



YBA KANOO NEWSLETTER

2015 | ISSUE NO. 2



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CEO'S MESSAGE

The second issue of our internal newsletter gives a glimpse into all the activities that have taken place in YBA Kanoo across the region. I am delighted to see such activities, especially the ITQAN Change Program initiative that will benefit us all working towards "One Kanoo" goal.

Likewise, the launch of Office 365 along with the new email system brings our internal communication even closer and expands our business operations further.

We continue to grow, learn and watch as a dramatic innovation take us to the desired goals and objectives of our company.

Mr. Fawzi Ahmed Kanoo
Interim Group CEO

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IN THE SPOTLIGHT WITH MR. FREDDY SHERMAN

Interview:

Mr. Freddy Sherman

EGM – Corporate Business Development

With corporate business development being vital to any organization, the need to access external sources of growth is highly imperative. The challenge is executing a stream of strategically sound plans and innovative ideas internally and then penetrate into the market.

YBA Kanoo's strengths (strategy-wise) are uniquely suited to this challenge, and to spearhead the organisation's economic growth campaign, we need a loyal and dedicated leader who emerges a winner every time we are faced with challenges. Yes, we have one who fits the bill in the name of Mr Freddy Sherman, EGM – Corporate Business Development.

Mr Sherman took time out of his busy schedule to talk to us about YBA Kanoo's Vision, Mission, Values and our pursuit of excellence.

For the last 18 months we have been following a new path based on a vision, mission and values.



Mr Freddy Sherman

Our vision is to be the *leading family business in the region and beyond*, this establishes a fundamental starting point that we are using on which to base all our actions. We are proud to belong to a family business with a long and reputable history. We want to ensure that we positively contribute to this heritage so that we maintain our position as the leading regional family business. We are growing outside of the Arabian Peninsula which has traditionally been our home ground.

Our mission is to *Deliver Sustainable Excellence*: We understand that it is only through the pursuit of excellence that we will stay ahead of our competition and maintain our leadership position. This enables us to exceed this high customers' expectations that our customers have learned to expect from dealing with Kanoo. Consistency and repeatability is essential to achieve a high quality of customer service this is what makes us sustainable.

Our basic building blocks have been established with the vision and mission but our behaviors and actions need guidance, for these we have our corporate values:

Customer Focus

Customer satisfaction, both internal and external, is the center of everything we do.

Ethical

We pride ourselves on making the right decisions even when they are not the easiest.

Innovative

We create, grow and implement new ideas to improve and develop our business.

Agile

Over 125 years old and constantly improving.

Competent and Intelligent

We are the masters of our trades and specialize to add value.

Collaborative

We work together to achieve our goals.

We could stop here, we have vision, mission and values surely that should be enough. However these are just words and high ideals, meaningless unless we turn them into actions from which we should all benefit. The conversion of these ideals into actions are contained in our strategic operating plan.

Our strategic operating plans consists of the following focus areas:

One Kanoo

Seeking to integrate our operations across the region, remove duplications and overlaps and drive economies of scale

Customers First Choice

Provide both goods and services which not only exceed our customers' satisfaction but how they are delivered and presented in a way that distinguishes us from our competition.

Productivity

Make full use of our investment in IT to update and modernise internal business processes: reducing cycle times, removing bureaucracy and making the organisation more agile.

Growth

Seeking opportunities for growth by exploiting our strengths and market reach



Each Division of the Company has identified its own project and action to align themselves with this single corporate direction. In turn, each one of us are involved in these projects and actions and we are each making our own contribution to the achievement of the strategic plan. We all have a part to play whether we are serving our external customers or helping those who do by serving our internal customers.

This is the way we are turning our ideas into action and delivering the vision to be the *Leading Family Business in the Region and Beyond*.

By following the strategic plan, we are delivering sustainable excellence.

Adopting and living the values in all our actions, attitudes and behaviours, we are setting ourselves apart from our competitors.

“In Kanoo, this pursuit of excellence has an identity we call it ITQAN.”



YBA KANOO 2nd STRATEGY MEET

The Second Strategic Review meeting was held recently in the Kanoo Guest House, Mahooz – Bahrain. Mr. Fawzi Kanoo, Mr Faisal Kanoo, Mr Freddy Sherman, Mr Patrick Chenel, Mr Christopher De’Ath and Dr Haitham Al Qahtani were the key speakers at this meet.

The meet focused on four major topics:

- Introducing ‘ITQAN’ brand of change
- Market dynamics and growing sectors in GCC countries
- Long & Short-term strategy & implementation initiatives
- HR initiatives of 2015

ITQAN is a brand change of operations strategy at divisional and corporate levels. Under ITQAN, the company is re-aligning HR processes, customer relationship, operations and financial performance towards ‘One Kanoo’. ITQAN defines a change from ‘localization to corporatization’ and to re-orientation of Kanoo being the first choice of major clients in the region among its competitors. ITQAN will focus on enhancing productivity by reducing operating costs and increasing people-efficiency. The main outcome of ITQAN is increasing profitability and competitiveness of Yusuf Bin Ahmed Kanoo.

The market dynamics in GCC is very much derived from construction, transportation and power industries since the last seven years. In parallel, about 49% of EPC contractors are dominated by South Korean companies.

Kanoo should be engaged directly or indirectly from those growing industries and country of origin of main EPC contractors.

Our mission is delivering sustainable excellence through integration of internal and external activities of the company under ‘One Kanoo’. This needs a change in corporate’s efficiency put to best practices and becoming the first choice of service/product provider. It will need operating at high productivity levels and growing core businesses (divisions) at sustainable and revamped standards.

At divisional level, five years strategy of each division was aligned focusing on four ‘Key Result Areas (KRAs)’: One Kanoo, First Choice, Productivity and Growth.

The main initiatives of implementing the five years’ operating strategy by all divisions are:

- **One Kanoo initiatives:**
 - Key Account Management (KAM) system
 - Branding Kanoo as one
 - Standardise processes of delivery and services
 - Enabling technology (IT)
 - HR alignment and skill development
 - Performance management
- **First Choice initiatives:**
 - Customer feedback with survey (CRM)
 - Enhance service delivery quality to customer with Service Level Agreement (SLA)
 - Encourage localization
 - Sales training
 - Incentive schemes



- **Productivity initiatives:**

- Implement Quality Management System (QMS) utilizing KPI's
- Employee engagement programs
- Cost reduction
- Leverage technology to enhance productivity

- **Growth initiatives:**

- Increasing market share and market penetration
- New business segment
- Increasing revenues / profits
- New business development
- Promoting value-added services

At Corporate level, four initiatives were identified to achieve short-term strategy by end of 2015:

- **Top Line Growth:**

- Improve KAM (Key Account Manager)
- Annual Bonus

- **Enhance Margin:**

- Value-added services
- Reduce cost of selling

- **Cost Reduction:**

- Resource alignment with new structure
- Organisation optimization

- **Generate Cash:**

- Improve AR (Account Receivable) /AP (Account Payable)
- Move inventory to cash

Human Resources (HR) strategy is achieved by increasing employee productivity into four initiatives:

- **Strategic Changes:**

- Organisational restructure
- Localisation
- HR policy & processes
- Centralised recruitment

- **Performance management & rewards**

- Performance management & incentives
- Job sizing
- Total reward strategy

- **Training**

- Sales training
- Training strategy
- Management development program

- **Training Manpower Planning**

- Job descriptions
- Organizational structure

The company employs 3,900 staff distributed among seven divisions and regional offices. Implementation of improvement initiatives has been planned to be achieved by end of 2015.

The main outcome of the second strategic review are:

- Implementing improvement initiatives achieving five years' strategy at divisional level
- Communicating ITQAN throughout all levels of the company
- Sharing short-term corporate initiatives among divisions engaging their inputs and involvements
- Aligning HR strategy and improvement initiatives with corporate operations strategy

By 2020, we are expected to achieve target corporate goals as 'One Kanoo', First choice, productivity and Growth by implementation of improvement initiatives.

It is important to highlight that our efforts are to concentrate on implementing operations strategy through certain improvement initiatives.





Mr Freddy Sherman

Are we meeting not just the high performance standards for today, but also the standards for tomorrow? Are we doing the right things to be visionary?

As for YBA Kanoo, these questions shape its decisions about the new corporate strategy that provides the most impact to the business and ability to perceive the future.

ITQAN DELIVERING ONE KANOO

For over 125 years of consistently delivering steadfast commitment to customers, Yusuf Bin Ahmed Kanoo recently rolled out a new corporate strategy, the ITQAN Change Program to corporatise the Company for the Group's Vision, Mission, Values, short-term goals, long-term goals as One Kanoo, Productivity, First Choice, Growth and Key Result Areas (KRA) to improve standards and to build visionary capability, through conducted roadshows across its key divisions in the Middle East. This initiative is an alignment of working towards the same objective of "One Kanoo".

The Itqan Change Program was spearheaded by Mr. Freddy Sherman, EGM - Corporate Business Development; Dr. Haitham Al Qahtani, Group Manager Strategic Planning & Special Projects; Dr. Patrick Chenel, Group Chief Financial Officer; and Mr. Christopher De'Ath, Group Head of HR; under the leadership of Mr. Fawzi Ahmed Kanoo, Interim Group CEO - YBA Kanoo.

Roadshows were conducted at YBA Kanoo offices recently across the Group in Saudi Arabia, UAE & Bahrain.

Itqan is an Arabic word used to indicate Excellence, Mastery and Proficiency. Elaborating on the program, Mr. Fawzi Ahmed Kanoo explained, "Yusuf Bin Ahmed Kanoo has been a regional business powerhouse for over 125 years and has consistently been delivering unwavering commitment to our shareholders, partners, customers and employees. We believe that every organization thrives when its corporate strategies and initiatives work in harmony.



Dammam Staff



Dr. Haitham Al Qahtani



Jeddah Staff



Dammam Staff



UAE Staff



UAE Staff

Thus, we embark on executing the ITQAN Change Program to achieve our key corporate results. This program is aimed at achieving our goal of delivering “One Kanoo”.

“As you are all aware, the organization is currently implementing some 300 projects and initiatives such as Corporate Performance, Financial Performance & Goals, HR Strategies & Initiatives to name a few. We are therefore proud to endorse Itqan, YBA Kanoo’s internal change initiative, which will streamline our organization to enhance the quality of our services, encourage innovation and advocate best industry practices’, he added.

Mr Freddy Sherman added, “We understand Itqan is a branded program for driving excellence in the company. One of the pillars is “One Kanoo” strategy as an objective. We need to think of Kanoo as a big machine and we need to oil the wheels of this big machine, as a result to the Itqan program. This vision was defined by the management team – to be the leading family business in the region and beyond. We have aspirations to go beyond like India, Egypt, Europe, etc.”

Mr Christopher De’Ath stated that, “The vision I have for Kanoo HR has been communicated strongly with my team – to be service-focused. One of them is to increase employee productivity through engagement and work towards a common goal, and achieve a sense of belonging.”

Executive General Managers, General Managers, Country Managers and Corporate Heads of the Group participated in this special meeting to disseminate the Itqan Program to all of the employees in the region, emphasizing strategy



Mr. Christopher De’Ath

communication and cascading strategy to Managers. Henceforward, the priority is to execute action items of short-term strategic goals for 2015 and then implement the 5-year Corporate Strategy alignment with Divisional Strategy Plan. This alignment supports Departments to action 5-year strategy. In a nutshell, a follow-up scorecard review will be cascaded to all Managers on the performance review. Scorecard is basically a tracking tool to measure progress.

The meeting agenda consisted of YBA Kanoo's Global & Regional Outlook, Strategy Implementation: Short Term and Long Term Goals, Corporate Performance, Financial Performance and Goals, and HR Strategies & Initiatives, which are the fundamentals in 'Driving Excellence' through Itqan Change Program - aimed at achieving one goal, "to be the leading family business in the region & beyond".

Departments Heads in every division from Shipping, Logistics, Oil & Gas, Power, Machinery, Property and Travel, shared their perceptions about the change program and took part in the brainstorming sessions in assessing and building new ways to address factors that holistically gives core value to YBA Kanoo.

Presently, the company employs 3,900 staff spread across seven divisions and regional offices. Implementation of improvement initiatives has been planned to begin by end of 2015. By 2020, YBA Kanoo is expected to achieve target corporate goals by shared perspectives to achieve 'One Kanoo', First Choice, Productivity and Growth.

"With the organizational structure in place and the management committed to deliver through this change program, I am sure that we will continue to improve on meeting the expectations of our internal and external customers," said Fawzi Ahmed Kanoo during the launch of this program.



Bahrain Staff



Workshop Participation



YBA KANOO UNDER ONEDRIVE

IT is pleased to inform that they have completed 2300+ users' migrations to Office365 using our new domain "kanoo.com". All staff in Bahrain and KSA are now fully using the new email platform. Additionally, IT is spearheading the roll out in the UAE and have reached 40% of all users and are hoping to complete the remaining users by the second week of June.

Over the course of the coming days, IT will begin a series of tips and tricks about using the communication, collaboration and productivity tools which Office365 brings to our business operations. In addition, IT is also collaborating with the training department in KSA to launch three hands-on workshops on Office365, OneDrive and Lync (Skype for Business) during June/July. A planned schedule will be circulated in due course. However, we wish to advise you that there are 15 amazing features in Kanoo.com & Office 365, which are as follows:

1. Work from anywhere with Online versions of Office including Outlook, Word, Excel and PowerPoint.
2. Highly available email, calendar, and contacts with a 50 GB inbox.
3. Access your files from anywhere a secure cloud storage with 1 TB storage/user (OneDrive For Business).
4. Unlimited online meetings, chat, audio and video conferencing fully integrated with outlook. (Skype for Business).
5. A secure corporate Intranet, team sites and document libraries for collaboration beyond office boundaries (SharePoint online).
6. Work and share documents online with your team, no need to email documents.

7. Corporate video portal for uploading and sharing your corporate videos across the company (office 365 Videos).

8. Don't need to remember where you stored your file or search for an attachment. Delve shows you documents no matter where they are stored in Outlook, OneDrive for Business or in Sites in Office 365.

9. Express your ideas using Sway. Sway is an intelligent app for business that helps you and your colleagues express ideas using an interactive, web-based canvas.

10. Corporate social network to help employees collaborate across departments and locations (Yammer).

11. Access you files on your Android and iPhone mobile or tablets.

12. Know your colleagues with corporate address book, user presence information, and profile picture.

13. Create your own BI reports and share with your team using Power BI. Transform your data into rich visuals to collect and organize so you can focus on what matters to you and share with you team.

14. Convert scribbles to text and drawings and turn notes into calendar items using OneNote.

15. Link and share, don't attach or upload them. Be it your document on OneDrive or SharePoint, Video on Office 365 Video or presentation created using Sway you can share it with your team and colleagues across department and location.

For more defined description on the above 15 features, you may Google it, as we cannot publish it due to lack of space.

IT wishes to thank all for their kind cooperation and patience with them during the migration phase and they are hoping to work with you to put this great technology in good use.

Thanks also for the great efforts from the IT team across all three regions for their dedication and commitment throughout this challenging project.

avis budget group

AVIS BUDGET & KANOO TRAVEL PARTNER UP

Avis Budget Group EMEA and Kanoo Travel Announce New Partnership.



Avis Budget Group EMEA and Kanoo Travel, the region's pioneering travel management company, have teamed up with Gulf Cooperation Council countries (GCC) and Egypt to offer travellers a car rental solution. Under the agreement, Kanoo Travel will serve as the General Sales Agent (GSA) for Avis Budget Group, thereby allowing travel professionals to book their clients with Avis Car Rental and Budget Car Rental. The signing ceremony was held during the Arabian Travel Market in Dubai.

"This agreement enhances our travel services and our customers' experiences in one of the world's fastest growing economies. We will work very closely with the Avis Budget Group team to explore opportunities in the corporate and retail segment of this market, and help generate reservations," said Kanoo Travel Executive General Manager Praveen Gandhi.

"Kanoo Travel has a highly-established presence in this market," said Larry De Shon, President, International, at Avis Budget Group EMEA. "With this respected agency in place as our GSA in the region, we will be able to promote Avis and Budget to a broader audience and drive domestic and outbound sales."

KRYSTAL ONLINE LAUNCH OF KANOO TRAVEL B2B ONLINE AFFILIATE

Kanoo Travel launched its B2B Online Travel Affiliate Solution 'Krystal Online.'

Krystal Online Travel Affiliate Network (Krystal Online) is a business activity fully owned and operated by Kanoo Travel, the leading travel management company in the region. 'Krystal Online' features the products and tools that help online travellers and travel agencies find the perfect hotel options, flights, travel insurance and car products to suit every requirement.

As one of the region's fastest-growing private label travel affiliate networks, 'Krystal Online' works with over 20+ partners across the world to turn web traffic or corporate customer enquiries into bookings and make happy travellers.



Our presence in Bahrain, Saudi Arabia, United Arab Emirates, Oman, Qatar, Lebanon, and Egypt, gives us the ability to offer our Affiliate Partners a wide range of products and services that in turn adds value to their customers. This is a unique feature available on our online technology tool that offers our partners the opportunity of expanding their operation beyond traditional boundaries.

Our suppliers include Sabre, Travelfusion for Low Cost Carriers, Budget-Avis Cars and much more, making Krystal Online a one-stop-shop for all your travel needs.



The Bahrain International Airport Development Forum 2015 co-located with the Middle East Cargo & Logistics Conference & Exhibition which was hosted and endorsed by the Bahrain Airport Company was recently held at the Gulf Convention Centre (Gulf Hotel), Manama, Bahrain.

Our General Manager – Kanoo Logistics, Mr Tom Nauwelaerts was one of the panellists on the second day of the panel discussion entitled, “How will the Regional Cargo/Logistics industry evolve”? The event showcased products and services like airport equipment, terminal supplies and services, airfield construction, shipping and aviation and many other related products and services.

The Kanoo Logistics had the privilege to take part as one of the exhibitors for providing Logistical services and information to the clients/visitors visiting our stand and to other exhibitors as well. Some of the clients were: ThyssenKrup, Chisholm Enterprises, Bahrain Airport Services (BAS), DHL, Mena Aerospace, ORG logistics, Bora Ahenp, Sam Tech, DGI Global Forwarding Bahrain, Huawei, A.A.Bin Hindi, Almoayed Wilhelmsen Ltd, Gulf Air, M.H Al Mahroos and many more.

KANOO LOGISTICS AT BAHRAIN INTERNATIONAL AIRPORT DEVELOPMENT FORUM





THE 8th YUSUF BIN AHMED KANOO AWARDS

The Eighth Yusuf bin Ahmed Kanoo Awards were presented to the winners recently at a ceremony at the Gulf Hotel Conference Centre, Bahrain held under the patronage of Deputy Premier Shaikh Khalid bin Abdulla Al Khalifa. They were:

- Egyptian citizen and Saudi Umm Al Qura University literary criticism and rhetoric assistant professor Dr Mohammed Meshraf Youssef Khedr won the \$50,000 Award for Islamic Studies.
- Algerian Setif University commercial sciences assistant professor Dr Faisal Al Taher Sheyad was presented with the \$50,000 award in the category of Finance and Economy for his research paper 'Reality of Arab Bourses: Challenges and Competition'.
- Egyptian diagnostic radiologist Dr Baha'a Mohammed Al Sayyed Mahsoub and rheumatology physical medicine and rehabilitation specialist Dr Amira Mohammed Bandari Ali are the co-winners of the \$50,000 award in the medical category for their research 'Orthopaedics " the restoration of the joints'

Shaikh Khalid hailed the contribution of Bahraini families in promoting charity, disseminating scientific values and honouring Arab scientists and thinkers. He paid tribute to the YBA Kanoo Group for its pioneering role over the past 125 years in promoting the cultural of community partnership and corporate social responsibility. He hailed its philanthropic drive and landmark legacy of mosques, schools, health centres and convention centres.

Shaikh Khalid praised the initiative of the Kanoo family to allocate an endowment worth \$6 million whose investment proceeds would go towards supporting the Yusuf bin Ahmed Kanoo Awards in Islamic Studies, Finance & Economy & a third scientific field.



The board of trustees of YBA Kanoo Award chairman Khalid bin Mohammed Kanoo thanked the Deputy Premier for patronising the ceremony. He said that the award has been granted, since its inception in 2001, to 21 laureates from Bahrain, Saudi Arabia, Egypt, Iraq, Algeria and Palestine.





KANOO MACHINERY SUPPLYING GPIC

Kanoo Machinery have successfully completed the supply & Installation of 2500 KVA Prime Power Generator Set with IP55 Enclosure & other accessories to GPIC.

The package included other accessories like special Generator set Control Panel, IP55 Enclosure, Remote Radiator, Dual Ni-CAD batteries with battery charger, MV Switch Gear, Neutral Grounding Earth Resistor, Auxiliary Transformer, F&G – CO2 Suppression System, SCADA System, 1200 kW Resistive Load Bank, installation, testing & commissioning at GPIC site.

The purpose of highlighting this big deal is mainly due to following reasons:

- **This is the first installation in Bahrain by any Generator Set suppliers which includes all above accessories.**
- **This is the biggest Generator Set with 11 KV Alternator installed by any Generator Set supplier in Bahrain.**
- **This is highest value single Generator Set supplied by any Generator Set supplier in Bahrain. The complete value of this project is USD 2,063,575/- (USD 2.06m).**

Background: Kanoo Machinery started working on this project in the year 2012 and finally with tremendous technical evaluation, GPIC awarded this project to Kanoo Machinery in November 2013. There was tremendous competition from Caterpillar, SDMO and two other Generator Set suppliers from Europe. The important factor was that GPIC wanted all the above items manufactured

in Europe or USA and wanted to meet their most critical specification. We worked closely with Cummins to meet the GPIC specifications and attended several meetings with experts from GPIC to convince them that we can handle and successfully execute such big-sized projects and we did it. The entire team of GPIC were very much happy & satisfied with our work, as this was the most critical project for them to be carried out during their shutdown.

We faced many challenges during execution of this project and learnt a lot while executing this project. The main challenge was the weight of the new Generator Set which is 56 ton and took lot of time and efforts to deliver this package at GPIC site. Another challenge was to remove old Generator Set and install new Generator Set at GPIC site, where there was very limited access for cranes and trucks. Moreover, GPIC had given us only 10 days' time to complete this installation which includes removal of Old generator set and install new package. We can proudly say that we took this challenge, worked day and late nights continuously and successfully completed the job in 10 days' time.

We thank the entire GPIC team who supported and cooperated with us right from the beginning of this project, Mr. Mohamed Tarrah who put pressure on Cummins to deliver all the materials in time, Mr. Omran and his team who were continuously working with Customs for around seven days to clear this shipment, Rajoo and Rosy who handled logistics part effectively by closely working with GPIC, BICS & Transporter, Manoj and his team who helped during installation of this package, NASS & Comsip whom we had appointed as our Mechanical & Electrical Contractors finished their job in time, Cummins team Shafiq & Bala who carried out commissioning at site and other team members. Overall, it was great teamwork and hence we were successful.



KANOO MACHINERY MAJOR PROJECTS

- Supply of over 25 Nos. of Generator Sets to Ministry of Interior ranging from 55 to 500 KVA includes 7 Nos. of 350 KVA Generator Sets installed inside Manama Police Fort
- Supply & Installation of 14 x C55D5 (S) Generator sets for various BAPCO Service Stations
- Supply of over 20 Generator sets to one of the major contractor - CHAPPO ranging from 22 - 550 KVA
- Supply & Installation of 3 x C550D5 (S) Generator sets to Ahmed Mansoor A'Ali running continuously for their factory
- Supply of over 15 Generator sets to Ahmed Mansoor A 'Ali ranging from 55 - 300 KVA in a single day
- Supply of 1 x 1400 KVA & 1 x 1675 KVA Generator sets to Lulu Hyper Market
- Supply of 3 x QSB 5.9 Marine Engines to US Navy
- Supply of over 8 Nos. of Generator sets to Cebbarco for Bahrain City Centre Project ranging from 110 - 550 KVA for site use
- Supply, install, testing & commissioning of 1100 KVA Generator set with ATS, Main Distribution Board, all Electrical work, Civil work at Shura Council
- Supply, load testing & commissioning of 4 x 1100 KVA Generator sets at Bahrain City Centre Mall
- Supply of 1100 KVA Generator set with Remote Radiator located at 25m height at Bahrain City Centre Hotel
- Supply of 70 Nos. of 22 KVA, 22 Nos. of 43 KVA & 4 Nos. of 1100 KVA Generator sets to VIVA, new telecom co. (Totally 96 Nos. of generator Sets as a single order)
- Supply of 1 x C1675D5 (O) & 1 x C350D5 (O) Generator Sets to National Bank of Bahrain
- Supply of 7 x C350D5 (S) Generator sets to BAPCO thru Cameron
- Supply of 550 KVA Generator set to Isa Town Sports Stadium
- Supply of 14 Nos. of Marine Generator Sets to Al Dhaen, major Boat manufacturer in Bahrain

- Supply of over 15 Nos. of Generator sets ranging from 80 - 1100 KVA to Abu Amer, one of the major Rental Company
- Supply of 8 Nos. of 350 KVA & 1 No. of 500 KVA Generator sets to ABB for various 220 KV sub stations in Bahrain
- Supply of 10 Nos. of 110 KVA & 5 Nos. of 275 KVA Mobile Generator Sets to Ministry of Electricity & Water
- Supply of 1 x 825 KVA Generator Set to Kanoo Tower
- Four Seasons Hotel - Supply of 2 x 1400 KVA Generator set with 11 KV Alternator & other accessories for Four Seasons Hotel, Bahrain
- GPIC - Supply of 1 x 2500 KVA Generator set with 11 KV Alternator & other accessories
- ALBA - Supply of over 30 Nos. of QSB 4.5 engines and 1 x QSB 6.7 Engine for their TECHMO vehicles
- APM Terminals - Supply of 10 Nos. of QSX15G9 engines to replace existing old engines for their RTG Cranes



BEST TRAVEL AGENCY GOES TO KANOO TRAVEL

WORLD
TRAVEL
AWARDS



Kanoo Travel was awarded the Best Travel Agency in Bahrain at World Travel Awards, Middle East for 2015.

World Travel Awards™ (WTA) supports, promotes and develops the global travel and tourism industry by identifying and rewarding excellence and inspiring its practitioners to continually raise the standards of their product and service offering.

Each year, WTA runs and governs a comprehensive program across a range of awards developed to recognize the industry's most vital sectors and product offerings. The awards reflect the range of products and service offerings of an individual company's travel and tourism industry.



KANOO TRAVEL AT THE ARABIAN TRAVEL MARKET 2015

Kanoo Travel participated in the Arabian Travel Market 2015 held recently in Dubai.

It is a travel and tourism event which is organized annually in Dubai that gives information on tourism destinations, accommodation options, tourism attractions and aviation industry in the Middle East.

It is a perfect platform for inbound and outbound travel and tourism professionals to be able to network and grow connections.





VISION 20/20 YBA KANOO EYE CAMP

YBA Kanoo organizes Free Open Day Eye Camp

In coordination with Optica WLL, Bahrain, YBA Kanoo organized a free Open Day Eye Camp for its staff at its Manama premises to ensure good health of its employees and support.

Optica WLL is Bahrain's leading name in the field of eye care and protection and sale of solar eyeglasses and products.

Mr. Nabeel Khalid Kanoo, a member of the Board of Directors stated that, "The contribution of this Open Day is to conduct eye diagnosis for each of the employees as it is a matter very dear to the heart of every human being in collaboration with a company specializing in this field. We seek this important initiative to establish health education and awareness to conduct such periodic examinations for early detection that is free from any visual problems."

It is worth mentioning here that Kanoo's policy attaches great importance to support the health, safety and environment of its employees. The initiative had a remarkable turnout of employees.

Moreover, Optica offers discounts ranging from 25% - 60% to our employees on branded frames & sunglasses, contact lenses and prescription lenses.*

* The discount can be availed for family members in the presence of the employee.





THANK YOU JOURNALISTS

On the occasion of Bahrain Journalists Day, Yusuf Bin Ahmed Kanoo organized a dinner for journalists and media at the K-Hotel recently.

Mr. Nabeel Khalid Kanoo, member of the Board of Director, expressed his sincere thanks and appreciation for the significant role that the Bahraini Press plays in the Kingdom in the interest of the citizens. He stated, "The companies, commercial sector and the public in general benefit through the extensive press coverage given in the media by these journalists and their hard efforts and excellent support go a long way as a means to contribute nation's timely news and events. The press is a pillar of sustainable development of free societies. I wish the reporters and Bahraini press the very best in their progress to portray Bahrain as a free society."

For their part, journalists appreciated the company's effort in organizing the event which encourages them to do even better in future.





MEDICAL CHECK UP

The International Medical Centre (IMC) visited our Kanoo Western Province (Jeddah) branch as part of their community outreach program. They provided free medical check-up for the staff.



EARTH HOUR

On Earth Hour day, millions had united to support the climate action. Kanoo Western Province was part of this event and the lights of building #2 were off from 8:30 to 9:30pm.





MOVING FORWARD TOGETHER

Yusuf Bin Ahmed Kanoo's Western Province hosted the annual staff dinner to its staff along the theme "Moving Forward Together". The Area Manager Mr Ahmed Fawzi Kanoo welcomed the staff on behalf of the Kanoo family and thanked them for their dedicated service.







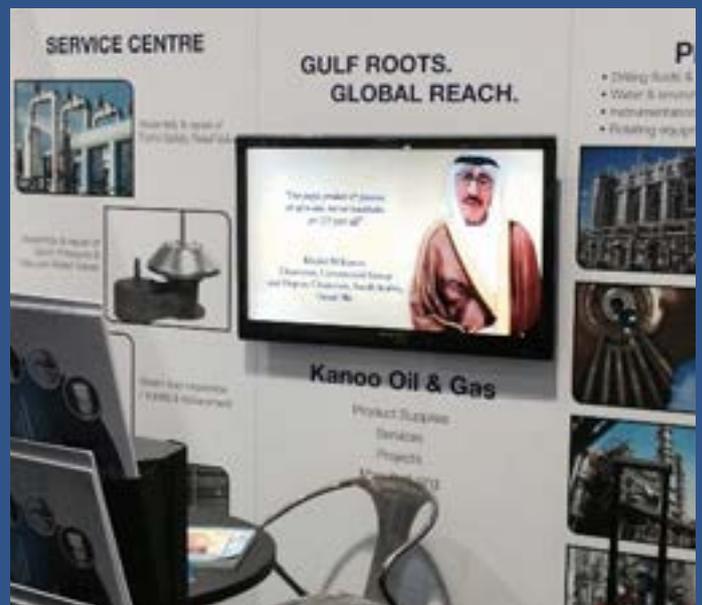
KANOO OIL & GAS IN HOUSTON, USA

Kanoo Oil & Gas, a unit of Yusuf Bin Ahmed Kanoo participated in the annual Offshore Technology Conference and Exhibition (OTC) 2015 in Houston, USA recently. This is the biggest Oil & Gas show in the world attracting more than 1700 companies. Kanoo Oil & Gas participated in this event for the first time ever. Saudi Aramco happens to be one of the main sponsors for OTC.

This event had a total registration of 87,000 visitors. Only two companies from KSA, Zamil Steel and YBA Kanoo participated. Kanoo Oil & Gas was represented by Manoj Tripathy, General Manager- Oil & Gas, Shaikh Razauddin, Operations Manager-Oil & Gas, UAE and Niaz Ahmed, Marketing Manager.

Kanoo Oil & Gas showcased the following in the stand:

- Corporate poster with a brief history of the company and different units like shipping, travel, cargo, machinery, power and joint ventures
- Products of Oil field supply and services
- Chemicals
- Service Centre
- The four Cs of Oil & Gas namely, competency, consistency, commitment and communication.
- Our slogan "Gateway to the Gulf".
- "Gulf Roots, Global Reach" with our competence areas of products, services, projects and manufacturing.
- Kanoo Oil & Gas movie specially designed for this event. This movie has the history of the company, different units and a detailed presentation of the activities of Kanoo Oil & Gas.



We distributed Kanoo Oil & Gas brochures, a pen with the Kanoo logo and a carry bag designed and made on recycled paper.

Our partners, Curtis Wright, Peco Facet, Rocol, Donaldson, Cortec and Koch Chemtech visited our booth.

On-site observation and takeaways:

- People wanted to know the objective for participation of a Gulf company
- Many companies from US and also other countries wanted to partner with us in the Middle East, including companies from Nigeria
- Principals curious and pleased with our presence.
- There was a Middle Eastern flavour to our booth, dates became popular.
- Launched us on the global stage. Very positive impact for the image of the company.
- Very positive opinion created in the minds of customers /visitors from the Middle East.
- Opportunities for business development were created for not only Oil & Gas but also for Machinery and Power & Industrial Projects.



Six companies covering process equipment, rotating equipment and instrumentation evinced interest in partnering with us:

- Protubo Piping Solution
- Vinir Engineering for environmental solutions.
- Heblem Oil & Gas SDN BHD, Malaysia for services.
- Pyramid Instrumentation & Electric Corporation
- Petrol Instruments for PD meters
- Meso Coat for innovative coating solutions. Interested in a JV with Oil & Gas for the Gulf.
- Pettibone LLC, a company manufacturing heavy machinery specifically for the O&G sector. A potential partner for Machinery
- Arvos Incorporation of Ljungstom, manufacturing air preheaters and having installations in the Kingdom. A potential partner for P&IP
- The sheer number of activities of Kanoo have surprised many
- As a team, we have come back satisfied and confident at the success of the event
- Overall a positive impact created about company.



- **Official Receptions for Networking:**
- Our team represented YBA Kanoo in the following official dinner receptions hosted during the course of OTC 2015, where networking happened with top executives from different companies.
- Reception hosted by Bilateral Arab Chamber of Commerce
- Reception hosted by US – Saudi Arabian Business Council
- Reception hosted by: Saudi Aramco

The Kanoo Oil & Gas Team comprised of Manoj Tripathy, Razauddin Shaikh, Niaz Ahmed with the booth hostess Amanda Pike.

The system is designed in a modular form, so it can be expanded as required and as space becomes available. This makes the system suitable for a wide variety of situation. The system is the result of co-operation between Yusuf Bin Ahmed Kanoo and a group of Korean companies who contributed to the design and configuration that enables solar power to be fed into the power supply of a building to supplement the supply from the grid.





KANOO FREIGHT CRICKET CHAMPIONS

The 18th Kanoo Inter-Divisional Cricket League (2014 - 2015) of Western Province branch was held recently. The final game was between Kanoo Freight Vs Kanoo Group.

Kanoo Freight won the Cricket League (2014 - 2015) and was awarded with a trophy.





BLOOD DONATION CAMPAIGN

In coordination with the King Fahad Hospital – Dammam, YBA Kanoo had recently organized a blood donation campaign at its branch office in Dammam, Saudi Arabia. The campaign sparked an overwhelming response from the staff.

The campaign is in line with the Group's concern to support humanitarian and social issues, especially for those who are in need to overcome health-related concerns. Kanoo maintains an active and integrated role in the process of building a society based on solidarity of its workforce.

The blood donation campaign clearly demonstrates the awareness and firm commitment of the Company.





INTRODUCING KANOO MACHINERY NEW HYSTER & UTILEV FORKLIFTS

Kanoo Machinery launches new Hyster and Utilev technologies in the UAE

Kanoo Machinery, a member of The Kanoo Group hosted a Materials Handling Event at its Abu Dhabi and Dubai premises recently to demonstrate a new range of Hyster® and UTILEV® forklift trucks equipped with the latest innovations and accessories, into the UAE and GCC market.

The purpose of the Materials Handling Event was to reveal Kanoo Machinery's range of premium, standard and utility Internal Combustion Engine (ICE) forklifts to guests, suppliers and customers in the region.

As the authorised Hyster and UTILEV distribution partner in the Kingdom of Saudi Arabia (KSA), Bahrain, the United Arab Emirates (UAE) and Qatar, Kanoo Machinery introduced the Hyster Fortens for premium, feature rich forklifts and the new Hyster TX for tough, self-service and lower cost forklifts in 5 capacities ranging from 1.5-3.5 tonnes, with engine options covering diesel, LPG, petrol or dual fuel to meet a wide range of applications requiring streamlined solutions, from logistics to manufacturing, agriculture and construction. In addition, Kanoo Machinery also featured a lower intensity, utility range from UTILEV, a sister NACCO Materials Handling Group (NMHG) company.

NMHG is a leading global designer, engineer and manufacturer of materials handling equipment offering the most comprehensive range of these type of trucks in

the industry. NMHG provides unparalleled global product support for Kanoo Machinery as the Hyster dealer in the Middle East. In 2011, NMHG began introducing the UTILEV range of affordable forklift trucks, which deliver reliable and cost-effective materials handling solutions for certain industries and applications, particularly where users require equipment without advanced functionality or attachments.

Mr. James Newman, Area Business Director – Middle East & Africa, NMHG, said, "Our mission is to deliver high-quality, application tailored lift trucks, offering the lowest cost of ownership, outstanding parts and service support and best overall value to customers all around the globe."

According to Mr. Deon Klerck, Divisional Manager, Kanoo Machinery, "Innovation continues to be a very important value for Kanoo Machinery. For us a big part of this involves understanding and responding to customer requirements. The material handling equipment industry in the Middle East market is quite different from elsewhere in the world and requires solutions that are specific to the region".

Mr. Michael Phelan, Territory Manager, Middle East & Africa, NMHG, made the introduction of 3 Tiered ICE Forklift truck offering across the GCC. He explained, "With three levels of products, we now have a solution to suit every business in the region, allowing us to match a truck's ability to customer requirements exactly."



The Hyster® Fortens – Premium Forklifts

The Hyster® Fortens is widely regarded as one of the toughest and most advanced forklifts in the world, featuring highly developed electronics. The Fortens models feature electronically controlled DuraMatch™ transmission, with one and two speeds respectively, providing: Auto Deceleration System (ASD), controlled power reversal and controlled roll-back on ramps; Fortens Advance+ models feature a DuraMatch™ Plus2 transmission, providing: throttle response management, dynamic auto deceleration system, auto-speed hydraulics with automatic inching control; first gear with increased draw pull for use on gradients, and second gear for maximum efficiency for longer travel distances. The operator compartment features class-leading ergonomics to maximise driver comfort and productivity. It is the fastest and easiest lift truck to service. With proven reliability in extreme 24/7 operations, the Hyster Fortens is packed with many features that help optimize driver performance and deliver a low cost of ownership.

New Hyster® TX – Standard Forklifts

Described as «Hyster, pure and simple», the TX series is built to deliver reliability and strength, combined with straight-forward servicing, at an attractive price to suit the majority of businesses in the region.

As tough as any Hyster product, the new TX series is an essential truck for the Middle Eastern market with an excellent package of core features such as proven reliability in high ambient temperatures and demanding environments found in the Middle East.

The 1.5-3.5 TX series is manufactured to ISO standards at the NMHG state-of-the-art manufacturing plant in Obu, Japan. It has features such as ergonomically designed operator compartment, swing down gas tank, counterweight, engine cover, hydrostatic steer axle, advanced dash display, hydraulic controls, Hyster® Vista™ Mast, steer column, hassle-free hydraulics, integral side shift, heavy duty drive axle and removable floor plate.

The Hyster TX has 2-stage and 3-stage mast options of up to 6580mm, are J-hook mounted for less wear and easier maintenance. It features Hyster® Stability Mechanism™ (HSM) which reduces truck sway during turns, thus improving lateral stability and ensuring confident travel over uneven surfaces.

The truck can be customised to suit a vast range of applications with optional integral side shift carriage and various front end attachments. A power shift transmission, with heavy duty clutch plates and a full floating heavy-duty drive axle, gives enhanced dependability for a longer service life. Self-adjusting brakes provide an excellent inching and stopping power, and the hydrostatic steer axle gives excellent steering control for easy manoeuvring in any busy operation.

The Hyster TX is a tough and simple truck for the standard market place.



UTILEV® – Utility Forklifts

The UTILEV range of forklift trucks delivers reliable and cost-effective solutions for applications across many industries, particularly where users require equipment without advanced functionality or attachments. Simple to operate and easy to maintain, UTILEV forklifts use proven, high quality, robust components, and have excellent cooling. They are ideal for operations where the truck is required to work for limited periods in the working week.

The UTILEV ICE forklift trucks are designed to meet the needs of light-to medium-duty operating environments while keeping your operating costs low.



KANOO MACHINERY AT AUTOMECHANIKA

Kanoo Machinery highlights premium product range at Automechanika Dubai 2015

Kanoo Machinery took part in the 13th edition of Automechanika Dubai as a strong platform to reach out to its diverse stakeholders and customers in the region, which was held on 2nd-4th June 2015 at the Dubai International Convention and Exhibition Centre. The recently concluded event is the largest automotive aftermarket platform for the Middle East and Africa.

Participants at Automechanika Dubai 2015 grew by 11% this year, with 1,696 exhibitors from 59 countries, bringing together world renowned manufacturers, suppliers and service providers in contending to claim a share of the fast-growing regional automotive aftermarket projected to hit \$16.5 billion by 2020. During the exhibition, Kanoo Machinery showcased its full range of genuine parts, accessories, and services for distinguished brands such as Perkins, Hyster, Bobcat, Grove, Tennant, IPS Middle East, SUN-TWS, Hitachi, Massey Ferguson, Lincoln Electric and Sullair as the authorised dealer in the UAE and the region, aimed at targeting the local as well as international audience.

Moreover, Kanoo Machinery also displayed its product offering called Remote Monitoring System (RMS), an intelligent software with real-time GPS tracking device that can be integrated to the machines to proactively monitor and manage asset performance 24/7. This feature-rich system provides control for numerous operations such as driver identification, geo fencing, speed limit, service alerts, idle alerts and engine alerts, and also provides notifications on critical machine performance before breakdown occurs, thus increasing efficiency and uptime.



The surge in participation and interest among international aftermarket majors as well as local players for auto parts and equipment is a prime indicator for uptrend business progression — the Automechanika Dubai's pattern of sustained double digit growth and the immense demand for this burgeoning market across the region. Kanoo Machinery's Parts team contributed to the success of the event participation which was generally organised by Mr. Khumar Anwar, Mr. Sreekumar Sahadevan, Ms. Analee Munoz and Mr. Naveen Kumar, under the leadership of Mr. Deon Klerck.

According to them, the trade fair generated a very positive lead for Kanoo Machinery, with over 141 key decision makers who visited the stand. 40% of the total were manufacturers, and some were export traders in the region, from Saudi Arabia, Bahrain, India, etc. Overall, there are about 20-25% potential customers who are keen to discuss the business in advance.

Comprehensively, Automechanika Dubai attracted over 28,709 visitors from 130 countries which is geared up to supply the intermediate markets on the latest trends and solutions in the automotive aftermarket industry, from all over the world.



KANOO ENERGY AT TANK WORLD FORUM

The 3rd Tank World Forum and Expo 2015 was held in Dubai recently.

This forum was organised by the Ministry of Energy, UAE and supported by Aramco, Enoc, Horizon Terminals and Gulf Petroleum.

Kanoo Energy, UAE participated in this event with its partner, CORTEC, Middle East showcasing corrosion protection products and services for tanks and tank farms like hydro testing. The event was a focused one where experts related to the field from Aramco, Enoc, Horizon Terminals and Gulf Petroleum visited the event and YBA Kanoo booth. This event has reinforced Cortec and Kanoo as one of the major players in the field of tanks.



KANOO ENERGY GOLD SPONSOR AT WETEX

Kanoo Energy, a member of The Kanoo Group (UAE) participated in this year's 17th edition Water, Energy, Technology and Environment Exhibition (WETEX) held at the Dubai International Convention and Exhibition Centre recently as a Gold Sponsor.

WETEX 2015 is held under the Directive of HH Sheikh Mohammed bin Rashid Al Maktoum (Vice President and Prime Minister of the UAE and Ruler of Dubai) and under the Patronage of His Highness Sheikh Hamdan bin Rashid Al Maktoum (Deputy Ruler of Dubai, Finance Minister of the UAE and President of DEWA). It is the largest regional event of its kind, now in its 17th edition, which attracted 16 Strategic Sponsors, 10 Platinum Sponsors and 32 Gold Sponsors from 44 countries. The exhibition had more than 700 companies participating.

Kanoo Energy, in their stand showcased the following:

- Diesel Genset from AJ Power
- Electrical & Diagnostics Products
- Engineering Supplies
- Power Solutions
- Health Safety & Environment
- Corrosion Protection
- Workshop Solution
- Services

The stand was visited by Mr Fahad Fawzi Kanoo - Executive Director, UAE (The Kanoo Group), Mr Bob Curtis - CEO, UAE & Oman, Mr Abrar Khan - General Manager, P&IP (YBA Kanoo) and Mr Raman Marwaha - Commercial Manager, Kanoo Energy, UAE. A number of meetings were conducted at the booth as organized by Mr. Abrar Khan and assisted by Mr. Raman Marwaha, with leading companies like DEWA. Many visitors from DEWA, FEWA, SEWA and other companies paid a visit to our booth and were briefed about our products and services.





A gala dinner was arranged at the Grand Hyatt, Dubai attended by key regional leaders in the industry. Mr. Fahad Fawzi Kanoo & Mr. Bob Curtis were guests of honour in the event, in the presence of H.E. Saeed Mohammed Al Tayer. Senior officials of The Kanoo Group also graced this event wherein Kanoo Energy received a memento from the CEO of DEWA.





KANOO SHIPPING FIRST CHOICE FOR NATIONAL DRILLING COMPANY

Kanoo Shipping, U A E has successfully provided shipping agency services for National Drilling Company (NDC), Abu Dhabi and arranged all Port, Immigration and Customs related clearances for their Jack-up drilling rig, the “Butinah”, from Lamprell Shipyards in Sharjah to its drilling location in the Zakum Field off Abu Dhabi.

The “Butinah” rig now joins its sister rigs, the “Makasib” the “Muhaiymat”, the “Qarnin”, the “Marawwah” and most recently the “Shuwehat” which was delivered in December 2014. These have been chartered to ADNOC.

This successful operation was possible due to close teamwork and the strong relationship between Kanoo Shipping offices in Abu Dhabi, Dubai and Sharjah vessel clearance, project and management teams.

Kanoo Shipping looks forward to offering Shipping Agency and related services to all NDC Rigs in near future. NDC currently operates 17 Rigs and 01 Jack-up barge in UAE waters.

NDC is very happy about Kanoo Shipping services and NDC is willing to extend their relationship in other Shipping areas such as chartering of tugs and providing heavy lift vessels for carrying their Rigs worldwide.

KANOO MACHINERY PARTS IN FUJAIRAH

Kanoo Machinery announced the opening of its new branch for Parts Department which is strategically located on Al Hayl Block G, Fujairah, as part of its initiative to constantly deliver enhanced services to all its customers.

During the announcement, Kannan Chandrasekaran, Divisional Manager (Sales), Kanoo Machinery said,

“Kanoo Machinery continuously invests on infrastructure projects to provide support for all our customers. We are pleased and it is our pleasure to unveil our new branch in Fujairah which is now open and fully operational. We therefore request all our principals and customers to visit us.”

The Fujairah Branch and Parts Counter will be managed by Mr. Nasar P. Mohammed as branch in-charge. At present, Kanoo Machinery has an excellent distribution network across the UAE to cater to all its customers in ensuring the availability of Parts requirements anywhere through their branches in Dubai, Sharjah, Abu Dhabi, Al Ain and Ras Al Khaimah, with new branches opening in Mussafah, Bida Zaid and Al Awir.

Furthermore, Kanoo Machinery offers over 18,000 part lines to consumers, making it possible to deliver the ordered parts almost overnight across the U.A.E.



The locational address is:

Kanoo Machinery LLC
Fujairah Branch and Parts Counter
AL HAYL Block G, Fujairah
UAE

Tel: +971 9 223 0919

Fax: +971 9 223 0929

Mob: +971 50 599 7315

E-mail: nasar.muhammed@kanoo.com

WELCOME ON BOARD

We are very happy to welcome the latest recruits to the YBA Kanoo family.

You are all joining us at an exciting time of year, as we are moving forward into a bright future of ITQAN. We are hopeful that with your fresh ideas and enthusiasm, this will be one of our best summers yet!

BAHRAIN

ABBAS ALI HAIDER BOARDING REPRESENTATIVE KANOO SHIPPING	YUSUF AHMED AL JASSAS SUPERVISOR KANOO CARGO SERVICES	SAMEEULLA NASIR AHAMAD GARDENER KANOO PROPERTY	JAISON JOHN KURIAN SR TRAVEL CONSULTANT KANOO TRAVEL	SUSANNA JAYAMOHAN SR TRAVEL CONSULTANT KANOO TRAVEL	YAJUMAN BABU ASST. MANAGER OIL & GAS - OFSS
ASHRAF YAKOOB KHAN SALES ENGINEER OIL & GAS - OFSS	MAARTEN GEERAERTS SENIOR LEGAL MANAGER GROUP - LEGAL DEPT	VENKATA ANAND PAPPU CIVIL ENGINEER KANOO PROPERTY	YESUBABU PATI WATCHMAN KANOO PROPERTY	ISHTIAQ AHMED WATCHMAN KANOO PROPERTY	IQBAL MALIK ZAHID WATCHMAN KANOO PROPERTY
MOHAMED JAMEEL SABT DRIVER BICS DEPT.	EDWARD HUW RAWLES HR RECURITMENT MANAGER GROUP - HR DEPT	ARIANNE AGUILAR CUSTOMER SERVICE AGENT KANOO TRAVEL	MOHD TASHHIR ALAM GARDENING SUPERVISOR KANOO PROPERTY	SAFA JAAFAR GHULOOM P.A. / OFFICE MANGER KANOO PROPERTY	

KSA

MOHAMMED AL RAFAEI ASST. MANAGER - MAINT (GLRC) KANOO RENTAL	FATH AL SHOMAN BUSINESS DEVP. MANAGER KANOO TRAVEL	SULAIMAN AL SIHLY TRAINEE KANOO SERVICES	ALI SALIM ATA CUSTOMS BROKER KANOO CARGO	RAJI AHMED AL NAMAH BOARDING CLERK KANOO SHIPPING	ABDULLAH AL GHAMDI BOARDING CLERK KANOO SHIPPING
ALI FAHAD AL MARRI BOARDING CLERK KANOO SHIPPING	EISSA BU HAMAD CUSTOMS BROKER KANOO CARGO	MOHAMMED AL MASHAD TRAINEE TRAVEL ASST. KANOO TRAVEL	HUSSAIN AL MANSOOR TRAINEE TRAVEL ASST. KANOO TRAVEL	MUNIF AL HAJRI TRAINEE TRAVEL ASST. KANOO TRAVEL	AHMED AL KUAYBI TRAINEE TRAVEL ASST. KANOO TRAVEL
MOHAMMED AL AWAMI TRAINEE TRAVEL ASST. KANOO TRAVEL	MOHAMED ABDELMAIGID ACCOUNTANT KANOO GROUP	ROOMI QURESHI ASST. SALES MANAGER OIL & GAS - -OFSS	NORIEL JOSE ATIENZA EXECUTIVE SECRETARY KANOO TRAVEL	ERIC PAWA AN MARAVILES TECHNICIAN KANOO PROPERTY	RANDY OROCEO DICHOSO SERVICE ENGINEER KANOO SECURITY SYSTEMS
MUHAMMAD SOHAIB SALES ENGINEER OIL & GAS - OFSS	PATRICK JOSEPH LAHEEN TALENT ACQUISITION MAN. KANOO SERVICES	VYAPURI MANIVANNAN SENIOR FINANCE MANAGER KANOO GROUP	WAEEL MOHAMED AHMED ACCOUNTANT KANOO GROUP	KHALID SALIH ALGHAMDI MEET & ASST. REPRESENTATIVE KANOO SHIPPING	FALAH HAMID ALFAIDI BOARDING CLERK KANOO SHIPPING
ZIYAD SAEED ALGHAMDI MEET & ASST. REPRESENTATIVE KANOO SHIPPING	HASSAN AL ZUBAIDI OPERATIONS EXECUTIVE KANOO CARGO	HASAN HAMAD AL YAMI PROJECT COORDINATOR KANOO CARGO	HATIM AL ASMARI TRAINEE KANOO TRAVEL	MONA RAFA ALAMRY TRAVEL CONSULTANT KANOO TRAVEL	AMANI AQEEL AL ZAIN TRAINEE KANOO TRAVEL
SRI VATHSAN JEEVARANAM ADMINISTRATOR KANOO RENTAL	KHALED YAHYA MAHZARI TRAINEE KANOO SERVICES	MEERAN MOHIDEEN ABBAS DRIVER KANOO CARGO	SAMI AL ASMARI TRAINEE KANOO TRAVEL	AMANI ABDULLAH AL SAAD TRAVEL CONSULTANT KANOO TRAVEL	ABDULLAH AL DALBAHI CUSTOMER CO-ORDINATOR KANOO MACHINERY
ALFREDO JR SORBITO FILIPINO TECHNICIAN KANOO RENTAL	IBRAHIM ALMUQREN ADMINISTRATION ASST. KANOO SERVICES	SUHAIB AL ABDULHADI IT SPECIALIST KANOO SERVICES			

UAE

ANAS BIN RAFAT P.A. TO THE DEPUTY CHAIRMAN KANOO GROUP	HIRAL HASMUKHLAL MEHTA SENIOR TRAVEL CONSULTANT KANOO TRAVEL	GURUPRASAD SHETTY SALES ENGINEER KANOO MACHINERY	ARULRANJAN ARULANANTHAM SECURITY GUARD KANOO PROPERTY	SANU JOS CUSTOMER SERVICE CLERK KANOO RAPID	SURJIT RAM WIRE ROLLING MACHINE OPERATOR BRC
RANDY ESGANA PANTALEON GENERAL TECHNICIAN KANOO MACHINERY	ADNAN USMAN AFTERMARKET SALES EXEC. KANOO MACHINERY	MUHAMMAD JAVED WELDER KANOO ENGINEERING	PURNA BHADUR THAPA WELDER KANOO ENGINEERING	MANOJ PRATHVI PINTO SERVICE ENGINEER TRAVEL CONSULTANT	SUNETH A.SIRIWARDANA 3RD ENGINEER KANOO ENGINEERING
LAWRENCE XAVIER D SILVA SENIOR DETAILING ENGINEER BRC	SAROJ KUMAR YADAV REBAR SHEAR LINE OPERATOR BRC	SUNIL SUKUMARAN FABRICATOR KANOO ENGINEERING	MELCHOR BULLON FLORIDA TECHNICIAN KANRENT	KISHAN GANAPAIAH ESTIMATION ENGINEER KANOO ENGINEERING	KHAMIS OMAR K ALMENHALI PUBLIC RELATIONS REP. KANOO SERVICESS
MEER ABBAS ALI MEER OFFICE CO-ORDINATOR P & IP	SANTHOSH POTTARAIKKAL SENIOR SALES ENGINEER KANOO MACHINERY	ROLLY LUAREZ ONG GENERAL TECHNICIAN KANOO MACHINERY			