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You have the power to defeat it

COVID-19 is still a threat. But we have the advantage to defeat it. Because the virus needs us to survive and spread.

Don't give it that chance.



Motaz A. Al Mashouk and Hasan J. Al Zahrani appointed as Executive Directors

Motaz A. Al Mashouk was appointed as the executive director of Engineering Services effective Dec. 1, 2020. Prior to this position, he was the general manager, Maritime, Building and Infrastructure Project Management, since February 2019. Al Mashouk was responsible for executing a portfolio of building and infrastructure projects with a value exceeding SR 75 billion. These projects include large-scale housing developments, public buildings, maritime facilities, and transportation infrastructure.

During this time, Al Mashouk has also had several acting positions, including vice president of Project Management and vice president of Engineering Services. He had previously served as the general manager of Community Infrastructure & Public Projects, beginning in April 2016, after serving as general manager of Public Service Project Management, beginning in September 2012.

Prior to that, Al Mashouk had been general manager, Southern Area Projects Management, from April 2010 to July 2011. He had also been manager, Project Management Of-



Motaz A. Al Mashouk



Hasan J. Al Zahrani

ice Department, from July 2008 to April 2010 following an assignment as manager, Southern Area Projects Department.

Al Mashouk joined Aramco in 1995 as an engineer in the Consulting Services Department, progressively assuming the positions of specialist, consultant, and senior consultant before taking on a number of supervisory and managerial roles.

Al Mashouk holds a B.S. degree and a Ph.D. degree, both in Civil En-

gineering from the Imperial College of Science, Technology and Medicine in the U.K. He also holds an MBA from the Massachusetts Institute of Technology.

Hasan J. Al Zahrani was named executive director of Power Systems effective Dec. 1, 2020. Prior to this position, he was assigned as the general manager, Downstream Project Management, responsible for the execution of a portfolio of hydrocarbon and infrastructure projects, since July 2015.

Al Zahrani has extensive experience covering oil and gas operations, capital projects management, facilities planning, and corporate engineering functions.

Prior to his current assignment, he was president & CEO of Luberef — a Saudi Aramco-Jadwa joint venture — from Dec. 2012 to May 2015.

Al Zahrani led the Consulting Services Department (CSD) for several years. CSD is considered the technical think-tank in several engineering disciplines serving all surface production facilities.

He was head of Facilities Planning, which is responsible for planning and developing capital investment programs, and has also served as manager of Production Facilities at various onshore and offshore oil and gas fields.

Al Zahrani, who joined the company in 1980, has a B.S. degree in Mechanical Engineering from King Fahd University of Petroleum and Minerals, an MBA from the University of Hull, and a Ph.D. in Engineering Management from Dublin City University.

Your voice

Take the time to be grateful for friends, family, and those around us



By Mahvish Baig
Dhahran
Mahvish3@yahoo.com

Time is a strange thing. We get delusional, delaying important things in our lives, thinking that we have all eternity to do them. We lead our lives in a reckless way, failing to realize the fact that time is running out and slowly slipping through our hands.

We have many people in our lives, each deserving some kind of human courtesy from us. But we often fulfill our relationships and obligations casually without realizing that with each passing day and with each ticking of the clock, a part of us is gone.

Many times, the daily grind takes its toll on our relationships. We start taking people and things

around us for granted. We assume there will always be a time to say "thank you," "sorry," or a simple "I love you," until a moment of truth comes to us — the moment of our death. It takes away the opportunity from us to express our feelings.

We face a moment when we wish to have a little more time in our lives. Time to be more susceptible and more responsive to our fellow beings. If only we had expressed ourselves openly and appreciated things around us more. Wishing we had taken care of people around us a little more than we actually did. But the irony of the fact is that once the clock stops, we have no chance to do anything about it.

Let's wake up and realize that now is the time to take action — while the clock is still ticking. There's still time to embrace those chances that come our way to appreciate people in our lives. There's still time to show our gratitude and apologize wherever and whenever it's due.

Let's make a pledge not to take things for granted anymore. Remember to take a moment every single day to thank and appreciate the people around us.

Let us work together toward showing our emotions and never lose our priorities by getting lost in the daily grind of our lives. Let's take charge of our lives while the clock is still ticking.

Amin Nasser recognized by peers for excellence at industry awards

Dhahran — Aramco president and CEO, Amin Nasser, received The Chemists' Club Kavalier Award, sponsored by Independent Commodity Intelligence Services (ICIS) in a virtual event on Thursday, Dec. 3, 2020.

The event featured a fireside chat between Nasser and ICIS Chemical Business' global editor Joseph Chang and Roland Stefandl from The Chemist Club, in which Nasser discussed Aramco's business strategy, outlook, and how the company is positioning itself for the future.

Nasser's Kavalier Award is in recognition of achievements in Aramco and in the chemicals industry at large, as voted by his peers in the ICIS Top 40 Power Players — a global ranking of the leaders making the greatest positive impact on their companies and the industry.



Amin Nasser was presented with the award at a virtual event last week.

'Their award too'

"I am proud to accept this award on behalf of the thousands of men and women of Aramco who are showing great determination and resilience in a year that has been unlike any in our lifetime," Nasser said. "This is definitely their award too."



"I have known Amin as a professional and as a visionary member of the Aramco executive team. I have always admired his strong character, his relentless work ethic, his empathy, his humility, and his incessant drive for results.

— Abdallah S. Jum'ah,
former Aramco
president and CEO

"Despite COVID, and all its challenges, our work is going on at Aramco and we are continuing to pursue our long-term strategy to be a bigger player in chemicals through projects here in the Kingdom of Saudi Arabia and around the world," Nasser added. "The progress we have made is just the beginning of a major transformation positioning Aramco for the future."

During the selection process, industry peers invited by ICIS and the Chemists' Club voted for three individuals based on achievement in one or more of the following categories:

- Profitability or shareholder value
- Environmental, social, governance
- Innovation in technology, product, business process
- Merger and acquisition or projects

Online discussion

In an online panel discussion with Chang and Stefandl, Nasser laid out his vision for the company's future, and indeed the future of the energy industry.

"Energy transition is a key topic in any discussion of the future of energy," Nasser said. "At Aramco, we recognize that new energy sources will play an important role in creating a sustainable energy future. However, we also believe that the transition will be gradual and won't be an easy road or path. The reality is that conventional and new energy sources will run in parallel for many decades to come."

Access to energy and reliable energy systems are critical to ensure

"I am proud to accept this award on behalf of the thousands of men and women of Aramco who are showing great determination and resilience in a year that has been unlike any in our lifetime.

— Amin Nasser

Nasser said. "I see it as part of the global energy mix for decades to come."

Abdallah S. Jum'ah, former Aramco president and CEO, congratulated Nasser for winning the 2020 Kavalier Award.

"I have known Amin as a professional and as a visionary member of the Aramco executive team. I have always admired his strong character, his relentless work ethic, his empathy, his humility, and his incessant drive for results," Jum'ah said. "How many businesses executives have been faced with opportunities and challenges that Amin has in the last two years from the successful Aramco IPO to the acquisition of SABIC to dealing with horrendous attacks against Aramco facilities to steering the company during this difficult COVID-19 era? Amin, you make us all proud."

Other esteemed recipients

Previous winners of the ICIS Kavalier Award include CEOs from some of the world's top chemical companies, including Lyondell-Basell CEO Bob Patel (2018, 2019), BASF CEO Kurt Bock (2017), INEOS chairman Jim Ratcliffe (2016), former Dow Chemical CEO Andrew Liveris (2015), former Lyondell-Basell CEO Jim Gallogly (2014), and former PPG CEO Charles Bunch (2013).

ICIS is a trusted source of information for global energy, chemical, and fertilizer industries. The Chemists' Club is a nonprofit educational organization founded in 1898 with the goal to "promote the interests of chemists and those interested in the science and applications of chemistry."



Amin Nasser
receives
Chemist's Club
Kavalier award.

Driving green initiatives

Aramco's CO₂ EOR demonstration project at 'Uthmaniyah receives the Asia Corporate Excellence and Sustainability (ACES) award in the 'Green Initiative Award' category

Dhahran — Aramco's carbon dioxide enhanced oil recovery (CO₂ EOR) demonstration project at 'Uthmaniyah has received the Asia Corporate Excellence and Sustainability (ACES) Award in the "Green Initiative Award" category. The ACES Award is an international respected venue that recognizes sustainability efforts cross-industry and across Asia. This is the first time Aramco has been recognized by this award for the CO₂ EOR demonstration project's sustainability efforts. The project has now received a total of eight international awards during the last four years, exemplifying the company's superb efforts in sustainability.

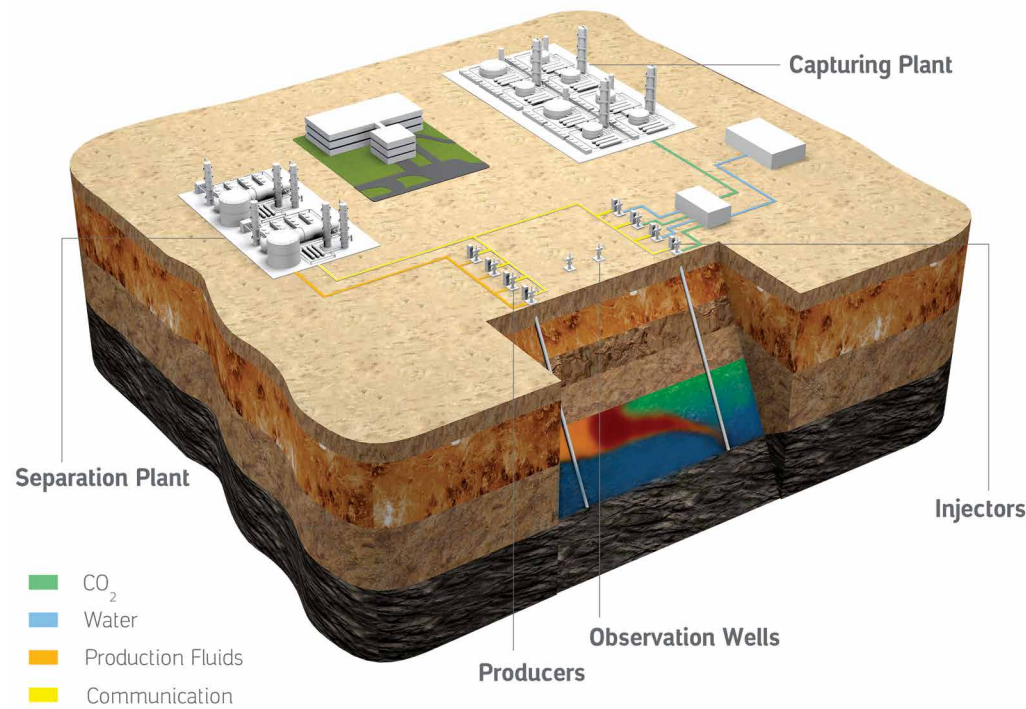
Carbon Capture Utilization and Storage (CCUS)

Capturing and storing CO₂ underground has the potential to reduce global emissions significantly. CCUS is the process of capturing waste CO₂ from large sources, such as power and gas plants, and depositing it underground for storage so it will not enter the atmosphere.

"We are committed to reducing greenhouse gas emissions by focusing our research, development, and funding on high impact technologies that reduce cost and create significant environmental advantages," Saudi Aramco president and CEO Amin Nasser said during an Oil and Gas Climate Initiative (OGCI) event. OGCI is a partnership of 13 national and international oil companies that strives to reduce greenhouse gas emissions from the industry.

First CCUS project

Aramco launched the Kingdom's first CCUS and CO₂ EOR project at 'Uthmaniyah. This project strives to demonstrate the enhancement of oil recovery while supporting the company's sustainability efforts, reducing the carbon footprint through proper capture and utilization of CO₂. It is the first of its kind in the Middle East in terms of scale and operation, and one of the largest in the world.



A 3-D model of the CO₂ capture plant, injection, production, and processing facilities.

CO₂ injection started in July 2015. The project involves capturing a large amount of CO₂ per day that would have been otherwise emitted into the atmosphere, compressing the CO₂, and piping it across 85 km, and injecting it into a watered out zone of the 'Uthmaniyah field — part of the giant Ghawar field.

"Reducing greenhouse gas emission has been a top priority for our Upstream operations for several years. This includes near zero flaring and CO₂ capture and sequestration in our giant oil fields," said Nasir K. Al-Naimi, acting business line head of Upstream. The project has been an epitome of multidisciplinary and multidepartmental teamwork. It was started with in-house research, followed by the capture facilities' design at the Hawiyah NGL plant, pilot design, drilling of injection, production, and observation wells, tie-in with the gas-oil separation plant, injection of CO₂, and a comprehensive

monitoring and surveillance program to evaluate the project.

"The primary objectives of the project are to permanently sequester a portion of the injected CO₂, and enhance oil recovery beyond water-flooding — a win-win technology solution," said AbdulHameed A. Al-Rushaid, vice president of Petroleum Engineering & Development. The demonstration project is uniquely designed as an intelligent field project. The entire infrastructure — CO₂ capture plant, pipelines, injection manifold; injection, production, and observation wells; wellheads, fluid handling facility, etc. — is fully instrumented to provide real-time data for monitoring and surveillance purposes.

State-of-the-art communications

The project's state-of-the-art communication system allows reservoir engineers to capture and leverage sensor-based data across the whole spectrum to monitor and control the project's performance in real-time as well as improve efficiency, sustainability, quality, and safety.

That integrated approach has paid off substantially. Since the initial injection of CO₂ in 2015, the production rates have more than tripled and about 60% of the injected CO₂ has been permanently sequestered.

The project is an excellent example of Aramco providing, and actually implementing, innovative solutions to address the issue of global climate change. During the past four years, the project has been recognized with eight prestigious international awards.

"The demonstration pilot is part of Aramco's corporate carbon management strategy and road map. It demonstrates the company's pivotal efforts to proactively address global environmental challenges and reduce its carbon footprint. I am proud of the great teamwork by the project team from across the entire company," said Ashraf M. Al-Tahini, manager of EXPEC Advanced Research Center (EXPEC ARC), the department that spearheaded the project. It involves many of the firsts in terms of technology deployment, some for the first time in the Kingdom, some for the first time in the Middle East, and some for the first time in the world.

Reducing the carbon footprint

The removal and reduction of CO₂ emissions is part of a new initiative by EXPEC ARC on sustainability. It focuses on reducing the carbon footprint and intensity of Upstream's operations. The primary driver here is to balance profitability with sustainability.

The program strives to capture the impact of current technologies, identify new opportunities, develop, and deploy new solutions. It adopts the circular carbon economy framework and covers its "4R" pillars of reduce, reuse, recycle, and remove. Depicting the 4Rs on Upstream operations, four major areas have been identified as operational challenges, but at the same time, seen as sustainability opportunities. These areas are carbon sequestration, water management, operational lost time, and reducing material consumption.





Biodiversity in action: 'Abqaiq's Heaven' and 'Nature Reserve' launch

By Andreina Nunez

Abqaiq — As part of Community Services' (CS) continuous efforts to protect the Kingdom's biodiversity and to guarantee a greener and better future for our communities, on Monday, Dec. 7, 2020, Aramco's president and CEO Amin Nasser, officially launched two new facilities in Abqaiq: Abqaiq's Heaven and the Abqaiq Nature Reserve.

Following the Green Communities program, Abqaiq's Heaven and the Nature Reserve are novel additions to the multiple CS initiatives that have been developed within Aramco communities made to enhance the company's living environment, promote environmental awareness, and improve the quality of life.

A natural paradise

Located in the heart of the Abqaiq community and carefully designed by the Southern Area CS Department (SA CSD) team, Abqaiq's Heaven is a natural paradise that holds a sanctuary of colorful birds, vibrant plants, water features, fish and turtles, striving to preserve the environment and protect the biodiversity of Abqaiq.

Surrounded by abundance of vibrant, colorful flowers and the captivating melodious sounds of birds in the morning breeze, Faisal A. Al-Hajji, executive director of CS, along with Mohammad A. Al Sultan, CS Operations general manager and Mohammed A. Al Hajri, SA CSD manager, welcomed Nasser to the inauguration tour around the beautiful entrance scenery of Abqaiq's Heaven.

"Abqaiq's transformation through these initiatives is yet another example of Aramco's work in the communities and areas where we operate to ensure their biodiversity and natural ecosystems are protected and preserved," said Nasser.



President and CEO Amin Nasser views a map of the "Abqaiq Heaven" during an executive management visit to the sanctuary this week. During his visit Nasser inaugurated the 'Abqaiq Heaven' and "Abqaiq's Nature reserve."

Participants were guided to the landscaped grounds of the eastern side of the sanctuary and walked through the Path of Light, a 60 m arch with rows of carefully positioned sparkling LED lights, illuminating the pathways to the Citrus Garden, where a variety of flowers, lemon and orange trees are featured.

The journey continued to the Duck Garden, where a lovely crafted house was placed in the middle of a pond to be the new home of ducks and geese. The Flower Walk, containing more than 4,500 seasonal flowers and bounded by various trees, was the final path taken on the east side of this piece of heaven in the desert.

"We are delighted with this new addition, which will bring a new excitement to Abqaiq's residents and ultimately contribute to improving the quality of life. It is also in line with Aramco's contribution toward its Green Communities," said Hajji.

On the western side of this new green space, the group headed to the Leewan,

an elegant Arabic style gazebo located at the highest level of the facility. Recycled materials like palm leaves, wood, and ropes were used to build the structure of the pavilion, carefully put together in-house by the Abqaiq maintenance base crew.

Guests proceeded to witness the presentation of the specially designed aviary, haven for more than 1,500 birds, including the golden sparrow, turtle dove, fruit dove, Barbary dove, weaverbird, sandgrouse, zebra finch, diamond dove, common quail, Java sparrow, and peafowl. These birds are gathered and living peacefully in a crafted birdcage, decorated with 450 colorful handmade wood birdhouses and 300 woven small nests.

Moving through the surroundings of the sanctuary, the group admired the Heaven's waterfall, a marvelous cascade built with rocks collected from the community itself, with its calming and peaceful sound. Right in front of the waterfall, guests encountered the Peacock Plaza, home to two stunning peacocks who live in harmony with the environment and can be found beside one of

the main Abqaiq's Heaven seating and resting areas.

During a quick view into the Green House, Mohammad F. Al Khaldi, administrator of the Abqaiq Residential & Recreation Services Division, explained that this facility offers residents and visitors the opportunity to learn how to plant and harvest their own vegetables. Inside the Green House, participants witnessed a presentation about Heaven's Production Bank, a gift shop that will offer residents and visitors a wide range of seeds, fruits, and vegetables organically produced at Abqaiq's Heaven and the Abqaiq Community Farm.

The tour later stopped at the Flamingo Lake, where Nasser walked over the bridge to throw special palettes to feed the fish and marine life living in the lake, which includes several species, such as the guppy, balloon molly, gambusia, janitor, koi, turtles, pond snails, and small frogs.

Virtual visit

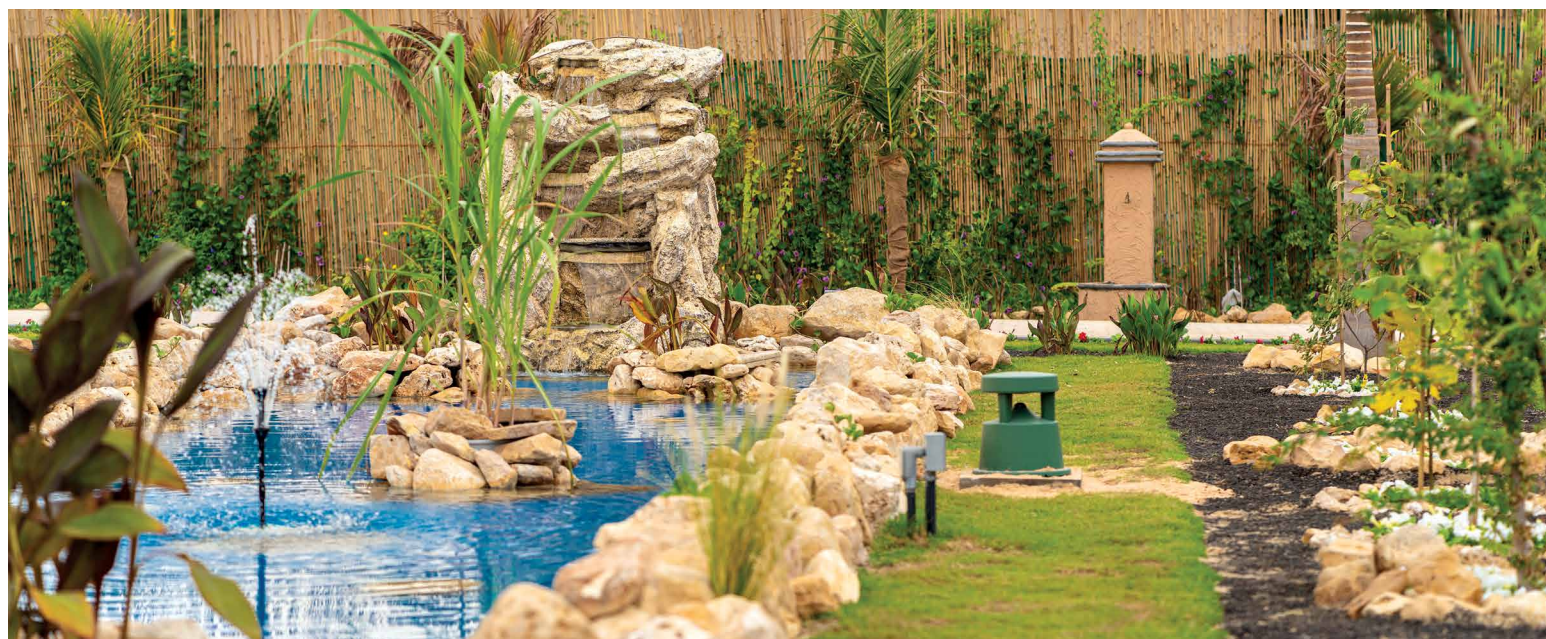
The launch of Abqaiq's Heaven ended at the Dawaniya, a Saudi traditional room exquisitely decorated to merge the Saudi culture to the sanctuary and an ideal venue to host corporate and educational events for the community. Here, Nasser conducted the virtual visit to the Abqaiq Nature Reserve.

The Abqaiq Nature Reserve, situated at the northern side of the Abqaiq community and recently opened for residents and visitors, is the first designated area within an Aramco community that is dedicated to Saudi Arabia's native flora and fauna.

Attendees enjoyed a quick video about this new sanctuary, a safe haven for Saudi Arabian sand gazelles and ostriches, and more than 2,000 local desert trees.

At the end of the Abqaiq's Heaven tranquil tour, Hajji said, "We are delighted with this new addition, which will bring a new excitement to Abqaiq's residents and ultimately contribute to improving the quality of life. It is also in line with Aramco's contribution toward its green communities."

Abqaiq's Heaven and the Nature Reserve have come to life to truly enchant and inspire all Aramco residents and visitors. CS is delighted to launch these greener initiatives to the Abqaiq community, serving as a quiet and idyllic space for residents to explore and reconnect with nature. As such, it will serve as a potential tourist destination and an educational outlet for the community and beyond.



Jewels in the Crown

Introducing the endemic birds of Arabia

By Gregory R. Askew



Saudi Arabia stands as the easiest country in the world in which to view the highest number of endemic bird species. Not to mention it's the only place in the world where you can experience the Asir magpie, a charismatic corvid endemic solely to the Kingdom.

Some subspecies of more widespread African birds, such as the Arabian Spotted Eagle-Owl, Buff-breasted Wheatear, and the Arabian Shining Sunbird, have been proposed for full species status as well, holding out the promise of a further boost to the endemic appeal of Arabia for birdwatchers and ecotourists around the world.

Listed next are the 13 species whose endemism on the peninsula is currently considered beyond dispute. For those, like me, keen to identify birds by ear, you can scan the QR code in each picture with your mobile or tablet camera to listen to their vocalizations on Xeno-Canto.

Scan the QR code on each bird to get more information on each species and hear the wonderful voices of these beautiful creatures.



▲ **Arabian scops owl *Otus pamela***

The Arabian scops owl is quite common in the wooded hills and *wadis* in the Asir highlands. Like all scops owls, it is possible to stumble upon one in its roost, as I did at Al Muraba'a National Park this past summer, yet the best way is to get out with a flashlight in areas where they're calling.

In Saudi, I've seen but more often heard them around Tanomah and Abha. Like the Arabian Spotted Eagle-Owl, they can occur at different elevations — near sea level outside Salalah, Oman, and close to 3,000 meters at the edge of the Asir escarpment.



▲ **Arabian partridge *Alectoris melanocephala***

The Arabian partridge is much more abundant than Philby's, and is one of the most widespread of the Arabian endemics. Unlike Philby's, the Arabian is much less particular about habitat selection and can be found at lower elevations than its congener. Like Philby's though, they can be shy and difficult to approach.

I've encountered them several times around Abha and Tanomah, frequently hearing them before seeing them. In flight, watch for black tail feathers and the Arabian's white throat and eyebrow.



▲ **Philby's partridge *Alectoris philbyi***

Philby's partridge is one of two endemic partridges on the Arabian Peninsula. Like all partridges, this species is quite shy and rarely allows a close approach. As they sometimes forage together with the Arabian partridge, separating the two in a blur of wings and bodies can be tricky. Watch out for reddish-brown tail feathers on Philby's, and of course, their distinctive black throat patch.

I've seen them in the western highlands just south of Taif and around the hills and escarpment edge near the scenic town of Tanomah. While not as abundant nor as widespread as the Arabian partridge, they have been quite reliable around the latter.



▲ **Arabian wheatear *Oenanthe lugentoides***

The status of the Arabian wheatear as a distinct species is still being debated, with some arguing it's a subspecies of mourning wheatear. However, female mournings resembles the male while the male and female Arabian wheatear, which are often never far apart, are dimorphic, meaning the female has a very distinct appearance from the male.

Either way, these smart-looking wheatears are resident and quite abundant at a range of elevations from Taif down through Jazan Province to the south. They can be reliably found on a tour of the picturesque farming villages around Al Soudah Mountain.



▲ **Asir magpie *Pica asirensis***

The Asir magpie is the one Arabian endemic found exclusively in Saudi Arabia. It was once considered a subspecies of the widespread Eurasian magpie, but differences in voice and appearance led to the DNA work required to establish it as a separate species. Its range appears to have shrunk over the years and currently the magpies have only been encountered from Al Namas south to Billahmer, a distance of only about 80 kilometers.

I've seen them in mature juniper woodlands at a few locations near Tanomah

and Billahmer. The magpie's population at the moment is believed to be around 100 pairs at best, making it one of the rarest birds in the world. Hopefully, the Saudi government with the help of concerned entities, like Aramco, will implement a viable plan for keeping this species — a potential flagship for Saudi's budding ecotourism industry — from going extinct.

As depressing as the magpies' current status is, they can be encountered fairly easily within their current range in wooded *wadis* in the Asir highlands as well as near-by villages and adjacent farming terraces.

▲ **Yemen serin *Crithagra menachensis***

The Yemen serin is not quite as common in Saudi as the Arabian serin. I've seen them far less often than the latter. Whereas the latter prefers trees and shrubs, the Yemen serin tends to occupy more open terrain. I first saw them at the Tawi Al Tayr sinkhole near Salalah, Oman, in 2017.

Subsequently, summer 2020 rewarded me with what might be the most reliable spot to find them in Saudi's southwest — the cliff edge near Al Habala Hanging Village, south of Abha. While both rather drab, the Yemen serin can be distinguished from the Arabian serin by its browner, streakier plumage and dark moustache — the stripe running down at an angle from its eye.

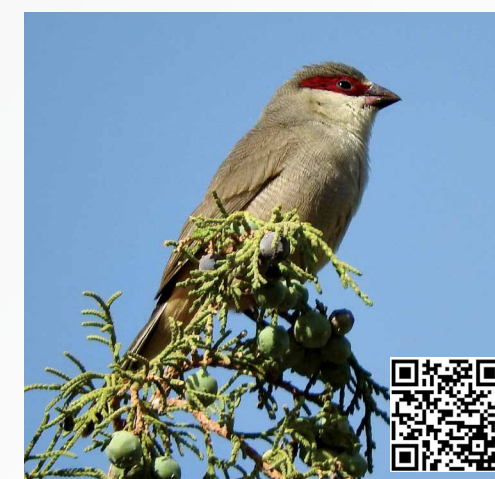


▲ **Yemen linnet (*Linaria yemenensis*)**

The last and surely the sweetest Arabian endemic to be found in Saudi Arabia is the Yemen linnet. This is one of the most abundant and easily encountered of all the Arabian endemics, perhaps second only to the Arabian serin. These lovely birds, whose Arabic name translates as "Yemen apple finch," can be seen in the highlands throughout the year, but they can be more reliable during the non-breeding months when they form larger flocks. On one brisk winter morning above 2,800 meters, I found my chilled spirits elevated by their lively songs as I explored a *wadi* near Al Soudah Mountain.

The best thing about the birds of Saudi Arabia's southwest highlands is their relative abundance. A tour of the natural wonders of the region and you can't fail to notice the diversity and sheer numbers of the birds all around you. With upwards to 500 species potentially occurring in Saudi throughout the year, there's far more to encounter in the southwest than the 13 species featured here.

As noted, these birds are endemic to the Arabian Peninsula and can't be seen anywhere else in the world, some of the boldest representations of the Kingdom's unique biodiversity — treasure of the avian kind!



▲ **Arabian waxbill *Estrilda rufibarba***

The Arabian waxbill is a denizen of dense vegetation in western *wadis* and agricultural areas at a range of elevations. They do seem to be easier to find in the highlands during the summer months, when the Tihama lowlands are scorching hot.

I've seen these little beauties from the Al Shafa area near Taif, around Tanomah and Abha, and as far south as Jazan Province.



▲ **Yemen warbler *Sylvia buryi***

The Yemen warbler is the biggest skulker among the Arabian endemics. My most recent encounter with this white-eyed lovely produced the image included here, but this was by no means typical for the species, which is often tucked out of sight in deep tangles. Like the Arabian woodpecker, they can be found in the highland juniper forests, but prefer acacia trees with flaking bark for feeding.

Unlike the woodpecker, I've had no trouble finding them around the Asir region throughout the year. They can be encountered at virtually all of the birding hotspots around Tanomah, Billahmer, and Abha.



▲ **Arabian serin *Crithagra rothschildi***

The Arabian serin, also known as olive-rumped serin, is very common in the western highlands throughout the year. I've seen them from Taif south to the steep cultivated slopes of Jebel Fayfa in the Jazan Province.

These honey-toned songsters are found in open areas, usually with acacia trees present, like some of the drier *wadis* east of the Asir escarpment. This is another species that can be readily encountered on a casual tour of the farming villages around Abha.



▲ **Arabian golden-winged grosbeak *Rhynchostruthus percivali***

The Arabian golden-winged grosbeak just might be the most difficult endemic to track down in Saudi Arabia. The most recent sightings I'm aware of were from near Taif in 2015, despite the recent efforts of Frank Rietkerk and myself.

The grosbeaks' attraction to the *wadis* near the edge of the Taif escarpment appears to be on account of the large stands of *Euphorbia ammak*, a succulent plant this species favors; however, the fruiting season for this particular *euphorbia* is in November, outside of which these birds have not been seen. This Arabian endemic has proven much easier outside of Salalah, Oman, where I saw a male in 2017.

▲ **Arabian woodpecker *Dendrocoptes dora***

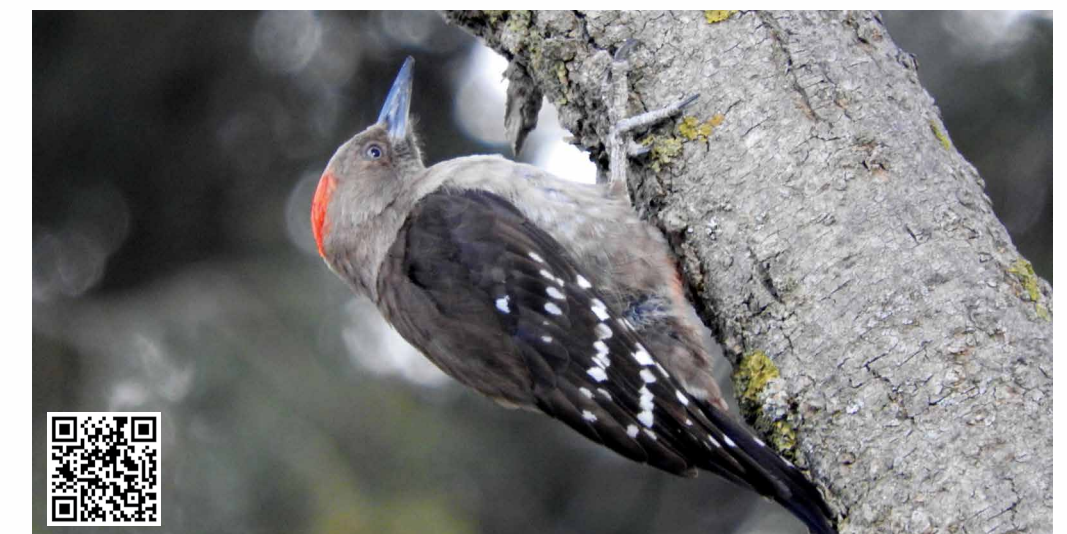
The Arabian woodpecker is the sole woodpecker species occurring on the Arabian Peninsula. For many years I fantasized about this bird, wondering when the infamously closed off Kingdom would finally open its doors to international visitors. Ultimately, my work got me access, but now that Saudi Arabia offers tourist visas, more foreign birders will be seizing the chance to experience this fascinating species.



▲ **Yemen thrush *Turdus menachensis***

The Yemen thrush is quite common in wooded areas — particularly those with junipers — in the Asir highlands from around 2,000 meters and above. I've seen them as far north as Taif as well as throughout the year at prime spots near Tanomah and Abha. In fact, there's no spot along the Asir escarpment from Abha to Tanomah where I haven't seen them.

That said, the further east away from the escarpment into drier terrain the less common they become. They can also be found associating with Song thrushes during the winter months. My favorite place to watch the Yemen thrush is at Al Soudah waterfall, near the village of Azizah, which is a short drive from Abha.



Aramco and Baker Hughes commence construction on nonmetallics joint venture in Saudi Arabia

Dhahran — Aramco and Baker Hughes have announced the formation of Novel, a 50/50 joint venture (JV) to develop and commercialize a broad range of nonmetallic products for multiple applications in the energy sector. A ceremony was held on Tuesday at the project site to commence construction, which was attended by Aramco's senior vice president for Technical Services, Ahmad A. Al Sa'adi and Baker Hughes chairman and CEO Lorenzo Simonelli.

The ceremony comes after both companies signed a memorandum of understanding (MoU) to create a nonmetallics JV in July 2019. Novel's new facility is being developed at the King Salman Energy Park (SPARK), in Saudi Arabia's Eastern Province. SPARK is a 50 km² energy city mega-project, which will position Saudi Arabia as a global energy, industrial, and technology hub. Initially, the facility will produce onshore nonmetallic pipelines — including reinforced thermoplastic pipes — from composite materials.

The JV is based on a shareholders agreement signed in February this year during Aramco's fifth In-Kingdom Total Value Add Forum & Exhibition. The JV aligns with Aramco's strategy to seek



Aramco's senior vice president for Technical Services, Ahmad A. Al Sa'adi (center) participates in yesterday's groundbreaking ceremony with Lorenzo Simonelli, CEO Baker Hughes (left) and Wael Tashkandi, CEO Novel (right).

new opportunities in oil-based products, which not only offer performance benefits but also strives to reduce carbon emissions. It also supports Saudi Arabia's efforts to expand its commercial ecosystem and promote domestic investment. The new facility will not only create jobs, it will also help foster

growth of an emerging and innovative sector in alignment with Saudi Arabia's Vision 2030.

Al Sa'adi said, "Nonmetallic products are reshaping the industries and products we all depend on because they are more reliable, cost-effective and offer

sustainability benefits. The partnership with Baker Hughes reinforces our commitment to expanding the use of innovative nonmetallic materials in our operations to drive efficiency and reduce maintenance and replacement costs, while also positively impacting the Kingdom's economic development through job creation and local expertise."

Neil Saunders, executive vice president, Oilfield Equipment, Baker Hughes, said, "As an energy technology company, we are investing for growth in strategic areas like nonmetallics, and our deep background in nonmetallic product development will benefit a wide range of industries. Aramco's vision to expand its product development in the region aligns with our vision to support innovation and manufacturing in Saudi Arabia."

Nonmetallic products are being deployed in a variety of industries, from the oil and gas sector to automotive, building and construction, packaging and renewables. In addition to being more sustainable, these advanced materials make them lighter than their conventional counterparts and resistant to corrosion.

First ConXtech modular steel building at SPARK

As part of the company's vision to deploy efficient building technologies, adopt modular design concepts and improve construction productivity, the SPARK Project Management Team (PMT) has piloted the ConXtech steel technology for the Administration Building.

In a recent site visit to the SPARK project, Aramco senior vice president Ahmad A. Al Sa'adi stated that although the ConXtech modular technology was optional for the contractor, he recommended to apply it on the rest of the SPARK buildings to capitalize on the benefits.

Abdulkarim A. Al-Ghamdi, vice president of Projects Management, was impressed by the speedy and safe erection of 400 tons of steel in 2 weeks.

Traditional steel construction methods have always relied on the ability to join steel beams to the main support columns using welding and

bolting, which is a time-consuming process carrying safety risks if not coordinated carefully.

ConXtech was developed as a modular steel erection method that neatly fits into the company vision, lending itself as an effective alternative method to that on offer from conventionally applied methods.

In its simplest form, ConXtech is made up of standardized components of interlocking collar connectors mounted on columns that allow beams to be slotted into position.

While ConXtech technology has been widely available in residential and commercial buildings throughout the U.S. and Canada; having been used in well over 1.3 million square meters, it had yet to find extensive use in buildings in Saudi Arabia.

SPARK PMT has initiated a move to adopt this modular technology by implementing it for the first time in the Kingdom.

The multilevel SPARK Administration Building has been designed to international standards with the structural steel design being facilitated and reviewed by the Consulting Services Department (CSD) and ConXtech Inc. Fabrication of the structural steel was achieved locally by Al-Zamil Steel in Dammam with SPARK PMT being actively involved. By the monitoring of the steel erection process, whereby tracking the construction production, Aramco strives to capitalize on this exper-



Site exhibition of first ConXtech building to Aramco senior management at the SPARK project.

ience to advocate and expand the use of ConXtech on future company projects.

Advantages of ConXtech modular system

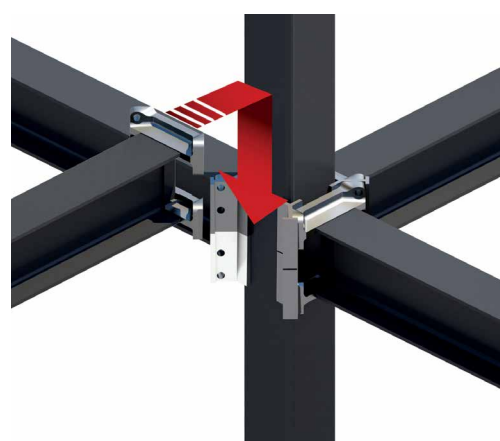
Because ConXtech requires no field welding, safety is greatly increased and steel wastage is minimized.

When using conventional erection methods, a single crane may be able to achieve the installation of 15 tons on a given day, while ConXtech has been shown to be capable of installing twice as much tonnage on commercial structures, and even tripling this to 50 tons per day on industrial structures.

ConXtech eliminates the requirement for bracing and also reduces the total bolts needed.

Conventional methods have been shown to require well over 10,700 man-hours to assemble 400 tons, while when using ConXtech, this assembly time is significantly brought down to around 5,400 man-hours for assembling the same mass.

This technology holds immense benefits to Aramco in terms of construction safety and speed of production, weight of building reductions, and yet still offers more safety than that granted by the conventional methods.



Example of interlocking ConXtech column and beams.

Celebrating diversity: Creating a culture of inclusion

By Rawan Nasser

On Dec. 3 of every year, the world celebrates International Day of People with Disabilities (PwD), and at Aramco we are no different. With a growing workforce around the world and a commitment to creating a diverse and inclusive environment, the company continues to enhance its policies and create an environment where all can thrive.

“We are pleased to celebrate the International Day of People with Disabilities at Aramco,” said Nabil K. Al-Dabal, vice president of Human Resources. We fully recognize the talent, potential, and benefit that People with Disabilities bring to our company and our country. By continuing to celebrate the diversity of our employees, we make Aramco a more inclusive place for all.”

Equal opportunities in the workplace

Currently, 15% of the world’s population are living with disabilities — that is over 1 billion people. And while awareness has been rising steadily on the needs and rights of People with Disabilities, they still face considerable barriers to equal opportunities in the workplace.

“There is an ecosystem that we need to tackle to ensure the inclusion of People with Disabilities in the workplace,” said Wael Al Amri, the company’s Disability Inclusion Program lead. “Accessibility is a major issue: to education, to suitable job opportunities, and to accommodations for those employed to aid in their professional development.”

Al Amri’s own experience with disability has helped him step into this leadership role and support a companywide strategy to advocate for and drive the inclusion of People with Disabilities. “Our ultimate goal is to make Aramco the number one choice for People with



Wael Al Amri

Disabilities, to have more opportunities within the company, not just in hiring and recruitment, but also to excel on the leadership ladder,” he said.

Diversity helps companies grow

Al Amri has been working with the Staffing Department on an updated GI 101.001 to help define the term “People with Disabilities.” Including such a definition is important because it protects the rights of employees with disabilities and ensures their access to services. Al Amri explained that a person with a disability

cannot work for a company that doesn’t have a clear policy and isn’t ready to provide reasonable accommodations.

“Of course, no policy is one-size-fits-all,” said Al Amri. “But it’s important for every company to have the willingness to create a culture of inclusion. And these efforts of diversity and inclusion generally have a positive impact on companies.”

Accessibility is key

The company increased the transportation allowance for People with Disabilities in 2018 to cover their expenses, in addition to introducing a reduced work schedule for persons with disabilities in April 2019. “Our employees are entitled to adjustments or modifications to make the office more accessible to them as well as additional equipment, and in some cases, flexible work schedules,” said Al Amri.

People with Disabilities face a challenge in the workplace because of common misconceptions. “The mindset is

that People with Disabilities are always on medical leave or that reasonable accommodation will cost a fortune, but working remotely is one of the best solutions to hire more People with Disabilities and we’ve seen how quickly and efficiently companies adapted to allow employees to practice that option,” said Al Amri.

Working for the silent majority

The Diversity and Inclusion Division provides awareness sessions, webinars, and workshops such as “Ready and Able” that help in including People with Disabilities and explaining barriers that keep People with Disabilities from excelling in the workplace as well as how to provide reasonable accommodations.

To help employees better understand the experience of People with Disabilities, how to communicate effectively, and how to promote inclusion, the Diversity & Inclusion Division has published a communications booklet titled “Inclusion for All: A Conversation about PwD.”

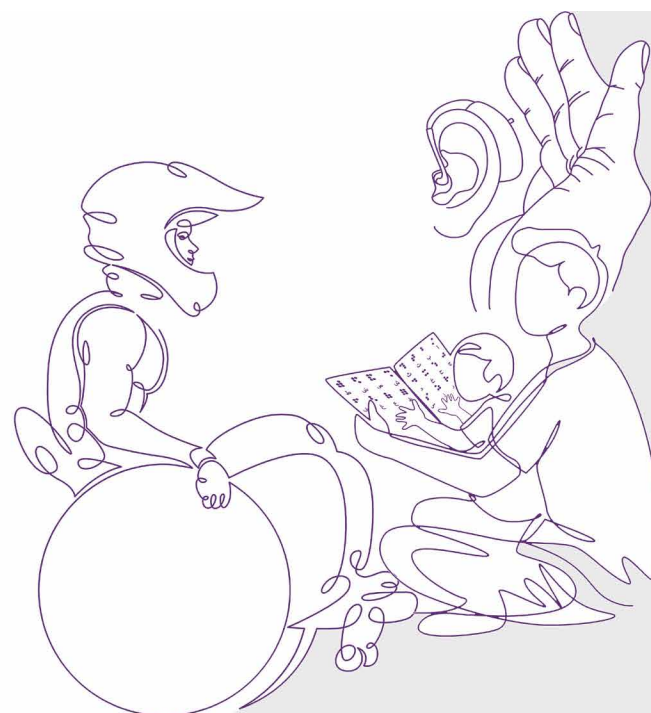


International Day of People with Disabilities

Not all disabilities are visible.

December 3, 2020

Diversity & Inclusion Division



Najmah Community more inclusive and accessibility friendly

By Charmain D. Ford

The Najmah community is well-known for its beautiful stretch of beach. On the weekends it serves as a family gathering spot, where locals, residents, and visitors spend their time enjoying the ambience and the warm sea breeze. The elderly, parents with young children in strollers and people that are wheelchair bound are all members of our community as well. Yet one could only imagine the obstruction they may experience trying to get closer to the shorelines without the stress of battling through the sand. Many of those that use a wheelchair often have to experience the Arabian Gulf from afar as the task of getting closer could be arduous and even overwhelming for their caregivers as well.

The Northern Area/Western Region Community Services Department (NA/WRCSD) recently completed the installation of a disability beach ramp and pathway complete with sturdy handrails and signs. This project is in line with international standards, Saudi Building Codes, including Saudi Arabia’s Mowaamah



More vibrant disability signs have been added to 13 community facility parking lots.

program, which was introduced by the Ministry of Labor and Social Development to support working and living environments to become more inclusive for people with disabilities.

The beach ramp and pathway are the first in Aramco and part of NA/WRCSD’s initiative to ensure that all facilities are



The beach ramp and pathway are the first in Aramco and part of NA/WRCSD’s initiative to ensure all facilities are adapted to accommodate people with disabilities.

adapted to accommodate people with disabilities and provide ease of access to all of its patrons.

Now the beach that had once been out of bounds for people with disabilities and challenging to access for parents and caregivers with small children has a ramp. The ramp makes a tremen-

dous difference for people being able to go to the beach without having to depend on others or forego their trip altogether because of the lack of ease of access.

The NA/WRCSD is striving to enable everyone, including persons with disabilities, to be integrated and independent. More vibrant disability parking signs have been added to 13 community facilities parking lots, and appropriate signs are being placed throughout the community to help visitors and residents identify these amenities.

In addition, 11 business and leisure accommodations have been upgraded to provide dedicated accommodation for people with disabilities.

Najmah community is to be enjoyed by all its residents and visitors alike, and according to NA/WRCSD manager, Abdullah S. Al Shemaly, “We are about raising awareness among community members about living with persons with disabilities and creating a sustainable, user friendly and safe community.”

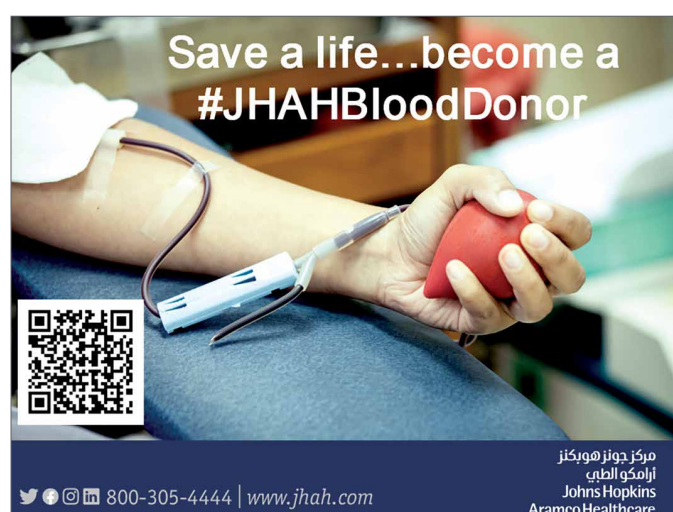
Well-being

Caring for your health and wellness

Save a life ... become a JHAH blood donor

Dhahran — Every three seconds worldwide someone needs blood, and nearly 120 million units of blood are donated every year. Regular blood donations from healthy people are needed to ensure that safe blood will be available to save lives when people need transfusions due to severe trauma from accidents, complex surgery, cancer treatment, or for regular transfusions for conditions such as sickle cell disease. There is a constant need for blood donations because blood can be stored for only a limited time before use.

We caught up with JHAH Blood Bank manager, Aqeel Al-Otaibi, who shared his expert advice on how to become a JHAH blood donor.



Why should we donate blood?

Donating blood is a selfless act that can help save lives, one unit of blood can save three adults, or up to six newborn babies!

What is the most needed blood type for donations?

The most needed blood type for donation is the O blood type, a blood type that is compatible with all blood types, it is followed by blood types A and B.

How can I become a JHAH blood donor?

You can become a donor if you have a valid ID (Saudi Aramco ID, National ID, or passport), are healthy, at least 17 years old, and weigh at least 110 pounds (50 kg). To register to donate blood at JHAH you can call +966-13-870-6770 or +966-13-870-6638 or complete the blood donation sign-up sheet available at JHAH.com/blood-donation.

What is the blood donation process at the JHAH blood bank?

When you arrive to the JHAH blood bank, you will first answer a questionnaire to assess your health and eligibility. If you are eligible to donate, you will then be directed to sit in a recliner chair and will be given a stress ball to squeeze as 450 ml of blood is drawn from you using new single-use and sterile equipment. After donating blood, you will be asked to relax and have some refreshments to make sure you are feeling well enough to stand up and head home. The blood donation process is conducted and monitored by well-qualified nurses or blood bank technicians and takes approximately 20 minutes.

How much blood can I donate in one session, and how often can I donate?

You can donate 450 ml in one session, and you can donate every eight weeks.

Will donating blood negatively affect my health?

Blood donation is safe and there is no risk on healthy donors. It can even burn a few calories as one blood donation session uses up to 650 calories.

Is it safe to donate blood during the COVID-19 outbreak?

It is safe to donate blood during COVID-19 in facilities such as JHAH where stringent infection prevention measures are in place.

What are some general blood donation safety and health guidelines?

- Anyone under the age of 17, underweight (weight under 50 kilograms), or those with infectious diseases or anemia cannot donate.
- Donors are advised not to donate blood when they are hungry or dehydrated. You should drink adequate amounts of water and eat a good meal two hours before donation. Drink water after blood donation to replace fluids as blood is mostly water. In addition, consume fruit or drink a cup of fruit juice to prevent blood sugar from dropping. This is healthier than consuming fatty meals after blood donation.
- Eat healthy and well-balanced meals that are rich in protein, iron, and other nutrients and increase your fluid intake before and after blood donation. Good nutrition helps you to restore your blood volume after blood donation.
- Practice regular activity to strengthen your body

Facts about blood donation

It is safe to donate blood during COVID-19 in facilities such as JHAH where stringent infection prevention measures are in place.

One blood donation uses about 650 calories.

There is a constant need for regular blood donations because blood can be stored for only a limited time before use.

One unit of blood can save three adults, or up to six newborn babies!

Regular blood donations from healthy people are needed to ensure that safe blood will be available to save lives when people need transfusions due to severe trauma from accidents; complex surgery; cancer treatment, or for regular transfusions for conditions such as sickle cell disease.

Become a #JHAHBloodDonor today!

For more information on how to donate blood at JHAH visit: jhah.com/blood-donation.



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and improve blood circulation. Avoid exercise (particularly strenuous exercise) immediately after blood donation.

- Practice deep breathing.
- Avoid alcohol and smoking (active or passive), as they do not help your body make new blood cells.
- Reduce caffeine intake, as caffeine reduces iron absorption, depletes the body's fluids and may lead to dehydration. It is better to replace caffeinated drinks with decaffeinated ones.
- Do not drive for long distances after donating blood.
- If you experience dizziness during or after donation, inform the blood bank technician, keep your head lower than the donation chair, and drink an adequate amount of water (around two cups). It is important to not leave the donation chair by standing up too quickly.

Remember, there is no substitute for human blood. Become a #JHAHBloodDonor and donate today.

JHAH Webinar Invitation
"COVID-19 Safety and Vaccines"

Johns Hopkins Aramco Healthcare (JHAH) invites you to our physician-led webinar: "COVID-19 Safety and Vaccines." This lecture covers a current overview of the pandemic globally and locally; what is a "second wave," where it is happening and why? COVID-19 vaccines, a status update and informed perspective.

Join us online to learn more from Dr. Mohammed Ghamdi on this subject.

COVID-19 Safety and Vaccines
Thursday, December 10, 2020
English 10:30-11:30 a.m.

Saturday, December 12, 2020
English 1-2 p.m.
Arabic 2-3 p.m.

Speaker:
Dr. Mohammed Al Ghamdi
Chief Population Health Officer (CPHO)
Johns Hopkins Aramco Healthcare

Scan the QR code to attend the webinar.

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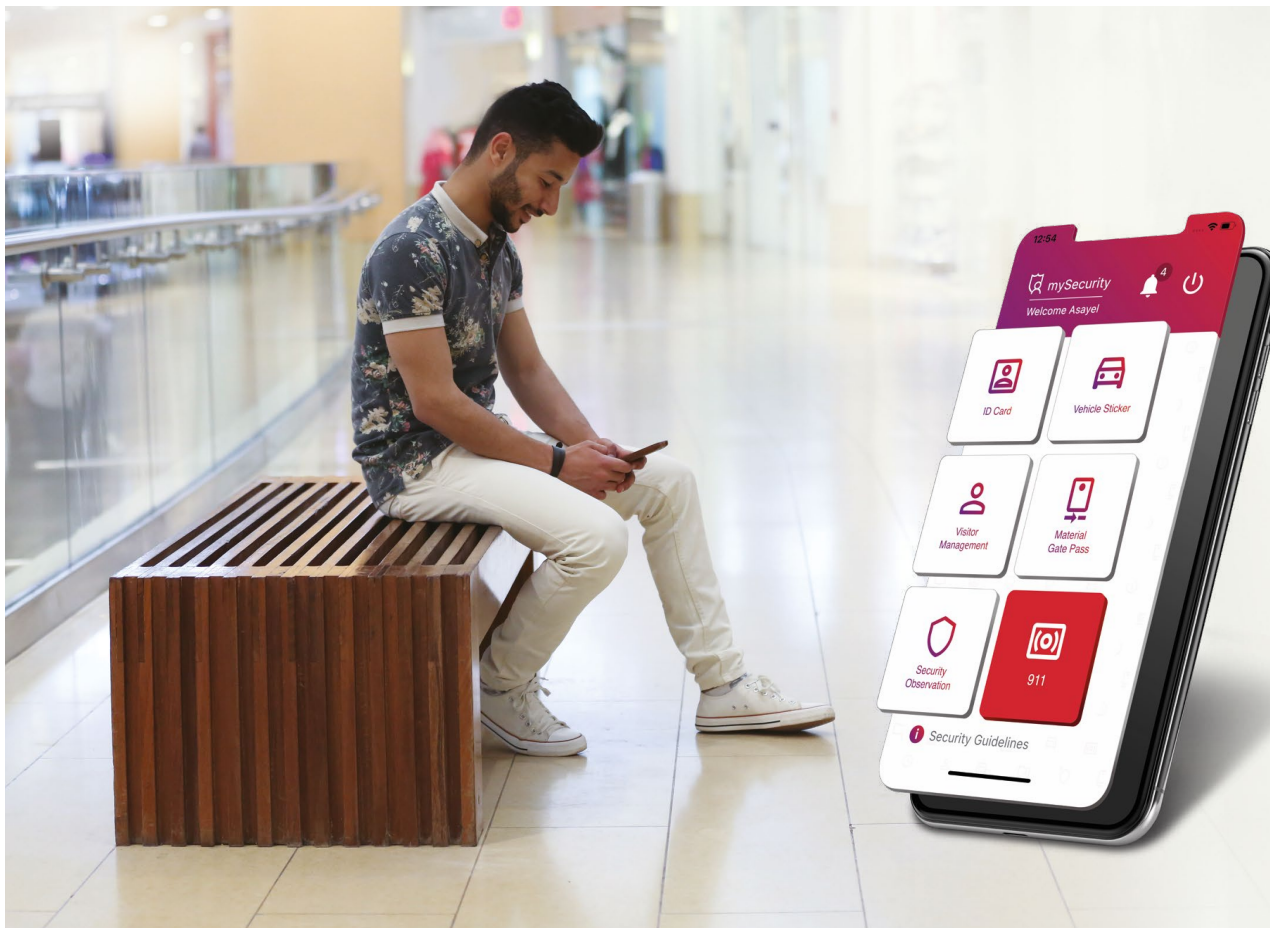
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JHAH Virtual Events
Join us virtually for JHAH webinars on wellbeing and specialist topics.
Find out more about our virtual events.


Scan the QR code to attend the webinar.

JHAH Flu Vaccine Page
Follow JHAH on social media

Become a patient at Johns Hopkins Aramco Healthcare (JHAH)
Eligible Saudi Aramco employees and their dependents are invited to register for healthcare at JHAH.
For more information on how to change your registration, contact your local HR Service Center or visit HR Online, or scan the QR code for detailed instructions.

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Photographic memory

In 1966, two Fokker F-27s were the latest aircraft to join Aramco's fleet — which consisted mainly of Fairchild F-27 planes. The Fokker's versatility meant that it could be used for cargo, passengers, a combination of both or as an executive aircraft. In this photograph, Captain S.R. Wolters and Captain J.E. Hollenbeck examine the slight differences between the Fokker-27 and the Fairchild F-27. Photo: B.H. Moody



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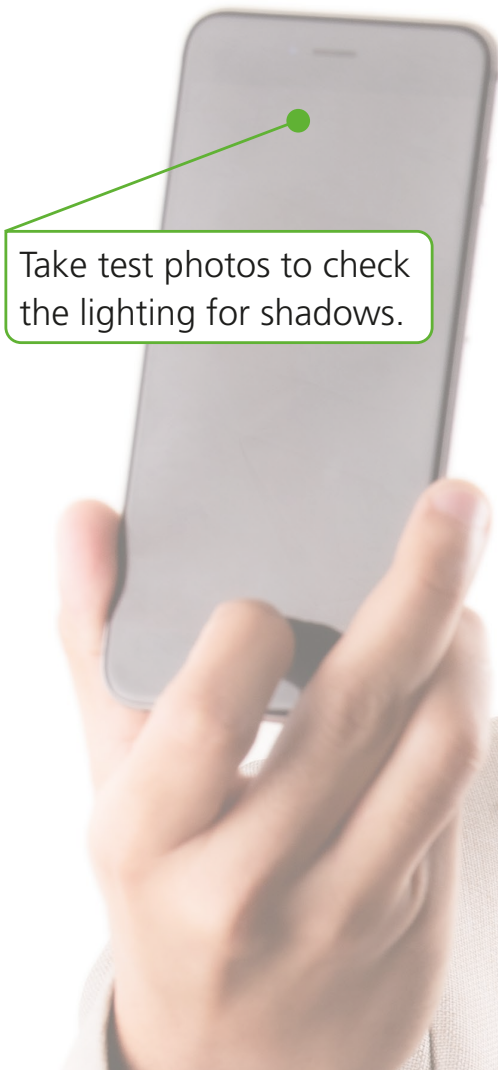
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