

47 SPRING 2025

Q8 Sails

THE CORPORATE MAGAZINE OF
KUWAIT PETROLEUM INTERNATIONAL

Relaunching
**WITH A
DIGITAL WAVE**



A message from our CEO & President

Dear Q8 Family,

I'm beyond excited to announce the return of Q8Sails! Since its launch in April 2002, Q8Sails has been more than just a corporate magazine, it has been the voice of our global Q8 family. Across continents, it has connected us, shared our stories, and celebrated the successes that have shaped our journey together. From major business milestones to groundbreaking initiatives, Q8Sails has captured our proudest moments, serving as a reflection of who we are and what we stand for.

After a five-year pause, Q8Sails is back, and it comes with a fresh, dynamic twist! While the essence of the magazine remains the same, we've embraced a digital transformation that will make your reading experience more engaging than ever before. With interactive features, we're bringing our stories to life in exciting new ways, offering multimedia content that deepens your connection with the articles.

This isn't just the revival of a magazine, it's the beginning of a new chapter for Q8Sails, one that celebrates our past while looking boldly toward the future.

I can't wait to share this journey with all of you, as we continue to tell the stories that unite and inspire our Q8 family.

Welcome back to Q8Sails—the adventure continues!

Shaqi Taleb Al-Ajmi

The Working Team:

Abeer Al-Essa- KPI Management Support
Humoud Al-Bader- KPI Management Support
Manar Al-Murad- KPI Management Support
Mohammad Khaled Al-Jasem- KPI Management Support
Norah Al-Wheeb- KPI Management Support
Rashed Al-Rashed- KPI Management Support
Shurouq Ahmed Ibrahim- KPI Management Support
Nathalie Khawand- KPI Management Support

Copy Editor: Debbie Valentine
Graphic Designer: Scarlett Painter

Contributors:

Hussain Al-Mousa- KPI Manufacturing Vietnam
Rashed Al- Hajri - KPI Manufacturing Oman
Dalal Al Bader- KPI Marketing Division
Maha Al-Tawari- KPI Human Resources
Khaled Al-Bader- KPI Marketing Division
Fahad Nawar Alotaibi- KPI Supply
Silke Buys- KPNWE Technology & Transformation



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Welcome to Q8Sails:

Relaunching with a digital wave

For more than 20 years,

Q8Sails magazine has long been a cherished cornerstone of KPI. With its rich legacy of celebrating innovation, our culture, and our successes, the magazine has set a high standard for editorial excellence. As we sail into a new era, Q8Sails embraces the digital revolution, bringing a fresh perspective and dynamic goals to continue our legacy.

Why go digital?

The move to a digital format isn't just a technological shift—it's a strategic evolution. In today's world, where information is consumed on the go, Q8Sails' digital transformation aims to bring our stories closer to readers. The digital format offers greater interactivity, immediate updates, and enhanced accessibility, ensuring the magazine remains relevant and engaging in today's fast-paced, connected world.

Q8Sails embraces the digital revolution, bringing a fresh perspective and dynamic goals to continue our legacy.

What to expect in the New Q8 Sails

The relaunched magazine will combine the timeless appeal of in-depth storytelling with the dynamic features of digital media. Key highlights include:



Interactive content: embedded videos, clickable infographics, and animations will breathe life into our stories.



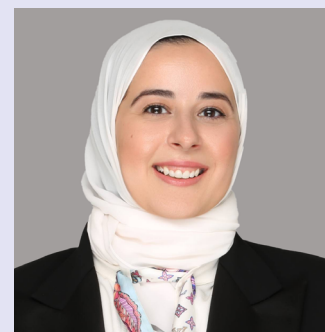
Eco-friendly focus: transitioning to digital reduces paper consumption, aligning with global sustainability goals.



Global accessibility: readers from anywhere in the world can now explore the magazine on any device, strengthening communication within the company's global offices and opening new channels to keep our stakeholders and partners up to date.

A new vision, a stronger team

Under the guidance of our revamped editorial team, Q8Sails is set to reach new heights. This team combines seasoned professionals and fresh talent, all committed to maintaining the magazine’s reputation for excellence while exploring new creative ways of digital storytelling.



Manar Al-Murad



Rashed Al-Rashed

From left to right: Shurouq Ibrahim, Norah Al-Wheeb, Abeer Al-Essa, Mohammad Al-Jasem, Nathalie Khawand, and Humoud Al-Bader

Meeting standards

To ensure quality, consistency, and professionalism, the editorial team adheres to strict publication standards, including



GDPR Compliance (General Data Protection Regulation): for magazines operating within or distributed to the EU, GDPR compliance is essential for managing personal data responsibly.



Accessibility standards: ensuring the digital magazine is fully accessible to readers with disabilities, including compliance with WCAG (Web Content Accessibility Guidelines).



Ethical journalism principles: Maintaining high ethical standards in news reporting, upholding truthfulness, accuracy, fairness, and impartiality in all content.



Sustainability initiatives: the digital format significantly reduces paper consumption, contributing to global sustainability efforts and aligning with environmental standards.



Diversity and inclusion guidelines:

Incorporating inclusive language and diverse perspectives in storytelling, ensuring content represents the global workforce and stakeholders.

Bridging tradition and modernity

While the format evolves, Q8Sails remains dedicated to its mission: to be the voice of Kuwait Petroleum International. Iconic features such as interviews with company leaders and deep dives into future projects will continue to anchor the publication’s content.

Join the Digital Journey

The relaunch of Q8Sails magazine marks an exciting new chapter. By blending tradition with innovation, the magazine invites readers to experience a fresh wave of storytelling. Stay tuned for the inaugural digital issue and immerse yourself in a world where ideas flow as freely as the seas.

Working overseas *inspires career growth*

Five Kuwaiti employees from K-Group companies have recently completed an exciting three-month assignment in Europe under a pilot scheme for KPC's Global Mobility Initiative.

The initiative develops talented people across the K-Group by giving them a wonderful opportunity to take part in assignments, projects, and task forces in our companies around the world.



This supports KPC's 2040 HR vision which promotes knowledge sharing and developing skills.

KPI ran the pilot programme and its Learning & Development team worked closely with HR representatives across the company to promote the scheme.

47 people applied and the five best candidates were chosen through a rigorous selection process including English language tests and an interview by a senior management panel.

The pilot programme offered short-term assignments of up to three months in KPI offices in Italy, The Netherlands and Belgium.

Following an induction session to define their roles, responsibilities and objectives, the trainees set off for Europe in September 2024. Each assignment focused on a specialist area, ranging from finance and project management to supply, innovation and sustainability.



Local HR teams and managers provided support and performance monitoring, including monthly progress meetings where the trainees could discuss their experiences.

At the end of their assignments, the trainees returned to Kuwait in December 2024 to share what they had learned with senior managers. It was clear that they had gained far more than simply work experience during their time abroad.

Ghadeer Ashraf, Senior Officer Tax at KUFPEC, commented: ***“Global mobility is not just about relocating people - it’s a journey of growth and development that allows us to share ideas, break down barriers, and build bridges across cultures.”***

Balqees Abdullah, Senior Engineer Strategic Planning at KIPIC, added: ***“This was an enriching experience that gave us the opportunity to grow both professionally and personally.”***



KPC is now looking at the potential to extend the Global Mobility Initiative, based on feedback from the pilot, and is considering which K-Group companies are best suited for future international assignments.



This forward-thinking initiative gives employees valuable international experience that they can apply in their own roles, inspiring innovation, teamwork and professional growth.



Ghadeer Ashraf



Abdulaziz Alqallaf



Hanan Al-Obaidan



Balqees Abdullah



OQ8 refinery passes *test with flying colours*

Our Duqm refinery (OQ8) in Oman, a joint venture between KPI and Oman's state-run energy company OQ, has achieved another significant milestone in its journey to becoming a world-class refinery.

In August, the refinery successfully passed the Lender Reliability Test (LRT), a critical test conducted by lenders after commissioning and start-up to ensure the refinery operates reliably, safely, and efficiently.



The fact that the OQ8 team passed the LRT on their first attempt is particularly impressive, a testament to their meticulous planning and dedication.

Shafi Al-Ajmi, KPI President & CEO and Deputy Chairman of the OQ8 Board, commented, ***“The LRT is an important step in OQ8’s journey to becoming a leader in the industry. This achievement, a win-win for OQ8, Kuwait, and Oman, is one of the fastest LRTs ever achieved by any refinery, greatly boosting the confidence of our lenders.”***



This milestone follows the grand inauguration of the refinery in February 2024, attended by His Highness Shaikh Mishal Al-Ahmad Al-Jaber Al-Sabah, the Amir of the State of Kuwait, and His Majesty Sultan Haitham bin Tariq Al Said, the Sultan of Oman.

The Duqm refinery, located in the Special Economic Zone on the eastern coast of Oman, has a refining capacity of up to 230,000 barrels per day of Kuwaiti and Omani crude oils. It produces high-quality products, including LPG, diesel, and Jet A-1, making a vital contribution to Oman's economy. With its impressive capabilities, OQ8 is poised to become a leading player in the global oil and gas industry.



Vietnam refinery and petrochemical plant

powers ahead

The Nghi-Son Refinery and Petrochemical company in Vietnam, is celebrating an impressive, unprecedented list of milestones and achievements.

The Nghi-Son Refinery and Petrochemical (NSRP) company was set up in 2008 as a joint venture between KPI (KPE as SPV – Special Purpose Vehicle), Idemitsu Kosan (IKC), PetroVietnam (PVN) and Mitsui Chemicals (MCI) to meet spiralling demand for high-quality petroleum and petrochemical products in Vietnam's fast-growing economy. Commercial operations at the refinery began in November 2018 and today NSRP is one of Asia's most advanced and complex refineries.

The first major turnaround (TA) in October 2023 was an outstanding success. This planned maintenance ensures that the refinery is operating safely and reliably.

Completed ahead of schedule and below budget, the TA not only improved efficiency but boosted production up to a remarkable 120%, exceeding the original design capacity.

This exceptional achievement was recognised by an official high-level visit in December 2023 led by Mohammad Rashed, the Aruba Board Chairman; Shafi Al-Ajmi, President & CEO KPI and Imad Al-Hadlaq, Executive VP Manufacturing / Chairman of NSRP Members Council (Board).



Since it began in 2021, NSRP's transformation journey has improved multiple aspects of the refinery's performance and achieved cost savings and margin improvements of around US\$ 270 million.



Transformation initiatives in 2024 alone realised around US\$ 124 million and an even higher value is targeted in 2025.

All this has been achieved with world-class safety and HSE standards: 18 million hours have been safely worked without any lost-time injury.

In June 2024, the arrival of the 200th Very Large Crude Carrier (VLCC) from Kuwait, valued at 29.028 billion USD, marked another special milestone. The reliable supply of crude oil from KPC is an outstanding factor in the refinery's success. The refinery has a design processing capacity of 200,000 barrels of Kuwait crude oil per day (10 million tons per year) and has successfully refined 1.5 million barrels of Kuwait Super Light Crude (KSLC) in 2024.

These are just a few examples of the refinery's many successes. NSRP continues to push the boundaries of excellence and innovation as it grows in stature in the global petroleum market.



Strengthening partnerships and expanding horizons: *Aruba Board Tours KPI Offices*

In October, Q8 NW Europe welcomed the Aruba Board to its head office in Rotterdam for a two-day visit to learn more about its activities, achievements and future plans.

Executive Vice President Marketing Fadel Al-Faraj hosted the visitors and accompanied them on a tour of Q8Oils' Blending Plant in Antwerp. This was the first time many of the board members had visited the site since an extensive multi-million euro upgrade was completed in 2016.



Today the plant is one of the largest and most technically advanced lubricant production facilities in Europe.

Q8 Oils executives Ives Franssen, Head of Operations; Bart Van Grimbergen, Global Commercial Director and Herwig Chantrain, SHEQ Manager led the tour and told Q8Sails: *"Our visitors were visibly impressed by the plant and raised pertinent questions which clearly reflected their strong interest in our daily operations at BPA."*



The itinerary included a visit to Waasmunster, where one of the first of 200 planned Q8 charging stations in Belgium opened in September. Steven Clauwaert, Head of Fast Charging, commented: *"The site is a great example of the locations we are looking for – close to the highway and easy to spot, making the whole charging process fast and efficient."*

The visit concluded in GHG Rotterdam, where the Q8 North West Europe team shared an update on the business.

Mr. Fadel AlFaraj, Executive Vice President, Marketing, commented: *"Hosting the Aruba Board is always inspiring for our teams. It was a privilege to engage in meaningful discussions about our business progress and to celebrate our shared successes. Visits like this are quite valuable to us and proactively strengthen our partnership and further motivate us to continue driving innovation and growth."*

Celebrating Our Employees Personal Achievements: *Reflecting Work-Life Balance*

We often hear about our colleagues' abilities and successes at work. But we're often unaware of their amazing pursuits in their private lives. What some of you have achieved is truly inspiring.

Q8Sails invited some members of the Q8 community to tell us about their passion outside work: why it inspires them, how they balance personal goals with their career and what advice they have for others.

Here we celebrate their achievements.



Hussain Al-Mousa
KPI Manufacturing Engineer, Kuwait Head Office

Hussain is a member of the National Team of the first Kuwaiti satellite. He leads the technical team that captures new images of locations around the globe using Kuwait Sat-1.

“My love of space-related projects and the opportunity to expand my technical knowledge inspired me to volunteer for this role,” Hussain explains.

Hussain keeps a clear distinction between work and his private interest. He allocates up to five hours bi-weekly for work related to KuwaitSat-1, although for any urgent task or an emergency, he is permanently on call.

Urgent work in his volunteer role requiring swift action and decisions has shown Hussain the importance of delegation, good communication and taking a holistic view of challenges. He has a deep appreciation of the value of time and the importance of building strong relationships with fellow volunteers.

Hussain believes:

“No goal is too great for any person, just make sure that you do what you think you love, start early, and persevere.”





Khaled’s passion is CrossFit, high intensity exercises that involve strength, endurance and stamina He has won podium finishes in international CrossFit competitions, including recent first and second-place awards in major events in the Middle East.

Khaled says: *“Competing has always been a personal goal, driven by my passion for health and resilience. CrossFit challenges me physically and mentally, pushing me to improve continuously. It has improved my focus and stress management and brings a unique sense of fulfilment that complements my professional life.”*

He balances work and training with a strict training routine at set times, allowing him to meet work commitments without compromise.



He advises:

“Stay disciplined and remember that progress, both in career and personal pursuits, comes from consistency. It’s essential to set realistic goals, build a routine, and remain adaptable. Don’t be afraid to seek support from colleagues and mentors to maintain balance.”



Fahad has recently completed a PhD in Engineering, exploring novel ways to optimize major downstream operations for greater efficiency and sustainability. His award-winning findings have been published in leading peer-reviewed journals and presented at prestigious international conferences.

He says: *“I’ve always been excited about tackling big challenges that shake up the status quo. Curiosity and a genuine desire to make a tangible difference lit the fire that led me to craft my research proposal, which then secured a foreign full-ride scholarship and total project funding to propel me forward.”*

Fahad describes balancing a full-time job and doctoral studies like “walking a tightrope through a bustling city, thrilling yet demanding absolute focus.” He carved out every spare moment for both endeavours.

By making the most of these short windows, he discovered a powerful synergy. Insights from research sparked fresh ideas at work, and real-world experiences at Q8 inspired new angles to study.

Fahad advises:

“Leap in with enthusiasm and a flexible game plan. Embrace life’s curveballs, seek out mentors, and remember – it’s not just about crossing the finish line but enjoying the ride and the growth it brings.”



Silke has achieved diverse qualifications and skills in her personal time, including interior design, home staging and Arabic. She is currently taking courses in hairdressing and Italian.

She explains: *“I am a strong believer in continuous learning across multiple domains that provide complementary insights and broaden my perspective. Diverse learning fosters an open mindset and helps me interact with people from different interests and perspectives more effectively, which is invaluable in my professional life.”*

Working long days, Silke admits that balancing work and personal interests is not always easy but finds it useful that her classes provide a natural cut-off from work.

She adds: *“The sense of accomplishment makes the effort worthwhile. Switching gears to my personal interests is extremely refreshing and keeps me energised. This is key to maintaining my productivity and wellbeing.”*

“It’s deeply fulfilling doing something solely for yourself, investing in your own growth and happiness. Don’t wait for the perfect time, it doesn’t exist. Start now and you’ll be amazed at what you can achieve.”

KPI sailing the wave of sustainability:

driving innovation and expanding green solutions

KPI's first sail: advancing sustainability with acquisition of Eco Fox renewable fuels

Q8 Italy has made another giant step towards reducing its carbon footprint through an agreement to purchase a 50 per cent share of Eco Fox, a leading producer and distributor of renewable fuels.

Eco Fox produces a range of advanced biodiesel and associated by-products for industrial use, all meeting the highest industry quality standards.



Its plant in Vasto, on Italy's Adriatic coast, has operated since the early 1990s and has a capacity of 200,000 tons per year.

The acquisition, which is subject to authority and regulation approvals, follows KPC's commitment to achieve net zero greenhouse gas emissions by 2050 and to the UN Sustainable Development Goals and energy diversity.



Electrifying the future: KPI takes the retail market by storm

The first four Q8 electric fast-charging stations in Belgium are now officially open and up and running.

Run in partnership with renewable energy company Storm, they mark the start of Q8 North West Europe's ambitious plan to establish a network of up to 200 Q8 fast charging stations in Belgium over the next five years.

This important milestone was marked by an opening ceremony held in Aalter on 25 September led by Frank Rouwens, Managing Director North West Europe, Jan Caerts, CEO of Storm and Pieter De Crem, Mayor of Aalter.

The new fast-charging stations are located in carpool car parks at Aalter and Waasmunster in East Flanders and at Paal-Beringen in Limburg, together with a fourth station in Kampenhout, in Flemish Brabant.

Each location, next to a motorway or at a junction between busy regional roads, has been carefully chosen for drivers to charge their vehicle quickly and easily.



The stations not only deliver 100 % renewable energy, but are sustainably built from natural materials such as wood and feature permeable paving, green landscaping and green roofs.

More fast-charging stations are scheduled to open in the first quarter of 2025. These include Heusden-Zolderin in Limburg, next to a McDonald's, and the first full-service fast-charging station with both a shop and McDonald's in Stekene, East Flanders.

This is just the start of Q8 North West Europe's drive towards sustainable mobility while also offering its electric vehicle customers comfort and convenience during their journey.



Milestone achieved: 60 fast chargers in our network, paving the way for future growth

We've reached 60 fast chargers in our network! A significant milestone and a promise of continuous growth



We are excited to announce a significant milestone-our network now includes 60 fast chargers, and we're continuing to grow rapidly.



Currently, our network offers 30 chargers across 17 sites in the Netherlands and 30 chargers at 19 locations in Belgium.

This expansion demonstrates our commitment to building a robust and reliable charging infrastructure throughout the Benelux region.



Looking ahead, we plan to add 90 new sites annually starting in 2025.

Location is key, and we'll leverage our existing fuel network while also adding new sites to meet the needs of today's and tomorrow's EV drivers. By 2030, we aim to have 30 % of the existing car park fully electrified in Belgium, equating to 2 million cars. We expect our customer base to be evenly split, with 50 % B2B and 50 % B2C.

4th sail record-breaking customer satisfaction at IDS: paving the way for sustainable growth and innovation

International Diesel Services (IDS) has achieved an exceptional 96 per cent customer satisfaction score in a recent independent survey.

The study looked at why customers choose IDS, why they stay and how IDS can grow their business.

IDS is chosen for many reasons:



Reliability and offering tailored solutions score highly.



Customers appreciate the competitive prices, wide range of products and services, and extensive network of truck-dedicated service stations across 26 European countries.



The support of sales and customer service teams is greatly valued and the IDS fuel card is considered the best in the market.

The survey suggests that IDS is on track for retaining its customers through building strong partnerships and trust, and constantly adapting and innovating its services.

The prospects for increasing business look very promising; 80 % of customers say they plan to use more IDS services and 61 % want to grow their business in partnership with IDS.

Fadel AlFaraj, Executive Vice President, Marketing, states: *“Achieving such exceptional customer satisfaction is truly rewarding for all stakeholders and is a clear reflection of the enduring trust that our customers place in us. This accomplishment motivates and fuels our drive to push the boundaries of innovation and to deepen and enrich customer engagement as we accelerate our transformation from a leading fuel card provider into a comprehensive service partner for commercial road transport companies across Europe.”*



New moves enhance *wellbeing at work*

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A great office environment can have a significant impact on wellbeing at work. Q8 Aviation and Q8 North West Europe understood this all too well, as their teams are already reaping the benefits of recent office moves. The teams have now settled into their new spaces in Rotterdam, GHC Antwerpen, and the newly redesigned floor for Q8Aviation.

Q8 Aviation - a new space for innovation and collaboration

At its Head Office in Woking, the Q8 Aviation team has relocated to a modern, larger office space, gaining 30 % more space than before. General Manager Naser Ben Butain shares: *“After 18 years in our old offices, we wanted to upgrade to a modern, functional workspace - a place that would not only be enjoyable to work in but also serve as a showcase for visitors of which we could be proud.”*

The design process was inclusive, with all staff invited to contribute their ideas. According to the survey, top priorities included more natural light, greenery, enhanced meeting spaces, better noise management, and, of course, excellent coffee.

The result is an office designed around the key principles of collaboration and innovation. It features spacious meeting rooms equipped with the latest technology, along with informal collaboration tables scattered throughout the office. For quiet work, there are innovative pods, and ceiling-hung baffles help to reduce noise.



Q8 Aviation Offices

One of the standout features is the stunning new kitchen area, complete with Arabic-inspired booths and a tiered auditorium that accommodates up to 70 people - perfect for presentations. The office also offers inviting spaces for downtime, including large tables for casual conversations, comfortable sofas and even chess sets for a little relaxation.

Sustainability and cost-effectiveness were also key considerations in the redesign. For example, the original blinds were retained, and new coatings on furniture, including desks, have made them appear as good as new.

Adam Harrison, Commercial Director Q8 Aviation, sums up the transformation: *“The office is brilliant. The move has brought our team together again in more ways than one, and the new space has made a huge difference to our working lives.”*



Q8Oils races into *the Brazilian market*

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Q8Oils is thrilled to announce its debut in Brazil, marking a major milestone in our global expansion with the launch of a partnership with Cazimi Holdings Ltda and Ultrax Lubrificantes.

This exciting achievement follows months of dedication and hard work from our Supply and Technology teams, who have been instrumental in establishing Q8Oils' presence in this dynamic market.

To commemorate this landmark event, Q8Oils chose the iconic Interlagos Circuit during the World Endurance Championships (WEC) in July, providing the perfect backdrop for the official unveiling of Q8Oils in Brazil. The event was a unique blend of high-speed action on the track and business development, bringing together our local team, distributors, and industry leaders. A special highlight of the occasion was the attendance of Jose Antonio, owner of Ultrax Lubrificantes, who joined us in celebrating this milestone.

A key moment of the event was the presentation of our first order in Brazil – 480KL – a strong indicator of the promising future ahead. This initial order marks the beginning of a new chapter, and we look forward to continued growth and success as we expand our presence in the Brazilian market.



This milestone marks months of dedicated effort by Q8Oils' Supply and Technology teams, paving the way for future success. With a strong local presence and a growing partnership network, Q8Oils is poised to thrive in Brazil.

Here's to a powerful start and many more achievements ahead as Q8Oils continues its international expansion!



The KPC Values



Pride

Creating employee satisfaction on an individual level and promoting a sense of loyalty and belonging to KPC



Partnership

Building and sustaining relationships that support growth and enhance operational excellence



Commitment to HSSE

Respecting the environment and ensuring safety, security, and the promotion of a healthy workplace wherever KPC operates



Innovation

Developing and embracing new ideas, methods, and approaches to solving challenges that create value



Integrity

Acting in a trustworthy manner with the highest standards of ethics, respect, and honesty



One Team

Caring for the interests of KPC and ensuring alignment to achieve corporate and State goals



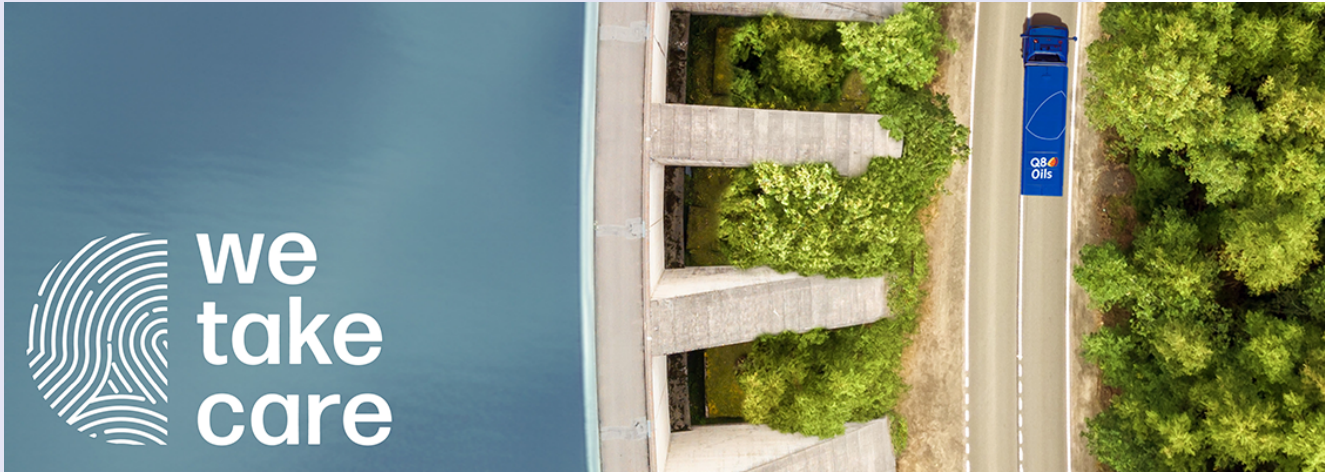
Caring for People

Creating a culture where people develop and grow, and are positively motivated to contribute to the success of others



Excellence

Encouraging high performance, continuous improvement, and a customer focus



Technology

Q8 Sails

With Compliments Corporate Communications Division

Kuwait Petroleum International Ltd
Salhiya Complex Gate 5 - 3rd Floor
Fahad Al-Salem Street Kuwait City, Kuwait
corporate.communications@q8.com

