

the arabian sun

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a weekly Saudi Aramco publication for employees

Dear colleagues,

As the Holy Month of Ramadan draws to a close, I would like to take this opportunity to extend my best wishes to you and your families for a joyous and peaceful 'Id al-Fitr.

During this blessed month, I was fortunate to visit many of you who work in our facilities in remote areas — seeing firsthand your dedication and professionalism.

I would also like to extend my heartfelt

gratitude to all those who contributed to the Employee Donation campaign throughout the month.

This year, Saudi Aramco employees once again have proven themselves to be generous to those in need. Your donations toward social, medical, and educational causes would be matched 100% by Saudi Aramco, and we expect your generosity to have a meaningful and welcome impact for those in our community to benefit from these donations.

The days of 'Id are a time to strengthen relationships with relatives and friends, and to share the happiness of the occasion. While we celebrate, please remember to be safe on the roads and maintain vigilance as always, especially as holiday traffic increases.

I wish you a well-deserved 'Id break with family and friends.

Amin Nasser
President and CEO



'Id Mubarak



celebrating the spirit of Ramadan

CEO and company leadership praise quality of workforce as Saudi Aramco's biggest strength

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Saudi Aramco president and CEO Amin Nasser expresses his appreciation for the hard work of personnel at the Khursaniyah Gas Plant. Nasser, along with Upstream senior vice president Mohammed Y. Al-Qahtani, Human Resources executive director Nabil K. Al Dabal, and other senior management, toured Saudi Aramco facilities during the month of Ramadan. (Photo: Abdulaziz Al-Moaiweed/IMPD)

inside this issue

what you should know about internal controls



In the second in a series of articles highlighting Internal Auditing, we take a look at how internal controls play an important role in ensuring organizations meet efficient objectives.

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Al-Abdulqader, Al-Shammari named to executive director level

Khalid M. Al-Abdulqader is the new executive director of Unconventional Resources, and Mohammed D. Al-Shammari has been named general auditor and executive director of Internal Auditing in a pair of announcements that go into effect June 1.

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new Dhahran Day Care strives to be model for all of Kingdom

Quality is at the top of the list for the Saudi Aramco Expatriate School system's new Dhahran Day Care Center. Available to female Saudi Aramco employees, it is looking to be the model of early childhood education institutions in the Kingdom.

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building on the success of past employee donation campaigns



Saudi Aramco has a long history of demonstrating its commitment to Citizenship. Among the many places this holds true is the Ramadan employee donation program, which has been steadily building over past years to provide help to those in need.

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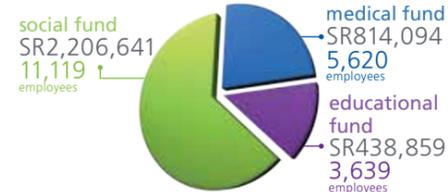
OPEC basket five-week price trend 2019



Saudi Aramco by the numbers

SR3,459,594

has been donated so far to the employee donations campaign (to be matched by the company).



celebrating the spirit of Ramadan CEO: ‘Biggest strength of



You are working away from Dhahran, but you are at the core of what we do. You have our appreciation and respect for your hard work, dedication, and discipline in helping Saudi Aramco maintain its leadership position in the oil and gas industry.

— Amin Nasser

Saudi Aramco’s biggest strength that makes it the global oil and gas industry leader is the quality of its workforce, president and CEO Amin Nasser said during his visits to the company’s facilities during Ramadan. Nasser specifically emphasized this point when addressing employees at Marjan, Khursaniyah, Riyadh, Yanbu’, ‘Udhailiyah, Abqaiq, and Ras Tanura.

“Our top line performance wouldn’t be possible without our hardworking people in the fields and plants across the Kingdom,” Nasser said. He also provided corporate

strategy updates to employees as the company pursues its growth agenda in downstream and gas, and he highlighted areas of priority for Saudi Aramco to stay competitive.

“The world around us is changing and will be far more complex in the future so we need to work very hard to keep Saudi Aramco at the top of the game,” he said. Nasser also spoke about the risks the company has to be prepared for both in the short- and long-term and urged employees to maintain operational readiness at all times.

commitment, contributions from around the Kingdom

Nasser, along with other members of corporate and executive management, visited a number of company facilities during Ramadan to acknowledge the commitment and contributions of employees, many of whom work in remote facilities far from their homes. Noting that Saudi Aramco produces one of every eight barrels of the world’s oil — and therefore plays a critical role in the global economy — Nasser expressed the company’s appreciation for the



President and CEO Amin Nasser, along with Upstream senior vice president Mohammed Y. Al-Qahtani, Northern Area Oil Operations vice president Dawood M. Al-Dawood, and Human Resources executive director Nabil K. Al Dabal gather with personnel from Marjan Offshore Producing. During his tour, Nasser conveyed his thanks for the hard work of employees, especially those who work in remote facilities.



President and CEO Amin Nasser speaks with Abqaiq Plants employees during a recent senior management visit to company facilities during the month of Ramadan. Nasser thanked employees for their hard work and dedication, and urged them to maintain safe practices both at work, on the road, and at home. Vice president of Southern Area Oil Operations Khaled A. Al Buraik and Human Resources executive director Nabil K. Al Dabal also attended the tour. (Photo: Mohammed Al Shaikh/MPD)



President and CEO Amin Nasser greets personnel at ‘Udhailiyah during a senior management visit of facilities during the Holy Month of Ramadan. (Photo: Abdullah Alshammari/MPD)

Aramco is our people'

efforts of employees who make that success possible on a daily basis.

Global oil prices have dramatic effects on the prosperity and the economic stability of nations, Nasser said, so the work done by Saudi Aramco employees in the field is "critical." Each employee's individual attention to detail helps the company to maintain its role as a reliable supplier of energy to the world, and it also ensures that the world gets the energy it needs.

The company's reputation for unfailing commitment to deliver energy to cus-

tomers and stakeholders, said Nasser, will only grow going forward as Saudi Aramco embarks on a major expansion into the downstream market. For that to succeed, it is essential that production of oil and gas and other feedstock from various Upstream facilities throughout the Kingdom are operating safely and reliably.

Reminding employees that the demand for energy — and energy-related products — will only continue to rise along with population growth and ongoing development globally for the foreseeable future,

Nasser said the deployment of cutting-edge technologies as they emerge will be crucial as Saudi Aramco continues on its journey to becoming the world's leading integrated energy and petrochemicals company.

safety at all times, at home and at work

While expansion and the transformation of Saudi Aramco is taking place, Nasser's message to employees was to also keep safety in mind at all times — on- and off-the-job — with traffic safety remaining a

key area of importance for the company.

Nasser also highlighted the company's efforts with regard to addressing various challenges, including climate change, care for the environment, and citizenship and community initiatives.

"You are working away from Dhahran, but you are at the core of what we do," said Nasser. "You have our appreciation and respect for your hard work, dedication, and discipline in helping Saudi Aramco maintain its leadership position in the oil and gas industry."



President and CEO Amin Nasser meets with personnel at Riyadh Refinery during a tour of facilities in the Holy Month of Ramadan.



President and CEO Amin Nasser meets with Fire Protection Department personnel at Khursaniyah Gas Plant during a tour of facilities in the Holy Month of Ramadan. (Photo: Abdulaziz Al-Moaiweed/MPD)



President and CEO Amin Nasser, along with Human Resources executive director Nabil K. Al Dabal, greet Domestic Refining and NGL Fractionation vice president Suleman A. Al-Bargan and plant personnel from the Yanbu' Refinery during the Ramadan tour of facilities.



During a senior management visit to company facilities in the month of Ramadan, Downstream senior vice president Abdulaziz M. Al-Judaimi and Domestic Refining and NGL Fractionation vice president Suleman A. Al-Bargan sample some robotic inspection technology being demonstrated by Yanbu' NGL's Innovation Center engineer Amro S. Abualkair (in blue shirt).



President and CEO Amin Nasser speaks with personnel in the central control room of the Ras Tanura Refinery, during a senior management visit of facilities during the Holy Month of Ramadan. During his visit, Nasser emphasized the importance of personal health during the holy month, and also about remaining vigilant at all times. (Photo: Moayed Al Qattan/MPD)

Khalid M. Al-Abdulqader, Mohammed D. Al-Shammari named to executive roles



Khalid M. Al-Abdulqader

Khalid M. Al-Abdulqader and Mohammed D. Al-Shammari have been named to executive director positions in Unconventional Resources and Internal Auditing, respectively. The appointments become effective June 1.

Khalid M. Al-Abdulqader

Al-Abdulqader becomes executive director following a five and a half year assignment as general manager of Unconventional Resources.

Previously, he served as general manager of Safaniyah Area Producing, assuming that role in December 2012. He has also filled a number of other high-level positions during his career with the company, including acting assignments as executive director of Northern Area Oil Operations. He had previously served as the manager of the South Ghawar Producing, Haradh Gas Plant, and Khurais Project departments.



Mohammed D. Al-Shammari

Al-Abdulqader earned bachelor's and master's degrees in electrical engineering at the University of Toledo.

Al-Abdulqader joined the company in 1979 in the Materials Control Unit before becoming an engineer in the Materials Engineering Division. He completed a number of acting assignments as assistant superintendent of producing at 'Ain Dar, superintendent of maintenance at Shedgum Producing, superintendent of oil operations at 'Ain Dar, shift superintendent at Abqaiq Producing, general supervisor of operations engineering at Abqaiq, and superintendent of oil operations at a number of facilities, including Central Arabia Producing, Shedgum, 'Ain Dar, Abqaiq, and Mubarraz.

Al-Abdulqader has completed a number of leadership training courses during his career with Saudi Aramco, including the Executive Development Program at the International Institute for Management Development (IMD) in Lausanne, Switzerland.

Mohammed D. Al-Shammari

Al-Shammari becomes executive director of Internal Auditing following an eight-month term as general auditor. Al-Shammari will continue in his role as general auditor. He was previously manager of Saudi Aramco's Contracting Department, assuming that role in August 2012.

He has also filled a number of other high-level positions during his career with the company, including acting assignments as general auditor, executive director of Procurement and Supply Chain Management, and executive director of Information Technology.

Al-Shammari had previously served as manager of Operations, Purchasing, and Inventory — a position he took on in November 2010. He has also been manager of SAP Applications, a role he assumed in October 2000.

Al-Shammari earned a bachelor's degree in systems engineering at King Fahd University of Petroleum and Minerals.

He joined the company in 1986 in the Computer User Services Division before becoming an EDP systems analyst. He completed a number of acting assignments as administrator of Computer Applications before becoming an EDP applications/system specialist — first with Computer Applications, and then with the Business Data Warehouse Division.

Al-Shammari has completed a number of leadership training courses during his career with Saudi Aramco, including the Asia Business and Culture Program, the Economics of Oil Program, and the University Executive Program-International Institute for Management Development Program.

your voice

do we need to be reminded that we are happy?



by Nagy Awad
Dhahran
Nagy.Awad@aramco.com

Every day I see this small yellow car, as I often end up parking next to it. Inside, its owner has put a simple phrase on the interior mirror — "I'm happy."

This got me to thinking: Does a person need to be reminded that he is happy? This simple sticker really opened up in me a lot of thoughts.

We exist in an endless cycle of ideas and feelings — negative and positive thoughts and feelings, all dependent on the values we have set to measure our station in life and whether we are on the right path. If our criteria is based on income or well-being, that is how we will measure ourselves.

For example, if our standards relate to our ability to be loved or what others think of us, we will remain vigilant to this standard and be disappointed if we feel unloved, even if we have money and well-being.

Say you live alone. Maybe you'll have a family one day, and maybe you have children who live far away. You sleep and wake up alone, go to work, return to an empty house, eat alone, and spend the weekends cleaning the house. You may meet some friends on the weekend and enjoy talking with them, or talking to your children over

the phone or through chat applications every day, or even meeting them on your annual holiday.

There are two options on how to judge your life. One is to believe you are a victim, deserving the sympathy of others who do not live this life. You take depression with you, at home and outside. You refuse to hang out with friends, and work just enough to meet minimum requirements.

Perhaps you are suffering from a failed marriage or a bad spouse, poor decisions in your past, or some other external factor that makes you feel entitled to special treatment from others as you share with them your endless complaints.

The second option is to see opportunity in your circumstances. Instead of feeling sorry for yourself, you enjoy your life, laugh, and genuinely feel happy. Even where you have experienced failure, you rejoice that you will not need to endure the same mistakes again. Meanwhile, your children are the most beautiful thing in your life. Because of all this, you don't seek sympathy or special treatment from friends, even if they may abandon you someday.

You will never look at the sky and ask, "Why does this happen to me?"

Remember, each one of us has a different story, and the moments of happiness and unhappiness are distributed throughout these stories. You will keep trying everything until you find what you want, but that pain isn't always a bad thing. Often, it helps us to understand others and to understand the value of the things already in our hands.

If you have already decided that you are unhappy and that you have no hope of being happy, you have sentenced yourself to early death. You will find yourself a perpetual guest at the doctors' clinics, and medicines will accumulate in your home, ensuring your transformation into a failed person. Your friends may take pity on you, and you will enjoy a small bit of compassion that, like the drugs you take, will provide temporary solace, but eventually, they will destroy you.

So I return to the original question: Do we need to be reminded to be happy? I say yes, because when we are reminded of this, we are also reminded of the virtue of gratitude and all of the gifts already at our disposal, as well as the opportunities and benefits we enjoy that are not available to others.

Heads of Agreement signing points toward LNG sale-and-purchase agreement

Sempra Energy and Saudi Aramco last week announced that their respective subsidiaries, Sempra LNG and Aramco Services Company, have signed a heads of agreement (HOA). The HOA anticipates the negotiation and finalization of a definitive 20-year liquefied natural gas (LNG) sale-and-purchase agreement for 5 million tons per annum (Mtpa) of LNG offtake from Phase 1 of the Port Arthur LNG export project under development. It also includes the negotiation and finalization of a 25% equity investment in Phase 1 of Port Arthur LNG.

Amin Nasser, Saudi Aramco president and CEO, said: "The agreement with Sempra LNG is a major step forward in Saudi Aramco's long-term strategy to become a leading global LNG player. With global demand for LNG expected to grow by approximately 4% per year and likely to exceed 500 million metric tons a year by 2035, we see significant opportunities in this market, and we will continue to pursue strategic partnerships that enable us to meet

rising global demand for LNG."

"At Sempra Energy, we are developing one of the largest LNG export infrastructure portfolios in North America, with an eye toward connecting millions of consumers to cleaner, more reliable energy sources," said Jeffrey W. Martin, chairman and CEO of Sempra Energy. "We are pleased to partner with affiliates of Saudi Aramco to advance the development of Sempra LNG's natural gas liquefaction facility in Texas and enable the export of American natural gas to global markets."

The proposed Port Arthur LNG Phase 1 project is expected to include two liquefaction trains, up to three LNG storage tanks, and associated facilities that should enable the export of approximately 11 Mtpa of LNG on a long-term basis. Port Arthur LNG could be one of the largest LNG export projects in North America, with potential expansion capabilities of up to eight liquefaction trains or approximately 45 Mtpa of capacity.

what you should know about internal controls

by Ian S. Graves

Welcome back to the series of articles supporting Internal Auditing Awareness Month. In this article, we will discuss how to make the most out of internal controls.

We all exercise internal controls in our daily lives. Using our own good sense, we do things such as secure personal belongings, compare receipts to credit card statements, put money aside for retirement, and budget for travel. In a more formal sense, internal controls are measures taken to enhance the probability of an organization's ability to meet its objectives, such as meeting budgets, complying with laws, safeguarding assets, as well as using resources effectively and efficiently.

In this same way, Saudi Aramco uses internal controls to ensure that each organization is able to meet its objectives and to do so in efficient ways that create value for our customers and our stakeholders here in the Kingdom and around the world. While Internal Auditing works with internal controls as part of its daily business, every employee plays a role in contributing to internal controls.

internal control myths

There are many myths surrounding internal controls, and you may have even heard some of these:

- "Internal controls are a finance thing. The Controller's organization or the internal auditors will tell us what to do." In reality, the proponent's management is the owner of their internal controls. However, everyone in the company has a responsibility to ensure the adequacy and effectiveness of internal controls.

- "Internal controls are the same thing as policies and procedures." Policies and procedures are but just one type of control. Internal controls can also include approvals, verifications, analytical analysis, IT application controls, monitoring, and staying current with regulatory or accreditation bodies.

- "Once we put our internal controls in place, we won't have any fraud or inaccurate reports." Internal controls provide reasonable — but not absolute — assurance that business objectives will be achieved. In most cases, it is not possible or affordable to eliminate the risks. If you drive a car, all of your preventative maintenance efforts, good driving skills, and use of GPS navigation will help ensure you will get to your destination on time.

- "Spending time on internal controls



will keep us away from doing the work we were hired to do." Unfortunately, many businesses use a "checklist" approach to build internal controls by creating add-on activities onto their existing processes. Instead, organizations should strive to build internal controls into their business processes.

internal control objectives

Business objectives are typically high-level, end result topics, such as maximizing production. Internal control objectives are at a lower level, typically within a process such as ensuring that production meets specifications. Internal controls help an organization meet its business objectives in these main categories:

- Efficiency and effectiveness in operations
- Safeguarding assets
- Compliance with laws and regulations
- Reliability and integrity of information
- Governance
- Alignment of strategies with operations.

Mansoor Faridi's article, "The Do's and Don'ts of Risk Management," published in *The Arabian Sun* last year, included a point about risks being used to generate action plans. These action plans are the controls or "risk responses" to mitigate the most important risks. Risk responses can take any combination of the four main strategies, known as the Four Ts: take (do nothing); transfer (give someone else the responsibility); treat (actively address the risk); and terminate (ceasing an activity that drives the risk). Regardless of the strategies taken, the risk responses should effectively address the identified risk to an acceptable level, and take into consideration:

- **Effectiveness:** Is the control mitigating the risk as intended based on the entity's risk

tolerance?

- **Efficiency:** Does the control allow the system or process to perform as desired?

- **Cost vs. benefit:** Based on the potential risk and the entity's risk tolerance, what is a reasonable cost to mitigate the risk?

Do you do what you say you do?

Just having a complete set of internal controls does not ensure business objectives will be met. Are the controls actually being used? Are the controls operating the same way they were designed? The only way to find out is to check. If and how often these checks occur depends on many factors, including how material the associated risk is to the organization, whether there are any compensating, complimentary, or mitigating controls elsewhere, as well as, the resources needed to adequately monitor and evaluate the controls, along with correcting deficiencies.

Want to learn more?

To learn more about controls, the Committee of Sponsoring Organizations (COSO.org) provides thought leadership through the development of comprehensive frameworks and guidance on enterprise risk management, internal control, fraud deterrence designed to improve organizational performance and governance, as well as to reduce the extent of fraud in organizations.

Additionally, the company's Corporate Policy (No. CP-20), and Management Controls, provides corporate direction on the implementation and maintenance of controls.

Contact Saudi Aramco's Advisory Services Group at AuditAdvisoryservices@exchange.aramco.com.sa or call (+966 13) 874-7568 to learn how we can help you manage organizational governance, risks, and internal controls.



Exploration admin area management pose for a group photo along with all acknowledged graduates, key speakers and event organizing team.

‘From Seed to Succeed’

Exploration recognizes 72 of its Saudi professionals for achieving career milestones

by Fadeela Gafashat

Dhahran — The Exploration organization recently conducted a recognition event for 72 Saudi professionals representing two talent development programs — the Specialist Development Program and the Advanced Degree Program (ADP).

The event, which featured the theme “From Seed to Succeed,” took place over two days at the Dhahran Plaza Conference Center and was well attended by more than 250 Exploration employees and professionals across the whole organization. Its focus was to share knowledge and experience of these achievers with all professionals while also providing a networking opportunity between different generations by encouraging a collaborative dialog where people could share insights.

Moreover, Exploration sought to bring out a pool of experience between the young generations who have a different outlook and a different set of priorities than their seniors, thereby embracing a natural means of cross-generational communication. When it comes to talent development, it was clear that the event motivated some important and varied knowledge sharing methods to reflect upon over the two days.

continuous reshaping of talent development

Misfir A. AzZahrani, Exploration executive director, highlighted the need for a continuous reshaping of the young talent development strategy in response to industrial and demographic drivers, thereby maximizing the value of every barrel of crude oil that the company produces.

AzZahrani encouraged the audience to be on the lookout for patentable ideas, as they reflect the health and technical appetite of organizations. He also acknowledged the achievements of the 72 ADP and SDP graduates (seven Ph.D. graduates, 60 M.S. degree graduates, and five SDP graduates).

Ali Dawood, a Ph.D. geophysicist, shared his personal experience in filing a patent. He explained the various stages he had to go through, starting with generating an idea and evaluating its potential to be patented, all the way through to submitting it through to the U.S. Patent and Trademark Office. “Innovation and Patent” was targeted as one of the key knowledge sharing methods reflected upon.

posters, crossword puzzle, and token voting

The poster exhibit was then opened to the audience, marking it as the most important key knowledge sharing approach



Poster presenter Hussain Nasir discusses his work with Exploration HR Group leader Eman Yami, Red Sea Exploration Department manager Saleh Saleh, Eastern Area Exploration Department's Mohammed Faqira, and Exploration executive director, Misfir A. AzZahrani.

in the event. During the session, members of Exploration management were taken on an executive tour, where presentations were delivered and about 33 poster presenters had the opportunity to showcase their research work. It was a fruitful time for all the event attendees to network with one another, having created an environment that inspires synergy and sharing.

It also included a crossword puzzle competition for visitors to participate in. The puzzle components were extracted from the posters presented at the event, ensuring

that all participants had to understand the posters to complete the puzzle through encouraging dialogue instead of monologue.

Another part of the poster session included token voting for the top five poster presenters based on technical and soft skills criteria. This key knowledge sharing approach is one of the best ways of getting employees to exchange insights via soliciting their opinions and expertise.

talent development

During the afternoon segment, a panel

Those recognized included: (Special Development Program) Ibrahim A. Hokail, Khalaf O. Temimi, Madhi H. Mutlaq, Fares M. Aboud, and Fawwaz M. Khaldi; (Out-of-Kingdom Advanced Degree, Ph.D.) Ibrahim A. Makrami, Assad H. Ghazwani, Abdullah S. Mojel, Khaled A. Dulaijan, Mohammed M. Fahmi, Abdulgader A. Alalli, and Ali M. Jadhari; (Out-of-Kingdom Advanced Degree, M.S.) Turki M. Bamarouf, Mohammed S. Altarooti, Abdullah A. Abbad, Mohammed H. Muzel, Mohammed A. Maghlouth, Abdullah H. Hashel, Ali J. Salem, Abdullah A. Hadab, Saeed E. To-faif, Mohammed I. Fallatah, Ali A. Shafai, Omar A. Ahmadi, Khalid A. Almut-eri, Khalid H. Barqah, Hasan A. Janobi, Abudlaziz S. Mansour, Hussain M. Bandah, Osama A. Nasery, Husain S. Nassir, Tariq A. Turkistany, Khaled F. Khaldi,

Ammar A. Kaki, Hassan Y. Daif, Abdulrahman M. Almulla, Ammar M. Ali, Abudkarim M. Hussaini, Mohammed Abu AlReesh, Abdullah A. Ahmed, Mohammad Y. Tayeb, Mashael A. Qadeeb, Zakiyah M. Alkhadrawi, and Monirah N. Dossary; (In-Kingdom Hosted Program with Leeds University, M.S.) Hussain Y. Alhawaj, Talal K. Alfuhaid, Abdullah I. Almusaeed, Ali H. Alwaheed, Mazin A. Alzahrani, Jimmy Ardila Becerra, Ahmad M. Bohmail, Ahmed W. Daghistani, Alaaddin M. Fairah, Abdulaziz M. Faran, Habib R. Halal, Khalid M. Joaib, Haidar M. Jubran, Ashraf W. Juhani, Ali H. Mahozi, Nasser Melaihan, Fawaz A. Mohammal, Ammar F. Mohammed, Fatima H. Mohsen, Ali M. Otain, Hussain S. Qattan, Riyadh Saad, Saad M. Shehri, Ali R. Sinan, Ismael R. Tayib, Hisham A. Faqehi, and Abdullah A. Wusaibie.

session titled “Talent Development in Exploration: Resources, Skill sets, and Career Growth” featured four panelists representing different specialties and career stages, each sharing their perspectives and reflecting on personal experiences regarding their professional development.

The panelists highlighted the positive impact of the various resources and development programs that Exploration holds. They also explored approaches for a good return of investment toward the organization and Saudi Aramco. From development management to logistics, open discussion can succeed in achieving another key knowledge sharing method as it allows for instant communication between individuals, business partners, and divisions of the organization. Likewise, this approach could accelerate the flow of building experience and expand knowledge sharing.

‘Challenges and Opportunities’

On the second day, the Young Leaders Advisory Board (YLAB) organized a workshop titled “Challenges and Opportunities,” where participants were divided into groups working together to brainstorm challenges that the organization could be facing, and develop solutions that leverage existing opportunities.

On a higher level, these challenges and opportunities will be addressed in an executive report for the vice president to contemplate.

Part of the group of participants were 24 invitees from future geoscientists in the College Preparatory Program, as one of the Exploration engagement initiatives is to emphasize to all of its employees from an early stage on the importance of building their career. With this much diversity in the groups, the event attained an additional targeted knowledge sharing method.

To cap off the event, the top five poster presenters were announced, as well as the five winners of the crossword puzzle competition.

The event proved to be successful from the number of ideas shared within, diligent work, and vast effort put into conducting such a conference. Its success was reflected in the fact that employees were able to share ideas on how to increase organization productivity and competitive advantage because they were heard, and the event provided access to knowledge and resources they need as well as a positive environment with leaders committed to collaboration.

In conclusion, the recognition event successfully demonstrated a platform for a bright and healthy future of explorationists.

building on our past successes

Ramadan Employee Donation Program diversifies

by Mohammed H. Al-Gahtani

Dhahran — Citizenship has been long one of Saudi Aramco's core values as we work to be influential leaders in creating sustainable social and economic opportunities to contribute to the development of the Kingdom and other areas where we operate.

The Employee Donation Program is a shining example of the company's commitment to this key core value in which employees embody the meaning of citizenship, responsibility, and benevolence through raising cash donations and channeling them to underprivileged people. In appreciation of this sense of responsibility by employees, the company matches their donations by 100%.

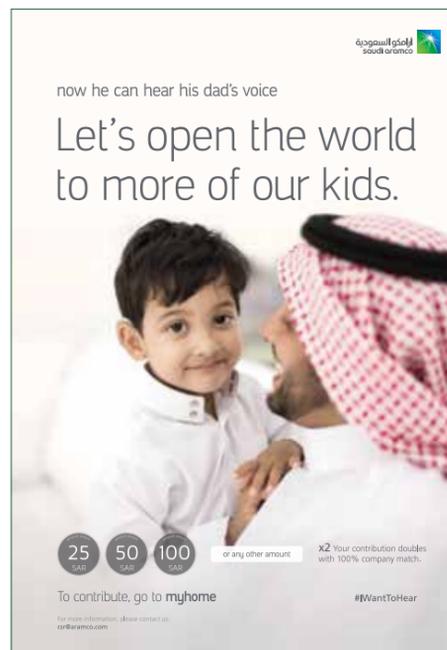
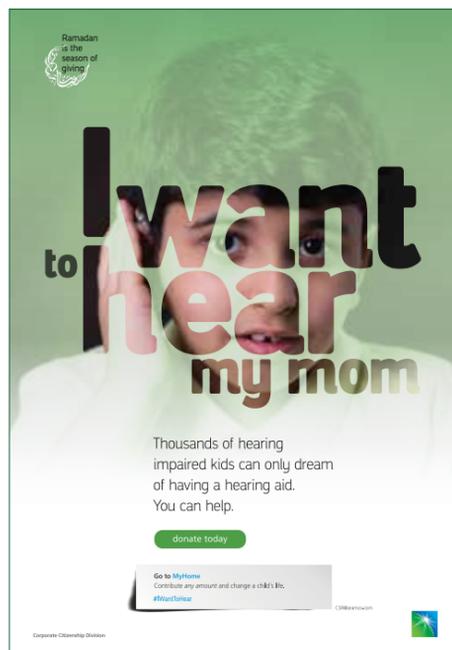
For example, if the employee donates SR100, the company pays SR100 to the same category selected by the employee, which makes the total amount of the donation SR200. This doubles the impact and reward.

a history of giving

Since the beginning of the millennium, employees eagerly raised donations through the school bag campaigns. The initiative evolved into what became known as "the Gift of Knowledge," which was presented to needy students.

In 2016, the initiative further expanded and the number of beneficiaries rose as a new segment — children with hearing difficulties — was selected. The initiative, which was called the "I Want to Hear" campaign, was conducted over the blessed month of Ramadan over three consecutive years. The campaign was sought to support children with hearing difficulties and their families by providing them with advanced hearing aids. Following are the most significant achievements of the campaign:

The total donations of employees amounted to SR10 million, of which the company matched an equal amount,



doubling the total to SR20 million. Approximately 1,850 children from across the Kingdom received hearing aids.

success stories that deserve to be told

The mother of a child who benefited from the "I Want to Hear" campaign, said: "Shahad stopped studying at an early age due to the harassment of her colleagues and her feeling that she was neglected due to her inability to hear. She is now 14 years old, and her life has changed for the better after starting to use the hearing aids. She is studying hard at a literacy school so that she can join her colleagues at the middle school soon."

The father of the another beneficiary of the campaign, Hibah, said: "Hibah was introvert even in dealing with her brothers and sisters as she could not communicate with them. However, since she received hearing aids, she started to spend more time in playing with her sisters and sitting with her family."

The father of Abdulrahman, a benefi-

ciary of the campaign, said: "Abdulrahman was always nervous and aggressive. He used to be harassed by his colleagues in the school, which made him introvert. He did not like his previous hearing aids. However, since he received the advanced hearing aids presented by Saudi Aramco, his condition improved, and he became more sociable. He no longer feared the harassment of his colleagues and is now more interested in his hearing aids."

The mother of Rashid, another beneficiary of the campaign, shared a similar sentiment. "Rashid used to have speech difficulties and joined a school for children with special needs," she said. "Since he received the hearing aid, he has moved to an inclusive school, and his speaking skills have improved significantly."

a quality, distinguished campaign

For the first time, employees this year can choose their preferred category of donation from one of three public funds — the social fund, the medical fund, and the educational fund. Each fund is associated with a number of programs and limited income target categories. These categories and programs were identified following an analysis and scrutiny of hundreds of requests received by the company periodically and through its communication with charitable societies to explore their needs.

the social fund

This fund includes orphan sponsorship through the program for supporting them and family members by contributing to providing proper housing and settling necessary utility bills and other basic living expenses. It

also includes supporting widows, which contributes to employing them by providing practical training. Finally, it supports the families of prisoners by contributing to settling utility bills.

the medical fund

This fund includes supporting cancer patients by providing housing for those undergoing cancer treatment and post-medical care, as well as providing glucose monitoring devices and dialysis machines.

the educational fund

This fund includes providing necessary educational materials for students coming from needy families, as well as supporting and taking care of summer programs in impoverished areas and educational programs that are designed to enable students in such areas to acquire skills and knowledge.

choosing the beneficiaries

There are several criteria for selecting charitable societies for which donations will be channeled. The charitable society must be nonprofit, based in Saudi Arabia, officially registered with the Ministry of Labor and Social Development, and accredited by Saudi Aramco through



previous dealings or verification of the effectiveness of its programs. It should also be ensured that the society has channeled all donations to the deserving categories before the end of 2019.

After the end of the Employee Donation Campaign, the total amount of donations for each fund will be announced. Donations will then be distributed to the charitable societies according to the categories selected by the employees.

Those in charge of donation campaigns can be contacted at CSR@Aramco.com.



The "I Want to Hear" campaign was launched in each month of Ramadan over a period of three years. It sought to support children with hearing difficulties by providing them with hearing aids to improve their hearing.

celebrating OTC's 50th anniversary

Aramco participation underscores long-term offshore strategy



Meeting during the Offshore Technology Conference (OTC), Ahmad A. Al Sa'adi, Saudi Aramco senior vice president of Technical Services (left) visits with Basil A. Abul-Hamayel, Aramco Services Company president and CEO, while touring the OTC exhibition.



Jim Sledzik participates in the panel discussion "Venture Capital Investment Driving Innovation in Offshore Deepwater," during which he emphasized the strategic value and relevance to a company's operations when investing.

by Susan V. Gonzalez

Houston — Aramco's participation in this year's Offshore Technology Conference (OTC) fit the theme of "Going The Distance" as the offshore energy sector prepares for the next five decades of development.

Return to the premier oil and gas show underscored Aramco's long-term investments, partnerships, and technology advances that have enabled it to continue in its role as a world leading energy supplier.

The conference is known for its strong technical program. Aramco presented papers in two sessions — Erosion and Corrosion Prediction, and Monitoring and Mitigation and Smart Materials.

fighting the scourge of corrosion

Corrosion in offshore well completions can lead to serious well integrity problems and costly workover operations. Representatives from Saudi Aramco's Northern Area Oil Operations (NAOO) outlined the use of a nonmetallic glass reinforced epoxy to protect completion equipment against a range of corrosive elements in the paper "Effective Corrosion Mitigation

Exploiting Glass Reinforced Epoxy Lined Tubulars in Offshore Producing and Injection Wells."

smart cement, smart solution

Aramco also contributed to a paper in the Smart Materials session examining the use of additives to cement to modify or improve its strength and resistance to fluid loss or gas leaks to enhance well performance. "Characterizing Smart Cement Modified with Styrene Butadiene Polymer for Quality Control, Curing and to Control and Detect Fluid Loss and Gas Leaks Using Vipulanandan Models" was presented by the University of Houston's Center for Innovative Grouting Materials and Technology, illustrative of the many academic technical collaborations Aramco has around the world.

Saudi sand and fracturing

In the same session, "Nano-Composite Resin Coated Proppant for Hydraulic Fracturing" highlighted the coating of in-Kingdom sand for fracturing in unconventional gas reservoirs. Increasing the mechanical strength of the sand creates Saudi sand strong enough to be used as a proppant

for hydraulic fracturing treatments in support of the Kingdom's domestic gas development for unconventional plays.

technology: from the lab into the field

Supplementing the technical papers, a series of well-attended in-booth presentations showed how the company is moving technology from its global research and development network into the field. Five topics showcased a new class of hybrid acidizing fluids for reservoir stimulation, development of an untethered downhole sensor tool that replaces conventional well logging, toughening of oil well cements and drilling with cement, and finally, work with high temperature fracturing fluids.

An international show, OTC is held annually in Houston recognizing the city as a world energy hub home to more than 5,000 energy-related firms. Aramco's offshore field investments, upgrades, and issuance of long-term agreements with contractors for oil field projects such as Zuluf, Marjan, Safaniyah, and Berri — have far-reaching industry effects.

Recent partnerships and collaborations such as the Arabian Rig Manufacturing

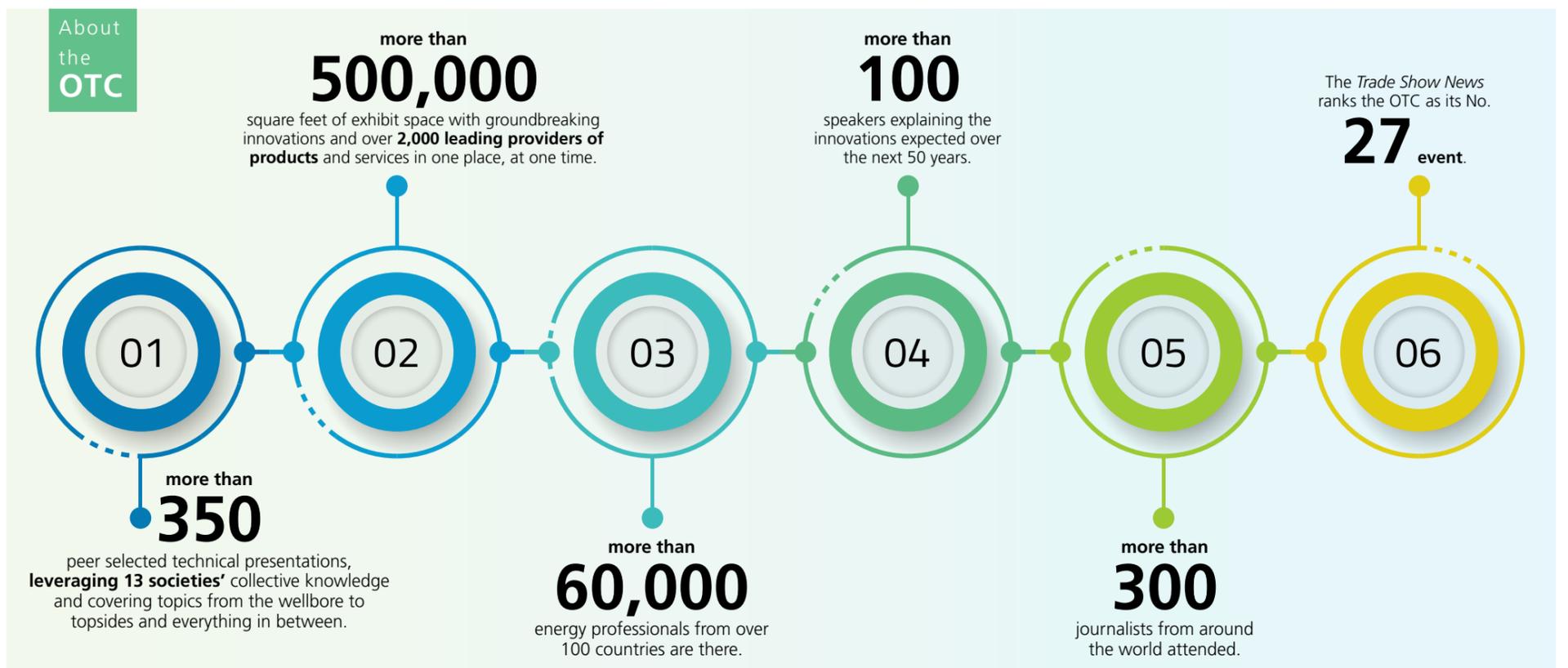
JV and a composite pipe facility producing spoolable and jointed pipe, including high-pressure line pipe and downhole tubing and casing has captured the attention of industry observers as Aramco works to become a global leader in non-metallic applications.

investing in innovation

Participating in a panel discussion "Venture Capital Investment Driving Innovation in Offshore Deepwater," Jim Sledzik, managing director for Saudi Aramco Energy Ventures-U.S., emphasized the strategic value and relevance to a company's operations when investing. "The ecosystem of R&D is huge. Often, companies look to infuse innovation and technology with corporate venture capital," he said.

Representatives from Saudi Aramco's Houston-based Aramco Services Company supported the conference with representatives from Upstream, Procurement and Logistics, Staffing and Recruitment, Public Affairs, and U.S.-based researchers attending.

More than 60,000 attended this year's conference with more than 2,000 exhibiting companies from 40 countries.



new Dhahran Day Care Center looks to lead by example

by Ching Yeh

Dhahran — The Dhahran Day Care Center (DDCC) has officially opened to children of female Saudi Aramco employees, striving to be the model of early childhood education institutions in the Kingdom.

The center, a new addition to Saudi Aramco Expatriates School (SAES) system, started accepting applications in late April and will continue through June for the next school year, which will begin in September, said Victor Chavez, head of DDCC.

The center currently has 85 children aged from two to four and has a capacity for 110 students, said Chavez, former Dhahran Hills School associated principal. The center is open from 6:30 a.m. to 4:30 p.m. to accommodate Saudi Aramco working hours.

upholding a standard of excellence

DDCC complies with the U.S.-based National Association for the Education of Young Children (NAEYC) on teacher/student ratios of one to four for a 2-year-old class, one to six at a 3-year-old class and one to eight in a 4-year-old class. It has seven full-time teachers and each pairs with two teaching assistants.

"We are providing premier care. We want to be the model for day care for Saudi Arabia," said Chavez. "As part of SAES, we will continue to uphold to the standard of excellence — one of the core values of the school system."

Based on preliminary enrollment numbers, Chavez feels confident that the DDCC will be at full capacity with a waiting list for enrollment by Sept. 1. Registration remains open at this time and once classes are full, we will accept registration packets for the waiting list. Further down the road, the center hopes to expand to infant care.

Beginning with a soft opening in March 2018, the center follows the SAES calendar but plans to switch to the company operation calendar next year so that there is no gap in the summer.

an important initiative

Nabil K. Al Dabal, Saudi Aramco vice president of Human Resources, said the DDCC initiative is critical. "As Saudi Aramco continues to look for ways to attract and retain top female talent and to position ourselves as a leader in being a family friendly workplace, the DDCC is an important initiative," Al Dabal said. "Currently, the DDCC is focused on supporting working mothers with children ages 2 to 4. As the program grows, and we add to our



Students of the Dhahran Day Care Center (DDCC) share a giant thank you card of their own making with staff at the school. A new addition to the Saudi Aramco Expatriates School system, the day care center has begun accepting applications through June for the next school year, which begins in September.

capabilities, we will be exploring serving younger children, and thereby ensure that we take strategic steps to become the employer of choice for women.

"Research shows that having a high quality child care option for women is critical for them to be able to balance family and professional responsibilities. Our mission is to provide the very best child care so that our employees can focus on their work and be fully engaged to the highest possible level," he added. "Though the program is new, the initial responses by parents and children are very positive."

learning through play, movement, and more

DDCC adopted Creative Curriculum, an internationally certified program, focusing on learning through intentional play such as songs, movements, and activities. "Here, you won't see two-year-olds sitting down doing activities that are not developmentally appropriate," Chavez said.

Each classroom is clean, bright and colorful with all of the desks, chairs, toilets, and washing basins tailor-made specifically for the center.

DDCC has a student body of 90% Saudi, but the children have adopted quickly to English instructions. "Many started with little English, but children at these ages acquire language faster than anybody," said Chavez, adding that the center plans to include some Arabic language instruction in September.

Children are given ample outdoor playtime when the weather permits, and each classroom has a door leading to the outdoor play area.

At the playground, visitors can see children riding trikes with teachers, lying down in a tunnel with buddies and smiling at each other, chasing hula hoops, going down a slide, driving toy cars, pushing a toy wheelbarrow, pouring sand in a sandpit, or giving Mr. Chavez a big hug.

support from parents

Chavez recalled that one father was very excited to be able to take his daughter into

the center on her first day instead of seeing her daughter being taken inside at the gate at her previous day care where men are not allowed to enter.

Support and cooperation from the parents fosters and accelerates the children's learning.

"What impressed me the most is the level of support from parents," said Chavez. "How much they value what we do after seeing the level of care occurring here."

Zahraa Alarouty, mother of 4-year-old Majed, said the day care keeps parents well informed about their children's daily activities, topics and subjects explored, skills learned and progress.

"I feel comfortable and confident that my son is in good hands. It gives me peace of mind when I need to travel for work," said Alarouty. "Majed is excited to go to school every day."

Like Alarouty, Fatima Sarhan said she is very satisfied with the day care that "is near my workplace and very convenient. The working hours of the center matches mine. I can easily visit her or pick her up if needed.

"I credit a lot of my daughter's learning at a young age to their caring hands. My daughter loves going there," said Sarhan, mother of 4-year-old Lina Albar.

DDCC conducted a parent survey in February based on the standards from NAEYC. The goal was to have a 90% overall satisfaction rating in all areas, said Chavez.

"We exceeded this target by achieving a 94% satisfaction rating.

"We continue to work on this and constantly listen to feedback from our parents to include their ideas into forming and maintaining a quality program," said Chavez.

Registration packets can be obtained by contacting the DDCC Registrar at 877-1563 or catherine.livingstone@aramco.com.

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We are providing premier care. We want to be the model for day care for Saudi Arabia.

— Victor Chavez



King Abdulaziz Center for World Culture
by saudi aramco



Ithra movies

in cinema

Ithra Heroes Adventure

A collection of engaging children's animations that integrate science, technology, engineering, art, and math.

May 29, 30	1 p.m.
June 1, 3	12:30 p.m.
June 4, 5, 6, 8, 10, 11, 12	10:30 a.m.

Wasati

Based on true events that happened during a play in Riyadh 10 years ago. The play was called "Wasati bela Wastiah," which roughly translates to "A Moderate Without a Middle Ground," where a group of extremists attacked the theater and the play was shut down.

June 6, 7	7 p.m.
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Singing with Angry Bird

Five years ago, a Korean opera singer started a children's choir in a slum in India. Frustrated by the lack of support from the parents of his choir children, he decides to train the parents to sing for a joint concert. But it may be the toughest challenge of his life.

June 1	1:30 p.m.
June 10, 11, 12	3:30 p.m.

The Green Planet

Take a spectacular journey to one of Earth's most beautiful and diverse natural habitats: The Forest.

June 3, 8	1:30 p.m.
June 4, 5, 6, 7, 8	3:30 p.m.

Robinson Crusoe

A daring parrot recounts how Robinson Crusoe came to be stranded on a tropical island.

June 1, 3	9:30 p.m.
June 4, 5, 6, 7, 8, 10, 11, 12	5:45 p.m.
June 7	2 p.m.

The Short Game

A group of seven-year-old golfing protégés battle to be the next champion of tomorrow.

June 1	11 p.m.
June 10, 11, 12	7 p.m.
June 13, 14	8 p.m.

Energy Exhibit Theater



Conquest of the Skies

Evolutionary story of flight from the very first insects to the incredible array of creatures, which rule the skies today.

May 30	1 p.m., 10 p.m.
May 31	10 p.m.
June 10, 11, 12	5 p.m, 8 p.m.

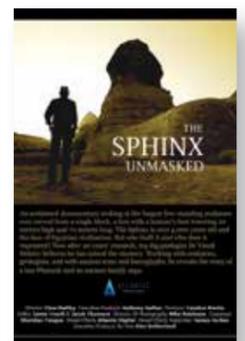
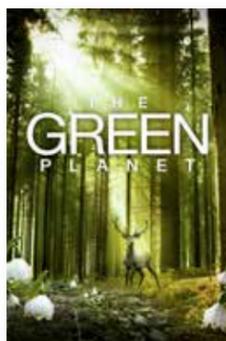
The Sphinx Unmasked

A leading Egyptologist cracks the 4,500-year-old mystery of who built the greatest monument in the ancient world and reveals the inspiration behind the enigmatic face of the Sphinx.

June 3	11:30 p.m.
June 4, 5, 8	7:30 p.m.
June 6, 7	8:30 p.m.

movies of May 29-31

Predator X	May 30	1:25 p.m.
Peter Pan: The Quest for the Never Book	May 30	11 p.m.
David Attenborough's First Life — Part 1	May 29, 31	9:30 p.m.
David Attenborough's First Life — Part 2	May 30	9:30 p.m.
The Little Vampire	May 29, 31	11 p.m.



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