hassan Al Emadi, General Manager of Dolphin Energy in Qatar.



If you would like to contribute your idea and suggestions then please use the I-SAVE button located in The CORE Project tab on Dolphin Direct.



On 14th March, Dolphin Energy commemorated the completion of the Reservoir Management Optimization Project (RMOP) on the DOL-1 production platform with a celebration held at Dolphin Energy Tower.

DOLPHIN ENERGY HAS SET A MILESTONE IN THE HISTORY OF THE NORTH FIELD AND QATAR

Mr. Adel Ahmed Albuainain, Chief Executive Officer and Mr. Hassan Al-Emadi, General Manager – Qatar distributed appreciation certificate and awards to Nasser Al Hajri, VP Operations Mubadala Petroleum; Guillaume Chalmin, Managing Director TOTAL - Qatar; Mubarak Awaida Al Hajri, Managing Director & Chief Executive Officer of Gulf Drilling International (GDI); Andrew Kershaw, General Manager - Occidental Petroleum and Khalid Al-Hitmi, Manager, Gas Field Development in Qatar Petroleum.

The ceremony marked the conclusion of a journey started in 2013, when an initiative was launched to achieve three goals: manage reservoir depletion, extend production plateau and improve condensate recovery. The main goal was to improve the long-term outlook of the North Field block operated by Dolphin Energy, giving birth to RMOP.

This particularly challenging assignment, which saw extensive drilling work carried out, could not have been possible without the tireless dedication of the Project team or the support of our contractor Gulf Drilling International, our strategic partner Qatar Petroleum and our shareholders.

On 3rd March 2017, the last of the three wells were delivered, which marked a significant milestone for the Project. The wells were drilled from the DOL-1 offshore platform while the platform was still in full production and production results were above expectations while significant time and cost savings were realized. Most importantly, the safety and integrity of all personnel, the environment and assets were preserved, while a safety record of over a year of operation recorded well over one million man-hours without a lost time incident.

Meanwhile, on 27th of March, Technical Services (TSD) and Offshore Operations teams received a safety award for their active participation in the RMOP. Jassim Al Jasmi, SVP Technical Upstream and Othman Al Yafei, Senior Manager Offshore Operations, received the appreciation certificate from Juan Sierra, RMOP Manager and Ali Al Rahbi, Chief Operations Officer Upstream. The event was attended by Hamad Sheebani, Director Upstream Operations, and Jean Charles Fechant, COO Advisor.

Congratulations to all the teams involved.

DOLPHIN ENERGY WINS ISA AWARD

On 19th April, Dolphin Energy received the prestigious 'Automation Excellence in Industry Award 2016' in the 'Implemented Innovative Ideas' category at the 96th Technical Seminar and International Society of Automation (ISA) Honors & Awards Gala organized by ISA – Qatar Section.



Of the six nominations, only Dolphin Energy's team was recognized for the innovative excellence in project implementation relating to control system improvement of the steam turbines at the company's Ras Laffan plant. Dolphin Energy's team leader, Velappan Minakshisundaram, Sr. Manager Automation in the Technical Service Department (TSD) Upstream received the award from Mr. Yousef Ahmed Moktar, Head of Controls Systems, Qatar Petroleum, Nilangshu Dey, District Vice President, ISA and Naidu Singampalli, Membership Chair - ISA Qatar Section.

Background to the winning project: At the Dolphin Energy Onshore Gas Plant, electric power is generated by three Steam

Turbo Generators (STG) and about 18MW is imported from Kahramaa. A project was initiated to run only 2 STGs in high efficiency through an improved control system, which also reduced electricity imports to 12MW. This led to savings of approximately US\$3 million per year. Led by the TSD Automation team and with the support of Upstream Operations, the project was completed in April 2016.

Congratulations to all the members of the winning team: Velappan Minakshisundaram, Rizal Permana, Akhilesh Bhati, Nazeer Syed, Stephen O'Neil, Abdulhadi Al Mari, Srinivasa Rao Konada, Suresh Ramasamy, Shahul Rahamathulla and Ayman Zaki.



The 2017 Award Winners at the 5th Annual Al-Attiyah International Energy Awards for Lifetime Achievement

On 8th May, Dolphin Energy sponsored the 5th Annual Al-Attiyah International Energy Awards for Lifetime Achievement and the First Abdullah Bin Hamad Al-Attiyah Foundation Energy Elders Forum.

DOLPHIN ENERGY SPONSORS THE ABDULLAH BIN HAMAD AL-ATTIYAH INTERNATIONAL ENERGY AWARDS & ABHAF FORUM

Led by Mr. Ali Al-Mohannadi, Dolphin Energy's Deputy General Manager, the company delegation attended the ceremony, where the energy awards are given annually to individuals for their lifetime achievement in the advancement of the global energy industry in seven categories - Advancement of the Qatar Energy Industry, Advancement of OPEC, Producer-Consumer Dialogue, Education for Future Energy Leaders, International Energy Journalism, Renewable Energy and International Energy Policy & Diplomacy.

The nominees are voted on by an international selection committee who rewards candidates for an outstanding record of accomplishment in their sector over the whole of a career of at least 30 years, men and women who have made an exceptional impact on the energy

industry with distinct personal achievements for a consistent and prolonged period of engagement.

In addition, Dolphin Energy also supported the Abdullah Bin Hamad Al-Attiyah Foundation (ABHAF) on 9th May, which brought back together more than 25 Awards Alumni (previous award winners) and other relevant industry stakeholders for a one-day brainstorming conference to discuss and debate some of the most pressing global energy challenges. Held under the theme "Harvesting Solutions for Tomorrow from the Wisdom of Yesterday", the event delivered a white paper report with recommendations on solutions to these critical questions.

Both events were held at the Sheraton Grand Doha Resort Hotel.

UAE STATE OF ENERGY REPORT 2017 LAUNCHED

The UAE State of Energy Report 2017 was launched in June and was attended by our CEO, Adel Ahmed Albuainain.

The report which is developed by the Dubai Carbon Center for Excellence (DCCE) under the auspices of the UAE Ministry of Energy captures the developments of the energy sector and features the leading proponents of the local and regional oil and gas industry.

This year, Mr Albuainain contributed an article on 'Energy & Innovation – Driving a Sustainable Energy Future'. In the article, Mr Albuainain highlights the changing landscape of the regional and international energy sector and argues that innovation, collaboration and partnerships between public and private sector companies and academia need to strengthen if the industry is to adapt.

He also cites that people must also learn to appreciate that energy in all forms should be treasured and nurtured. Current

lifestyles are at odds with the natural resources at our disposal and the sooner more people realize this, the better, Mr Albuainain states.

Commenting on the company's sponsorship of the Report, Mr Albuainain said: "It is important that we provide our support. As a pioneer of the regional gas industry and one of the leading energy companies in the region we should use platforms such as the Report to share our thoughts and insights on the future role of energy. The sector is undergoing enormous change and we are set to play our part as the landscape changes".

This is the third Report issued by DCCE that has been supported by Dolphin Energy. Preparations are already underway for the fourth issue, due in 2018.



H.E. Suhail Mohamed Al Mazroui, UAE Minister of Energy, awarding Adel Ahmed Albuainain, CEO of Dolphin Energy, for the company's contribution to the 2017 UAE State of Energy Report.

Dolphin Energy's commitment to education is reflected in its robust relationship with Qatar's educational institutions.

DOLPHIN ENERGY EXHIBITS A STRONG COMMITMENT TO EDUCATION IN 2017

This alliance has helped create a strong link between industry and academia and provided opportunities for Dolphin Energy to support the development of young, talented Qatari Nationals. It has also allowed the company to contribute to the Qatar Vision 2030, which places education as a driver of future, long-term development.

In the second quarter of 2017, Dolphin Energy sponsored and participated in a number of educational initiatives which include the following:

-.....
Qatar University (QU) Life is Engineering Closing Ceremony
-.....
Future A&M Engineers (FAME) Conference 2017, held at Texas A&M
-.....
QU Annual Research Forum
-.....
Texas A&M E-Day, organized by The Student Engineers' Council (SEC),
-.....
Al Tamakon for Comprehensive Education School Sponsorship and Visit
-.....
Education City and CNA-Q Career Fair
-.....
Mini career fairs at Qatar University, Texas A&M University Qatar, Hamad Bin Khalifa University/Qatar Foundation and College of the North Atlantic-Qatar (CNA-Q).



Commenting on the company's sponsorship of these initiatives Dolphin Energy's General Manager – Qatar, Mr. Hassan Al-Emadi, said: "We are very proud to have worked closely with all these institutions and strengthen the close relationship we have with each. Whether we are helping develop the skills and capabilities of young engineers or engaging with youths to help support their first, tentative steps into employment, we are using the Qatar National Vision 2030 as our guide. We hope our contributions are helping foster youth engagement and development and demonstrate our long term commitment and support that will help ensure the future success of this great country."

Look out for a more in-depth look at our commitment to youth engagement in this issue of Captured.

As part of the company's Corporate Social Responsibility Program, Corporate HSE&S launched two initiatives on 29th March 2017 to mark World Health Day.

DOLPHIN ENERGY SUPPORTS WORLD HEALTH DAY 2017

The first, a blood donation campaign, was launched in coordination with Hamad Medical Corporation (HMC) and took place at Dolphin Energy Tower.

The second initiative was launched in collaboration with the SEIB Insurance & Reinsurance Company LLC (SEIB) and coincided with SEIB's Healthier Tomorrow campaign. Taking place on the 9th floor of Dolphin Energy tower, the company hosted SEIB and a number of nurses, nutritionists, dentists, and an ophthalmologist who shared health tips and raised awareness among attendees on how to lead happier and healthier lives.

Commenting on the initiative, Mr. Elias R. Chedid, COO and Deputy CEO at Seib, said: "Since its inception, SEIB

has made the welfare of the Qatari community one of its utmost priorities. At SEIB, we are continuously making fruitful efforts to help build a healthy and productive society that further elevates Qatar's status among advanced nations. The health day organized at Dolphin Energy is part of our mission to give back to the community which we serve and is a clear demonstration of SEIB's efforts in support of the Qatar National Vision 2030."

For both initiatives, healthy snacks and fresh juices were provided for the participants.



WAHAT AL KARAMA VISIT

On 12th April 2017 our CEO, Adel Ahmed Albuainain, led a delegation of employees to Wahat Al Karama, the memorial site created to honor the UAE's brave heroes who made the ultimate sacrifice while serving the country.

The delegation was taken on a tour of the 46,000 square meter site, which is located opposite the Sheikh Zayed Grand Mosque, to pay their respects to the soldiers, police, diplomats and civilians who lost their lives serving the UAE since its founding in 1971.

Commenting on the visit, Mr Albuainain, said:

“ THIS WAS AN IMPORTANT VISIT TO MAKE. BY VISITING THIS PERMANENT MEMORIAL WE WANTED TO PAY OUR RESPECTS

TO THOSE WHO DIED AND ENSURE THEY WILL ALWAYS BE REMEMBERED. I URGE ANYONE WHO HASN'T VISITED THE SITE TO DO SO. ”

The site reflects the UAE's pride in the sacrifices made by its heroes, and where the values of dignity, unity, and solidarity are enshrined.

Wahat Al Karama is open for the public daily from 9:00 am to 10:00 pm. Entry is free.



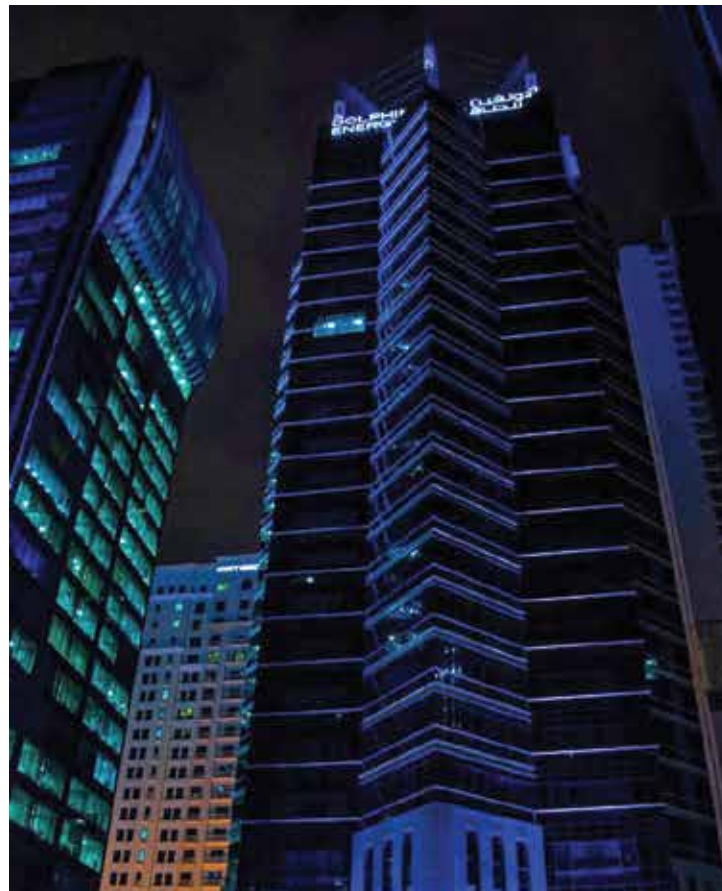
RLIC-COP CONCLUDES AL DHAKHIRA BEACH REFURBISHMENT

In line with its corporate social responsibility commitments, The Ras Laffan Industrial City - Community Outreach Program (RLIC-COP) provided support to the municipalities of Al-Khor and Al Dhakhira by constructing a beach walkway at Al Dhakhira.

In coordination with Al-Khor and Al Dhakhira Municipality and funded by the RLIC-COP, the Al Dhakhira Beach walkway measures 1 kilometer and aims to preserve the fragile coastline while improving the community experience. The landmark includes 42 lampposts that are powered by solar energy as well as 42 seats and sunshades. Additionally, interlock blocks were installed to allow those living in the neighborhood the chance to exercise and walk on the beach.

Construction of the Al Dhakhira Beach walkway started in February 2017 and was completed in May 2017. RLIC-COP was founded by seven energy companies: Qatar Petroleum, Al Khaleej Gas, Dolphin Energy, ORYX GTL, Qatargas, RasGas and Pearl GTL.

برنامج راس لفان للتواصل الاجتماعي
Ras Laffan Industrial City Community Outreach Program



DOLPHIN ENERGY TOWER COVERS IN BLUE IN SUPPORT OF THE AUTISM AWARENESS DAY

On April 2nd 2017, Dolphin Energy Tower was lit in blue as a symbolic gesture to support World Autism Awareness Day, joining buildings of other companies and government ministries across Qatar.

In 2007, the United Nations General Assembly adopted a resolution, tabled by the State of Qatar and supported by Her Highness Sheikha Moza Bint Nasser, declaring April 2nd as the official World Autism Awareness Day.

DOLPHIN ENERGY PARTICIPATES IN THE TURTLE BEACH CLEAN-UP DAY

In line with Dolphin Energy's strong commitment to the environment and following on from the successful Beach Clean Up Campaign in Qatar, Dolphin Energy joined hands with Qatar Petroleum once again to clean the Northern Beach at Ras Laffan Industrial City to help safeguard Hawksbill Turtles nesting area.

TAKING PLACE ON 20TH APRIL, THE CLEAN-UP WAS ATTENDED BY VOLUNTEERS FROM BOTH COMPANIES, HELPING PREPARE FOR THE TURTLE-NESTING SEASON BY MAKING THE BEACH SAFE AND CLEAN AND IN THE PROCESS HELPING PROTECT BIO DIVERSITY.



On 21st March 2017, members from Dolphin Energy's senior management team visited Al Tamakon Comprehensive Education School for students with special needs.

DOLPHIN ENERGY SPONSORS QATAR SOCIETY FOR REHABILITATION OF SPECIAL NEEDS & AL TAMAKON FOR COMPREHENSIVE EDUCATION

The school organized a special program to coincide with the visit, which included a recitation from the Holy Quran, the Qatar National Anthem, a musical performance, short play and a school tour.

Led by Mr. Hassan Al-Emadi, General Manager-Qatar, Dolphin Energy's delegation included Mr. Ali Al-Mohannadi, Deputy General Manager-Qatar, Ali Alrahbi, Chief Operating Officer – Upstream, Ahmed Al Jumaily, Senior Vice President, HSE&S Qatar, Ahmad Ali Abdulla Al-Mawlawi, Director – HR & Administration Upstream, Yousif Al Jaber, Director IT Upstream; Abdulla Al Khater, Upstream P&C Senior Manager, Khalid Al Khori, Director Engineering, Rasheed Al Rasheed, Director Risk and Quality Upstream and Jowaher Al-Abdulla, Manager Public Relations.

Commenting on Dolphin Energy's support, Mr. Hassan Al-Emadi, General Manager-Qatar said: "Education is central to Dolphin Energy's CSR initiatives and our support reflects our firm endorsement for programs that develop and nurture children with special needs. As a leading energy company, we have an obligation to support those members of society who are disadvantaged by providing assistance to the institutions that work tirelessly to make a positive impact on their lives."

In addition, Dolphin Energy has sponsored Qatar Society for Rehabilitation of Special Needs, providing assistance to help make a positive impact on those that are disadvantaged.



Hassan Al-Emadi, General Manager - Qatar receiving the Appreciation Award from Mona Abdullah Al Mulla, General Manager of Al Tamakon for Comprehensive Education School. From left Dr. Nidhal Atta Abdulqader, Consultant and School Principal (Designate), from right Ali Al-Mohannadi, Deputy General Manager, Dolphin Energy-Qatar.

DOLPHIN ENERGY SPONSORS AL MARYAH ISLAND GIVES BACK CAMPAIGN

During the Holy Month, Dolphin Energy joined forces with other Al Maryah Island tenants and participated in the 'Al Maryah Island Gives Back' Campaign, which encouraged the donation of 'new' or 'in new condition' toys and clothes for children under the age of 12. The campaign took place in The Galleria where donations were dropped at the lantern-shaped station in the mall.

To drive employee involvement, empty donation boxes were placed on desks to encourage them to gather items they wished to offer. In addition, two gift wrapping sessions were organized where employees could volunteer to wrap the collected contributions received.

The campaign received more than 1,000 donations which were collected by the Red Crescent and the Zayed Higher Organization for an orphanage in Al Ain.

Commenting on the company's support, Mr Adel Ahmed Albainain, Chief Executive Officer, Dolphin Energy Limited, said: "We were proud to play our part as sponsor and collaborate with other tenants to help maximize impact. Dolphin Energy has a strong track record in CSR and this campaign also allowed us to deepen our commitment to the UAE's 'Year of Giving' campaign by reaching out to those in need at this very important time of year."

As a token of gratitude, two holiday packages – one to the Four Seasons Resort in Seychelles and the other to the Rosewood Hotel in London – were given away to those participating in the campaign. Each donation received a raffle coupon for the draw that took place on 22nd June, 2017.



VOLUNTEERING IN NEPAL

In support of the UAE's Year of Giving Campaign, Mariam Al Badr, Dolphin Energy's Director Corporate Communications and her son Khaled Farah joined three other Emirati families and embarked on a humanitarian adventure to Nepal during Eid Al Fitr.

In addition to Mariam and Khaled, the group comprised Hamdan and Alyaziya Al Rumaithi and their mother Danah Al Ali, Abdulla and Rodha Al Mazrouie and their mother Alia Al Mazrouie and Yasmina Al Harmouzi and her mother Nora Al Suwaidi.

The group spent five days in Kathmandu at the Sarathi Pathshala community-managed school, teaching around 200 children English and Science. They also educated the students on Emirati culture and customs and donated supplies, stationery and cooling fans to the school.

"This year has been designated as the 'Year of Giving' by UAE President His Highness Sheikh Khalifa Al Nahayan and we wanted to contribute in a way that would be impactful

to the students and meaningful to our children at the same time. Giving back to the community is an integral part of our culture and the experience was humbling and rewarding," said Mariam Al Badr.

Speaking about his time at the school, Khalid Farah said: "I loved meeting the children, and getting to know them. It was a lot of fun teaching them English and we sang songs, played football and danced a lot which was great."

Mariam, Khalid and the rest of the group came back from their trip invigorated and are already making preparations to return in the near future.



DOLPHIN ENERGY HOLDS GRADUATION CELEBRATION

On 25th May 2017, the Government & Public Relations Department organized a Graduation celebration at Dolphin Energy Tower for four Dolphin Energy employees.

Attended by our CEO Mr Adel Ahmad Albuainain, and our General Manager – Qatar, Mr. Hassan Al-Emadi, the event highlighted the achievements of: Najlaa Al Thani, Sr. Manager Administration Qatar who completed the Executive Leaders Program from the Qatar Leadership Center; Danna Al Mutawa, Head of Public Relations – who completed her Executive MBA from HEC Paris; Abdulrahman Al-Yafei, Senior Operations

Engineer – who is now qualified as Executive Master in Energy & Resources from Hamad Bin Khalifa University, Qatar and Rasheed Al-Rasheed, Director Risk and Quality, who also completed the Executive Leaders Program from Qatar Leadership Center.

Congratulations to you all.



Rasheed Al-Rasheed, Director Risk and Quality, receives his Certificate of Appreciation from the Dolphin Energy CEO and General Manager

A DAY IN THE LIFE OF ABDUL HADI AL MARRI

I DO:

I joined Dolphin Energy in September 2011 as a production engineer, and worked in the utility offsite section, supporting the area superintendent. Four months after joining the company, I worked as an area superintendent in utility offsite in rotation. Working in rotation was definitely challenging, especially maintaining a balance with my family & social life, but it helped me gain new skill sets and the skill of time management.

After three years working with the company, I was promoted to Production Manager this wouldn't have happened without the solid support from management.

I AM:

I started my career in 1996. Upon finishing high school, I joined Qatar Petroleum (QP), and in 2003, I traveled to Australia to complete my Diploma in Oil & Gas. I graduated in 2005 and joined Dolphin Energy again to work in Operations. In 2007, I decided to do my bachelor's degree at UK Teesside University in Chemical Engineering. After completing my BA, I was promoted from operator to superintendent. This was a great motivational boost and inspired me to continue my master's degree (EMBA) in the UK in 2015.



I ASPIRE:

To be able to add to Dolphin Energy with my humble knowledge and experience, to improve operation. In operation the first priority is safety, and we make sure that everyone visiting or working in the plant should go back to his family safe. Therefore; we always follow up day-to-day activities and try to reduce the risk to minimum.

I have a belief that we learn every day from life. We should pick the good things we learn and leave the bad things.



CAPTURED

WELCOME TO CAPTURED, A SECTION IN DOLPHINSIGHT DEDICATED TO SHINING THE SPOTLIGHT ON ISSUES AFFECTING THE INDUSTRY AND GATHERING INSIGHTS ON DOLPHIN ENERGY'S APPROACH TO MANAGING ITS DAY-TO-DAY BUSINESS ACTIVITIES.

CAPTURED TOPIC:

YOUTH ENGAGEMENT



Dolphin Energy is committed to supporting initiatives that empower youths across the UAE and Qatar. The company supports a wide range of programs which focus on education, personal growth and career development.

In this issue of *Dolphinsight*, we sit down with three senior Dolphin Energy employees to learn more about the company's commitment.

Mariam Al Badr, Director,
Corporate Communications Department

Jowaher Al Abdulla, Manager,
Public Relations Department

Abdulla Al Hosani, Director, Corporate
Human Resources & Administration

INTERVIEW 1

MARIAM AL BADR, DIRECTOR, CORPORATE COMMUNICATIONS DEPARTMENT



The vision of ADSF is to inspire and intrigue the UAE's youth into Science, Technology, Engineering and Mathematics

Why is Youth Engagement so important to Dolphin Energy?

At a strategic level, the industry is facing a severe shortage of young engineers qualified to step into the roles left by those on the verge of retiring. Engagement is also important to the country's development because youths will be those who drive the respective Visions of UAE and Qatar forward; given the energy sector is inextricable to those visions, it makes sense that we engage.

From a social responsibility perspective, we have a responsibility to engage with youths in the countries in which we operate whether it be to support them as they pursue interests that may have a direct, long term benefit to us or in other areas like culture and the arts, sports and the environment. This is critical to societal development.

Tell us how the company has demonstrated its commitment to Youth Engagement.

We are proud to take part in many flagship events and initiatives. One of the first events that comes to my mind is the Abu Dhabi Science Festival (ADSF). As the main sponsor, we aim to nurture the development and knowledge of the UAE's youth and enhance their skills and passion in STEM subjects. Similarly, our sponsorship of 'Think Science', which is part of our partnership with Emirates Foundation for Youth Development attracts young visitors who we hope will take jobs in the oil and gas sector in the coming years.

Our partnership with the Emirates Foundation has helped to create dialogue through which we can identify priorities and create a strategy for engagement.

How has the strategy to engage with youth altered your communication?

First and foremost we choose events and initiatives because they're targeted to youth. Then we use media channels like social media to engage with them. This has given us the opportunity to reach out to a younger section of society and take our story to them. The impact has been positive – we see a much younger audience at our events.

What about youth engagement that targets industry?

Our sponsorship of the Young Future Energy Leaders (YFEL) program, led by the Masdar Institute of Science & Technology, is one example. The Program mentors young students and employees in the energy industry by engaging them with the leaders of today. A number of our employees have participated in the program, including traveling the world to meet high-level influential figures within the energy & technology industry.

Earlier this year, our CEO visited the Petroleum Institute and delivered a speech about his professional and personal experience in the Oil & Gas industry to a large group of engineering students. He also provided advice on their career journeys and experiences.

Strong relationships with educational institutions are critical, not just at the event and initiative sponsorship level but at a more strategic level where we help develop curricula in partnership with these institutions.

“ ... FROM A SOCIAL RESPONSIBILITY PERSPECTIVE WE HAVE A RESPONSIBILITY TO ENGAGE WITH YOUTHS IN THE COUNTRIES IN WHICH WE OPERATE WHETHER IT BE TO SUPPORT THEM AS THEY PURSUE INTERESTS THAT MAY HAVE A DIRECT, LONG TERM BENEFIT TO US OR IN OTHER AREAS LIKE CULTURE AND THE ARTS, SPORTS AND THE ENVIRONMENT. ”

INTERVIEW 2

JOWAHER AL ABDULLA, MANAGER, PUBLIC RELATIONS DEPARTMENT

In your view, how has Dolphin Energy helped to empower Qatari Youth?

First, by developing a strong platform upon which we can reach out to our young population in a variety of ways – through the relationships we have developed with the education institutions, by sponsoring events that are of interest to youths and by offering career development opportunities such as scholarships and internships. This allows them to get a flavor of the corporate environment and take the first steps in what we hope will be a long and successful career – wherever they go.

In Qatar, we start the conversation with young engineers early because it is a very competitive market – lots of companies are vying for the best talent and Dolphin Energy is no different, and having a multi-faceted approach like the one above helps us.

What projects or partnerships in Qatar come to your mind when we talk about Youth Engagement?

One of the first things that comes to mind is the MOU agreement which Dolphin Energy signed with the The Ministry of Education and Higher Education to launch Be'ati Watani, an online environmental program across schools in the UAE & Qatar. We also work very closely with many of the universities in Qatar.

With Qatar University (QU), we have sponsored an array of initiatives that drive youth engagement and development since 2007. One such example is the work we do to support The Gas Processing Center. Most recently, we signed an agreement with QU for their Science Technology Engineering Mathematics (STEM) on Wheels Program, which aims to establish a mobile laboratory to provide schools in Qatar with STEM technology.

“ IN QATAR, WE START THE CONVERSATION WITH YOUNG ENGINEERS EARLY BECAUSE IT IS A VERY COMPETITIVE MARKET – LOTS OF COMPANIES ARE VYING FOR THE BEST TALENT AND DOLPHIN ENERGY IS NO DIFFERENT. ”



Dolphin Energy has developed important relationships with educational institutions in Qatar. Support of QU's Annual Research Forum & Exhibition is one example

INTERVIEW 3

ABDULLA AL HOSANI, DIRECTOR, CORPORATE HUMAN RESOURCES & ADMINISTRATION



Dolphin Energy's presence at career fairs provides the perfect opportunity to engage with young, hopeful future engineers

How has the company taken on a grassroots effort to engage with our youth?

In recent years, Dolphin Energy signed an agreement with the National Human Resource Development and Employment Authority (Tanmia) and Etisalat Academy to train five hundred UAE Nationals for positions in the private/public sector. In addition, we agreed to recruit 100 Nationals over a five year period. As of today, we have employed 92 people, 80% of whom are below 25 years old.

The initiative supports the Ministry of Presidential Affairs' (MOPA) 'Absher' Initiative which focuses on training, development and recruitment of Emiratis. Dolphin Energy has funded the program, which will see hundreds of Emiratis equipped with the skills and techniques required for the modern workplace. The program covers covering four key areas - English language skills, Preparing for future job requirements, Self-development and Teamwork.

Dolphin Energy also actively participates in career fairs in both the UAE and Qatar and uses these events as a platform to provide the younger generation with the opportunity to learn about Dolphin Energy, as well as the policies and programs in place that support career progression.

What does Dolphin Energy do to offer internships and other opportunities to engage with young people?

Since 2014, Dolphin Energy sponsored six students in their university studies who then joined the company following graduation. Moreover, Dolphin Energy Limited hosted 49 interns and offered summer training to provide young people pursuing their higher education degrees with work environment experience and a first insight into their majors.

Dolphin Energy's Human Resources team is working closely with all educational organizations in both UAE and Qatar to ensure continuous collaboration. For example, we are working with the Institute of Applied Technology (Abu Dhabi Polytechnic) in UAE and College of North Atlantic Qatar (CONAQ) to prepare our next generation of national technicians in all operational locations in upstream and downstream.

How has this engagement impacted the company for the better?

Well we have seen a steady rise in the number of employees in the age 18-30 bracket joining the company. In the last three years, the percentage of new employee hires in this age bracket has increased.

Last year, 58% of all recruitment fell into this age group. This is very encouraging because as Mariam alluded to we need to attract younger, qualified professionals to replace those retiring or moving on.



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