

# the arabian sun

November 24, 2021 | Vol. LXXVI, No. 45

a weekly Aramco publication for employees



## YLAB Academy 8

Putting our brightest to the test

See page 3

“

In the minds of the young is the future of Aramco.

— Amin Nasser,  
president and CEO



## Aramco Executive Speaker Series

“

With diversity, you can enjoy different styles and ways of thinking. It helps you get rid of the blind spots, or at least to keep working at them.

— Jane Fraser,  
Citigroup CEO



Diversity, Future of Work topics kickoff program

See page 2



Taking care of our contractor employees' well-being

See page 2

Aramco unveils Central Park in the Heart of Dhahran

See page 4



Download  
aramco LIFE  
today to stay  
informed, and  
more.



Download on the  
App Store

GET IT ON  
Google Play

# Citigroup CEO talks team building, leading with empathy

By Rawan Nasser

COVID-19 impacts have been largely negative, but Citigroup CEO Jane Fraser found something during the global pandemic worth holding on to: the courage to practice a new style of leadership without compromising on excellence.

Fraser was the most recent guest during Aramco's Executive Speaker Series program.

During the pandemic, Fraser could see the fatigue employees were experiencing as a result of work spilling into their personal time. To combat the fatigue, she implemented a cultural shift, banning video calls on Fridays, encouraging employees to set healthy boundaries, and allowing for hybrid and flexible schedules.

## Seeking competitive advantage

The first female chief executive of Citigroup and first woman to lead a major financial institution in the U.S., she knows how hard it is to build a diverse team.

She noted that as women advance in the business world, they are often iso-



*Jane Fraser speaks during the most recent Executive Speaker Series program. Fraser, who is the first woman to lead a major financial institution in the U.S., emphasized leading with empathy, something she has done to help shape Citigroup into the company it is today.*

lated. Fraser said women must be onboarded fairly, and that hiring companies must be careful not to miss out on opportunities or be unaware of their unconscious bias and how it affects their judgment.

"With diversity, you can enjoy different styles and ways of thinking," she said. "It helps you get rid of the blind spots, or at least to keep working at them."

When asked about what legacy she

would like to leave at Citigroup, Fraser said it would be modernizing the company successfully.

"Digitalization is changing many industries," she said, and she wants to use those developments to continue making the 200-year-old institution relevant and adaptive.

The Executive Speaker Series program consists of monthly sessions focused on emerging corporate topics such as sustainability, innovation, digital trans-

formation, and more. Speakers include world-class thought leaders and experts from a number of global business partners such as the Harvard Business School, the London Business School, and Wharton.

The first speaker to launch the series was Professor Lynda Gratton from the London Business School, who shared her experience and perspective on "The Future of Work." Gratton is currently a professor of Management Practice at the London Business School where she directs the world's leading program on human resources, "Human Resource Strategy in Transforming Companies."

Gratton discussed how demography, technology, globalization, society, and energy resources continuously reshape the way we work. She noted that more than one-third of all jobs across all industries are expected to require complex problem solving as one of their core skills.

Social skills such as persuasion, emotional intelligence, and teaching others will be in higher demand across industries than narrow technical skills, such as programming or equipment operation and control.

## Helping more than 200,000 contractors live better lives

# Aramco program looks to enhance contractor well-being

Kingdomwide, there are more than 300 contractor camps, housing more than 200,000 contractors supporting company operations. Contractor's well-being is essential to their performance and covers physical, mental, and social health.

The Contractor Well-Being Program will enhance well-being within both the worksite and the accommodation through key deliverables, including introduction of compliance requirements, training, assessments, awareness resources, and counseling services.

Improving contractor well-being delivers advantages at both the individual and corporate level. As such, the program's goals have been defined and include reducing accidents and injuries, reducing health care costs, improving productivity, improving engagement, enhancing corporate reputation, and demonstrating corporate social responsibility.

The program is administered and coordinated by Environmental Protection (EP), which sets standards and ensures compliance, provides training to company representatives, and develops resources. EP also works with proponent department representatives who interface with their assigned contractor company's staff to develop a well-being network of formal and informal representatives both within Aramco and the contractor workforce.

This network is key to ensuring that the contractor well-being program reaches every member of the company's contractor workforce.

## Courses and resources

A key element in the development of this network has been the delivery by EP



*The Contractor Well-Being Program will enhance well-being within both the worksite and the accommodation through key deliverables, including introduction of compliance requirements, training, assessments, awareness resources, and counseling services.*

of the QPR Gatekeeper Training Course (BET 40130707). The course teaches the evidence-based methodology of "Question, Persuade, and Refer," which prepares participants to detect potentially self-destructive behavior, to persuade subjects to refrain from self-harm, and to make referrals to a specialist for treatment.

Other mental health services are planned to be launched by year's end. This includes a 24/7 Mental Health Hotline and WhatsApp service for immediate help and support on suicide prevention.

This service will be offered in English, Arabic, Urdu, Hindi, Tagalog, Bengali, and Chinese languages. In conjunction with the mentioned hotline, a video mental health counseling platform has been

launched and will be available through a web-based portal as well as a mobile application in native employee language.

## Coming soon in 2022

After extensive trials and development of the program in collaboration with Project Management this year, EP plans to roll-out the program across the company in 2022. This will include expanding QPR training to cover all eligible proponents.

The coming year will also witness the implementation of additional services, including the following program elements:

- Well-being awareness events across Aramco contractor camps addressing behavior change. This element will be delivered through health programs

## How to take the course

To date, more than 250 company and contractor employees who are engaged with contractors and their well-being have completed the training. Eligible employees engaged with contractor camps and who are interested in taking the course can obtain more information by emailing "EP Contractor Well-Being" from the company's Outlook.

covering mental well-being, stress management, task management, tobacco cessation, sleep, diabetes prevention, weight management, physical activity nutrition, and meditation.

- Online materials and resources to support the mental, physical, and social well-being of Aramco contractor employees. Resources will include best practice educational material offered in the employees' respective languages.

- Physical or online well-being assessments conducted at Aramco contractor camps. The objective of these assessments is to evaluate the performance of the program and identify areas of success and opportunities for improvement.

As 2021 comes to an end, EP will build on the success in the delivered accomplishments to launch the corporate roll out. EP remains focused on leading the way by implementing a world-class program that will ensure all contractor employee's well-being, and support company performance and environmental, social and corporate governance rating.

# CEO to YLAB

## ‘In the minds of the young is the future of Aramco’

By Eamonn Houston

Aramco president and CEO Amin Nasser, encouraged 60 finalists in the selection process for next year’s cohort of the Young Leaders’ Advisory Board (YLAB) Academy to blaze a trail for the company and lead it to a bright future.

Nasser offered words of encouragement to the young employees hoping to make it into the eighth 16-strong cohort of the academy. “In the minds of the young is the future of Aramco,” the president and CEO said.

A rigorous and intense selection process involving 1,000 initial applicants had brought the 60 to the final phase of the process at Dhahran’s Upstream Professional Development Center (UPDC), and featured three days of testing corporate challenges.

Nasser addressed the YLAB Academy hopefuls on the academy’s opening day, and spoke to them at length about what’s expected of them, new realities

facing major corporations and the evolving global landscape.

### Investment strategy

He explained that the company’s investment strategy would continue to globally grow at pace, declaring, “We are counting on you.”

“It shows your potential, to have reached this stage. The YLAB helps us, and guides us to the future of the company — and the future of the company is with you. Ultimately, you will be the leaders. Among you will be vice presidents, senior management, and CEOs. Over the past five years, we have witnessed a significant transformation and the future will be very different, more than what the company has done over the past 85 to 90 years.

### Opportunities and challenges

“You know very well what’s ahead of you in terms of opportunities, and the



challenges that the company will be facing.”

With Aramco announcing its ambition to reach net-zero in Scope 1 and 2 emissions by 2050, Nasser said that getting to net-zero and achieving parallel growth in our business, would require the bright minds of the future leaders participating in the YLAB Academy.

“Can you deliver? Considering the challenges and the opportunities ahead of us, we need to do it locally, but also globally,” he said. “It will be a significant undertaking and we are confident that we have the talent to deliver, to grow our investments and businesses. There are huge expectations, but more impor-

tantly in all of you, we have the energy and capabilities to deliver.”

### Technologies and partnerships

The CEO went on to say that new and emerging technologies and partnerships would play an increasingly big part in the company’s future and would be key in further boosting competitiveness and sustainable growth.

Nasser added that the quality of Aramco’s youthful workforce made them highly sought-after employees.

It is estimated that over two-thirds of the company’s workforce is now aged 35 or under.

## YLAB Academy 8 puts brightest to the test

By Eamonn Houston

Since its establishment 10 years ago, the Young Leaders Advisory Board (YLAB) has set out on a journey to empower, engage, and inspire the youth of Aramco, and to serve as a bridge between Generations Y and Z in the company and senior management.

YLAB recognizes the criticality of continuously engaging the youth of Aramco on corporate, industry, and global challenges. Through both physical and virtual engagements, this autonomous body supports the youth in becoming an active resource toward solving these issues, and providing innovative ideas and solutions that drive Aramco’s strategic intent.

Through its deep dives into some of the company’s biggest challenges, advisory services and various initiatives, YLAB tackles these challenges, with the goal of supporting the company in maintaining its competitive edge in the industry and its position as the best place to work.

### A place to test the best

The YLAB Academy provides a unique venue for young, motivated employees to be challenged and stretched beyond their limits and comfort zones. Every 18 months, hundreds of young employees under the age of 35 apply for YLAB. With several filtrations and stages of assessment, only 60 people out of hundreds of applicants make it to the Academy, which is considered the final stage of a rigorous, comprehensive selection process.

The Academy is a multi-day event that



*YLAB Academy 8 encourages its participants to develop solutions on some of the company’s biggest management matters, including sustainability, cost optimization, and knowledge management.*

can most closely be compared to a “boot camp.”

### Executive speakers

The event also hosted Aramco executive speakers, including Wail A. Al Jaafari, executive director of Southern Area Gas Operations, and Thomas W. Palmer, manager of the Executive Development and Compensation Department.

The highlight for the finalists was an engagement with Amin Nasser, president and CEO.

In his opening remarks, Al Jaafari welcomed the Academy hopefuls and highlighted the importance of YLAB to the company and the Kingdom.

“Congratulations, you have been through the application and the interview process and that is a milestone in itself — this is an achievement in itself to be selected from 1,000 applicants,”

he said.

Al Jaafari added that the assessment process was highly structured and would give all candidates the opportunity to add value to their respective organizations.

“This is serious, this is so intensive, it is an assessment center that will assess your capabilities and give you the opportunity to add beyond your organizations,” he said. “It is an intensive experience that will allow you to develop yourself and to work in teams, which is very, very important.”

### Challenges

The heart of the Academy lies in its challenges, where participants are divided into teams and assigned tasks, at random, that speak to various corporatwide challenges.

This time around, the YLAB 8 Academy

challenges focused on areas of relevance to the industry, and to the world. Candidates were encouraged to come up with solutions on some of the company’s biggest management matters.

This included sustainability, cost optimization, and strategies on the company’s various businesses.

Waleed A. Al Mulhim, executive director of Petroleum Engineering and Development and YLAB Academy 8 judging panelist, said: “The YLAB Academy challenges covered a wide range of the company’s most critical focus areas. The level of depth and critical thinking that the participants displayed is very impressive, given the complexity and technicality of the challenges.”

The YLAB Academy is the ultimate learning experience for young employees who are willing to put 110% into attempting to develop solutions for some of the company’s biggest challenges. Moreover, it gives them a glimpse into the types of discussions that happen at the highest levels of management in the company, thereby preparing them for the future and getting them into a growth mindset.

Faisal N. Nughaimish, chief drilling engineer and YLAB Academy 8 judging panelist and YLAB 1 alumnus, explained: “To succeed as a young leader in the company, you must acquire a wide range of skills. The YLAB Academy, and ultimately, the YLAB experience, puts those skills to the test. Resilience, critical thinking, and the ability to effectively work in a team are among those skills.”

Promoting sustainability within Aramco's communities

# Central Park in the Heart of Dhahran

By Dalia Darweesh

Northeast of the Dhahran Golf Course, the new Central Park was inaugurated by Community Services (CS). As part of its quest to improve the quality and well-being of Aramco employees and their families, CS envisioned developing an exceptional attraction that will further promote environmental sustainability for the Dhahran community.

The Dhahran Central Park promises to provide an appealing social atmosphere combined with a deep sense for the environment stewardship and a self-sustainable natural park.

The project was successfully completed within six months from inception despite the many challenges faced by the team, which included weather conditions and a rugged dry landscape.

## Promoting biodiversity

The park strives to provide an inviting space in an ecologically balanced, sustainable environment that underscores the preserving of natural resources while emphasizing recycling and reuse.

This project was geared toward utilizing the existing topography without impacting any infrastructures. A gravity-flow stream supplies a continuous free flow of water through the length of the park without any mechanical parts. It uses treated sewage water in place of freshwater to embody the recycling and reuse of resources. Low maintenance solar power for lighting is used, bench



Nabeel A. Al-Jama' officially launches the new Dhahran Central Park in the presence of Fahad K. Al-Dhubaib and other members of management. The park strives to develop an ecological balance, improve the quality of life, and create a sustainable environment that preserves natural resources — emphasizing the global concepts of recycling and reusing.

seats are made from used materials, and recycling bins are produced from recycled wood to promote a waste management framework.

The biodiversity of the Dhahran Central Park features local fauna of turtles and frogs, in addition to the Gambusia and Tilapia fish that are fed with mosquitos and aquatic insects — preventing biological pests in the water. Over 250,000 m<sup>2</sup> of rugged landscape was transformed using state-of-the-art xeriscaping techniques that conserve irrigation resources while expanding vegetation and maintaining aesthetic appeal.

## Toward a greener community

With 16,000 native trees and shrubs planted in the park, there are between

10 to 12 native flower varieties from the Arabian Peninsula. The park helps minimize carbon emissions and is an educational resource for employees and their dependents on the different plant varieties.

## The company's commitment to sustainability

Nabeel A. Al-Jama', senior vice president of HR and Corporate Services, said, "This is a unique addition to the Dhahran community — as the team expanded this small space with a wide range of native species. We think it provides a great opportunity for community residents and visitors to enjoy a very beautiful place, while living up to the company's commitment to sustainability." Al-Jama' continued, "This is only the beginning, as we will see more initiatives and activities to make our communities vibrant and thriving places — this will be our natural oasis in the heart of Dhahran."

Fahad K. Al-Dhubaib, executive director of CS, shared, "We are in the business of moving liquids — oil — from one place to the other. Over the years, Community Services accumulated the knowledge of moving water to turn the

“

Over the years, Community Services accumulated the knowledge of moving water to turn the desert into a green oasis. ... Within three years' time, we will see the entire area alive and full of trees.

— Fahad K. Al-Dhubaib

desert into a green oasis. The Dhahran Central Park showcases that know-how by bringing an appealing natural park to improve livability and elevate the quality of life. Within three years' time, we will see the entire area alive and full of trees."

Entertainment, alongside the green initiative, has been integrated at the park. Mohammad A. Al Sultan, general manager of CS, said, "Many green initiatives are located in remote areas, yet we wanted to bring it here in the community — with an objective of 65,000 native plants on completion."

Surrounded by the delightful sights and sounds of a water stream, Faisal F. Jindan, Central CS Department acting manager, shared, "Although Community Services has a long history of gardening and landscaping projects, the new Central Park is an uplifting addition to the Dhahran community, which will elevate the quality of life of our community users."

The Dhahran Central Park will become lush green in a few years, whereby future generations will appreciate every moment spent in developing this heavenly place.



A gravity-flow stream supplies a continuous free flow of water through the length of the park without any mechanical parts. It uses treated sewage water in place of freshwater to embody the recycling and reuse of resources.

## Your voice



By Bader W. Alkhalidi  
Bader.Khalidi.3@aramco.com

## Aramco: The falcon of the energy industry

This is the time of the year when migratory birds pass through the Kingdom on their annual journey. I, like a number of people in the Kingdom, particularly admire one of these birds — the falcon. This creature has been an integral part of the history of the Arabian Peninsula.

The falcon and Aramco share characteristics that are admirable and important for success: persistence, decisiveness, and agility.

The falcon is amazing in its persistence once its prey is spotted. It will attack the prey several times with varying techniques until it succeeds. Similarly, history has shown how Aramco employs persistence when faced

with major challenges. The story of Dammam Well No. 7 — the Prosperity Well — exemplifies this characteristic clearly.

Today, we face the challenge of managing our carbon footprint, and we are addressing it with a plan for persistence through our promising Greenhouse Gas Emissions Management Program.

In his book, Sun Tzu described how leaders should be like the falcon when faced with critical situations. "Like the well-judged flight of the falcon, in a flash crushing its quarry, so should the stroke be timed."

Yes, this is how decisive and agile the falcon is, and Aramco's leaders follow

a similar pattern when confronting global challenges. For example, as a member of Information Technology (IT), I am proud about the decisiveness and agility IT took in the beginning of the COVID-19 pandemic when we enabled all corporate employees to connect remotely as if they are at office, hosting meetings online. Tremendous efforts were exerted to achieve this result in a timely manner that honestly reminded me about how a falcon attacks its prey.

I have no doubt that Aramco and the falcon will continue sharing these three vital characteristics, and our adoption of the Digital Transformation Program will enable us to take these three characteristics to new success levels.

Your Voice reflects the thoughts and opinions of the writer, and not necessarily those of the publication.

## Increasing installation efficiency in Marjan

# Automated cable pulling tech saves time

By Abdulelah A. Bajandouh and Salem Kbaibah

Aramco's Marjan Increment Program, which is one of the biggest offshore development programs in the company's history, can be considered the biggest offshore development in the world right now.

As part of the program, a new Marjan Offshore Gas-Oil Separation Plant (GOSP-4) complex will be constructed as a record-breaking offshore complex in terms of size and production capacity.

### Mega-scale construction

The development of the offshore GOSP will entail mega-scale construction works from all aspects and disciplines. The new offshore GOSP complex will cover a staggering length of more than 1.2 kilometers (km) with six major platforms, 12 interconnecting bridges, and multiple deck levels with complex equipment distributed throughout the facility.

The project team estimates that the total length of the cables in the GOSP will be over 200 km.

This is more than the distance covered when traveling from Dammam to al Hofuf (or in an offshore perspective, it is almost 10 times the length of the King Fahd Causeway).

The team recognized the challenges associated with the work involved in



The new electrical cable pulling technology will be utilized in GOSP-4.

pulling and installing a large amount of cables in the offshore facilities. Following the traditional/manual cable pulling methods is time-consuming and can extend the project schedule, as many activities cannot begin before completing the cable pulling.

### Resolving challenges

To resolve the challenges; the team scouted the construction technology knowledge base for a solution. After careful evaluation, an automatic cable pulling system was considered.

The new electrical cable pulling technology will be utilized in GOSP-4, and it will be expected to revolutionize the criticality of doing cable pulling work in the future.

This automated cable pulling system is an advanced method that uses smart

rollers during the cable pulling work between the platforms and across bridges, reducing the pulling duration while ensuring the cables' integrity and maintainability.

The system is electrically operated with a control panel for monitoring and controlling the pulling speed and force. It consists of synchronized motors, air-inflated rollers, controllers, power panels, and CCTVs.

### Advanced technology

Badr M. Burshaid, Marjan & Zuluf Increment Projects Department manager, explained, "Nowadays, utilizing advanced technologies in construction is becoming a necessity and not a luxury. GOSP-4 will be the biggest offshore facility ever built by Aramco. It will be massive from all aspects, and is therefore, challenging to construct.

"If we continue executing the project following the traditional construction methods, we will set ourselves up to fail. That's why we keep challenging ourselves and our contractors to bring the best and most advanced construction technologies that will allow us to do the work as required," said Burshaid.

"This automated cable pulling technology is only one of many technologies that we have either deployed or are in the process of adapting in our construction. This technology and others will



Nowadays, utilizing advanced technologies in construction is becoming a necessity and not a luxury.

— Badr M. Burshaid

preserve the project schedule, reduce cost, and allow us to execute the work safely and more productively."

The first utilization of the technology is expected during the platforms' fabrication in 2022 and will continue until the final cable pulling in 2024.

### Increase in productivity

It is forecasted that the utilization of the automated cable pulling technology will significantly increase productivity while reducing the required manpower by 75%.

This will also lead to major safety risk avoidance as many of the cable pulling activities will take place offshore or while working at heights.

# Collaboration spurs salt-in-crude analysis innovation

By Rima Ruhman

About half a decade ago, Aramco's Research and Development Center (R&DC) went on a quest that would lead them to not only find an innovative solution for a pressing challenge for the North Ghawar Producing Department (NGPD), but create a new product that will be commercialized globally.

The new innovation addressed a challenge that has long plagued Aramco's onshore oil production teams — how to determine the real-time salt concentration in crude oil. Aramco standards require a maximum salt content of its export crude oil to be lower than 10 pounds per thousand barrels, because of the damage that salt can do to the equipment in refineries.

NGPD grappled with the challenge of determining the accurate, real-time salt concentration in crude oil, improving the operational efficiency and safety, while keeping the capital expenses and operating expenses (OPEX) low.

Traditionally, salt concentration in crude oil is determined by electrometric methods governed by the American Society of Testing and Materials. These methods involve manually measuring conductivity of a homogeneous mixture — made by diluting a small volume of crude oil in three low boiling polar solvents. Continuous, real-time salt-in-

crude measurements allow a proactive approach to guarantee that the produced crude oil is within specification at all times.

But these analyzers weren't optimal.

### A focus on automation, simplicity, and risk mitigation

NGPD and the R&DC joined hands with industry leader BARTEC and set out to develop a solution with an acute focus on automation, simplification, and risk mitigation.

The new salt-in-crude analyzer uses a solvent that has a much higher boiling point (ideal for the scorching heat of Saudi summers), reduces the consumption of solvent (from 90% solvent and 10% oil to 50% solvent and 50% oil), improves the accuracy of the measurement, and can retrofit any commercial analyzer with minimal modifications. In addition, the simplified Aramco salt-in-crude analyzer requires minimal maintenance and calibration.

Khalid A. Buradha, Oil Operations superintendent at NGPD, said: "The technology represents a step forward in terms of operational efficiency. On the safety front; it eliminates operator's exposure to the hazardous chemicals required by the international practice and reduces the requirement of manually



Working together with a vendor, Aramco's Research and Development Center and North Ghawar Producing Department developed a new salt-in-crude analyzer that is more efficient, safer, and automated.

sampling petroleum, a potentially unhealthy practice for operations personnel."

The novel single-solvent based salt-in-crude analyzer is patented by Aramco and is manufactured and globally marketed by BARTEC ORB ([www.Bartec.com](http://www.Bartec.com)) under a commercial license agreement facilitated by the Technology Strategy and Planning Department.

This technology was successfully proven at Shedgum Gas-Oil Separation

Plant-4 during six months of continuous operation, and is currently under deployment at Khurais, Zuluf, and Safaniyah facilities.

Simone Less, R&DC team lead, said we are dedicated to finding solutions that other companies may not even tackle because Aramco has far-reaching benefits in mind. He said: "Intangibles become tangibles in the long-term. Aramco sees the value in selling quality products that exceed current standards and to improve the industry best practices as whole."

# Z • A • N • Z • I • B • A • R

## Take a break from the bustle and head to the islands

By Chiara Ciampricotti Iacoangeli

Zanzibar brings to mind the exotic, an enchanting island with crystalline waters, with sand as fine as talcum powder, and sunsets of a thousand colors.

Zanzibar is the main island of a larger archipelago in the Indian Ocean, a semi-autonomous region that belongs to the Republic of Tanzania. Over the centuries Zanzibar has undergone Arab, Persian, and British influences, with a very troubled history. A crossroads of commercial traffic, first for the ivory and slave trade, Zanzibar became known to the world as a center of the spice trade.

Today, Zanzibar has become a tourist destination for its natural landscape and cultural heritage of incomparable beauty. Thanks to its equatorial climate, which is warm all year round, it welcomes tourists with the enchantment of its luxuriant vegetation, where palm groves proliferate as far as the eye can see, and stretches of sand contrast with an ocean whose different shades of blue host a seabed rich in coral and fish of all kinds, making it a paradise for snorkeling and water sports.

### Heart of the island

The ancient heart of the island is Stone Town, the older section of Zanzibar City, with its maze of alleys, coral stone buildings, finely decorated doors, bazaars with scents of spices, and mosques next to Christian churches. Once a fishing village, the old city of Zanzibar was the onetime capital of the Sultanate of Oman at its peak of the slave and spice trade, and retains the old style architecture of Moorish, Arab, Persian, Asian, and Bantu influences that earned it a UNESCO World Heritage Site status in 2000.

A tour through Stone Town will show attractions such as the Arab Fort, built by Omanis to defend against attacks from the Portuguese, the Forhodani Gardens, where you can visit markets with local cuisine and products, and the House of Wonders, which is now a museum of Swahili and Zanzibari culture, with good views of the city from above.



The ancient heart of the island is Stone Town, the older section of Zanzibar City. Below, Pandano Rabaiense provide support for plants and plenty of oxygen, as well as a home for monkeys.

### Remnants of a rain forest

Venture inland to Jozani Park, one of the few remnants of a rainforest that covered the island millennia ago, and you'll find enormous specimens of red mahogany, oil palm trees, and the Pandano Rabaiense, whose aerial roots not only provide support for the heavy plants, but also supply oxygen. The forest is also home to the red colobus, an



endemic species of monkey with a dark red coat, a black stripe along the shoulders, a white underside, and a long tail for balancing. The colobus lacks a thumb, which is compensated for by having four long "fingers" that form a strong hook to easily grab branches and move from one tree to another.

In the rural hinterland, you can visit farms where spice and fruit plants are grown. Here you can breathe in the intoxicating scents of fresh-picked spices, including vanilla, cardamom, cinnamon, turmeric, ginger, pepper, nutmeg, curry, lemongrass, henna, cloves, mlangi langi (from which a fragrant essence is obtained to be used in perfumery), as well as cotton, cocoa, and coffee.

### Beautiful blue waters and white sands

These days, Zanzibar's beauty is associated with the deep blue and turquoise of its waters, and the stark white of its shores. Each beach town has its own characteristics. Michamvi, in the southeast area, is tucked away from the island's bustling large beaches, it is breathtakingly picture-perfect with white sand meeting the turquoise waters of Chwaka Bay. Pongwe, to the

“

Zanzibar grants you the 'mal d'Afrique,' a feeling of nostalgia of those who have visited Africa and want to go back.

northeast, is more natural and wilder, its beach surrounded by rocks chiseled by time, and inset with shells of mother-of-pearl or real coral fossils. Kendwa, to the north, plays host to the island's best-known monthly event, the Full Moon Party, where African artists perform live and local youths love to dance, mingling with tourists from all around the world.

From the central island, you can reach some islets by boat. Prison Island, an ancient place of detention for slaves, today is appreciated for its white beaches, the small coral reef, the great variety of birdlife and the colony of Aldabra giant tortoises. Nakupenda is a thin strip of immaculate sand, which disappears from view during high tides. Mnemba is an exclusive and heavenly private atoll, where you can snorkel and scuba dive, admiring the coral reef and the incredible variety of fish, marine vegetation, and even dolphins and giant sea turtles.

Your stay on the island will be dotted with encounters with the local population, who lure you into their slow pace of life, a lifestyle based on the Swahili expression "Hakuna Matata": forget the problems of the past and concentrate with optimism about the present.

Zanzibar grants you the "mal d'Afrique," a feeling of nostalgia of those who have visited Africa and want to go back. Each moment remains impressed in time, a smile that is always lit on a welcoming face; a walk at low tide amid natural pools and immense aquatic riches; drums whose rhythm spurs an improvised dance; a dinner of fantastic fresh fish, at a rooftop restaurant, admiring the full moon and the starry sky.

## Win-win opportunities in clean energy

# Sustainability and expanding partnerships with U.S. suppliers

By Susan Gonzalez

**Houston** — A recent webinar by Aramco Americas' Supply Chain Management Department, in coordination with the U.S. Chamber of Commerce, looks to expand business connections in line with the company's sustainability priorities.

"Doing Business with Aramco: Sustainability and Circular Carbon Economy" highlighted our growth strategy related to nonmetallics, carbon fiber manufacturing, and other innovative solutions.

"This event allowed us to connect with prospective suppliers who exemplify innovation and are interested in new opportunities in the Kingdom," said Nabeel I. AlAfaleg, president and CEO of Aramco Americas.

### Supporting the Saudi Green Initiative

The webinar closely follows Aramco's support for the Saudi Green Initiative, an initiative that charts the path forward for Saudi Arabia to combat climate change through private and public collaboration on emissions reduction and environmental protection, as well as developing potential technologies that contribute to the energy transition.

Aramco Americas supports the company's global initiatives not only through supply chain management but also research and development and venture capital funds dedicated to finding the latest and most innovative approaches to Fourth Industrial Revolution 4.0 (IR 4.0) technologies, renewables, and en-



Nabeel I. AlAfaleg offers welcoming remarks with members of the U.S. Chamber of Commerce in a "Doing Business with Aramco: Sustainability and Circular Carbon Economy" webinar. AlAfaleg is joined by members of the Aramco Americas Procurement and Supply Chain Management team.

ergy efficiency.

Dan Brouillette, president of Sempra Infrastructure and former U.S. Secretary of Energy and co-chair of the U.S. Chamber of Commerce's U.S.-Saudi Arabian Business Program, said Aramco is a very dynamic company to do business with.

"The company has a commitment to excellence with a strategic view and sees the opportunities with decarbonization," said Brouillette.

### CCUS, investments, and more

Deep dives into subjects such as carbon capture and storage, venture capital investments in sustainability, nonmetallics, and the societal and economic benefits of a circular carbon economy (reduce, reuse, recycle, and remove) were discussed by science and technical experts.



The company has a commitment to excellence with a strategic view and sees the opportunities with decarbonization.

— Dan Brouillette

Aramco leadership and professionals joined the conversations to offer insights into company programs such as the In-Kingdom Total Value Add (iktva) and the Industrial Investment Program (Namaat) that, in September, underwent a major expansion, which included the signing of 22 new Memorandums of Understanding (MOUs) and one joint venture agreement focusing on capacity

building in four key sectors: sustainability, technology, industrial and energy services, and advanced materials.

Adel Al-Shahrani, manager of Procurement and Supply Chain Management for Aramco Americas, noted iktva's global success, adding: "We are driving the execution of more than 100 action plans to develop in-Kingdom ecosystems to support localization and workforce development."

Husam Sendi, manager of our Industrial Investments Program, updated participants on the progress of Namaat, noting 38 investments with 55 MoUs have been signed to date. He cited the advancement of 3-D printing, cloud and digital services, an integrated waste management program, offshore fabrication, energy storage, and nonmetallic auto parts manufacturing.

Scouring the market to find companies to invest in that deliver strategic value to Aramco, Jim Sledzik, managing director, Saudi Aramco Energy Ventures in the U.S., observed digital, IR 4.0 technologies, and sustainability are hot sectors for investing.

There are many opportunities across several platforms for suppliers and investors to partner with Aramco.

"Now, there are further ways to expand your relationship with us and grow as our industry leads the hunt for solutions to some of the world's greatest challenges — with climate change a top priority," said AlAfaleg.

## Dhahran Women's Group celebrates 75<sup>th</sup> Founder's Day

By Chiara Ciampricotti Iacoangeli

On Nov. 2, the Dhahran Women's Group (DWG), the first and most popular Aramco self-directed group, celebrated the 75<sup>th</sup> Founder's Day Celebration with an International themed event. All the attendees were invited to wear their traditional attire or their national colors.

DWG president Dr. Basma Fadeel opened by briefly retracing the history of the organization, noting the seeds of DWG were planted when a small group of expatriate ladies started to informally meet and plan activities for themselves and for other women in the community.

On Feb. 11, 1946, during its first official meeting, the DWG was founded. Since then, two other groups have grown from their association with the DWG: the "Garden Group" and the "Women Exchange Group."

These groups were created to offer membership services and information to the eligible female population of the Aramco community, to welcome newcomers, and to sponsor welfare, social, cultural, educational, and recreational activities.

Since 1984, Building 1425 has been home to the DWG, popularly named the "Baker House" in memoriam for Nillie Baker, an active member and treasurer for the group through the 1970s and 1980s.

### Rediscovering Aramco's history

The morning continued with Alison Hooker, a well-known local historian who has passionately dedicated herself to the re-discovery of the history of the Aramco compound, spoke of some of DWG's prominent personalities. A long-time active member of the DWG, her volunteering has greatly enriched the diversity and sharing of knowledge that characterize our community.

Hooker has exemplified with her personal experience, telling those gathered that "there is no goal; the journey is a daily journey, taking advantage of all the opportunities, especially those of confrontation with socio-cultural realities other than ours. The key is to open up, to welcome them, to look at them with different eyes, to have the courage to face them. It is a path that allows us to choose not necessarily the life that has been given to us, but to mark new steps for us."

### Festivities

Next, guests attended an outdoor international breakfast held in the DWG back yard, allowing all guests to enjoy a warm open-air morning, with the easing of the restrictions due to COVID-19.

Gradually, the women were called to the meeting hall by the melodic and vibrant sound of a piano played by Nabila Shaya, accompanied by her wonderful



Past presidents of the Dhahran Women's Group pose for a photograph at Baker House, home to the group.

voice, as she sang her own composition, "Khallik." This gifted artist, musician, and singer movingly entertained the guests.

The overall effect provided by the ensemble of the various traditional dresses was extremely bright and lively. One by one, all the ladies paraded to show their dresses and the extreme variety in the mix of fabrics, colors, and accessories.

Among them, Mounirah Al-Ashgar could not be missed, as has been her constant presence of the DWG over the years, a Saudi lady who has been dedicated to collecting arts, crafts, and artworks of Saudi heritage. Her elegant,

embroidered dress was of particular note as it stood out when worn with her traditional Saudi jewelry.

The morning ended with the invitation for all the attending previous presidents to participate with the current president, in the event of cutting a cake, custom-made for the occasion.

Following the formalities, the event became purely a party, the volume went up, and women from all corners of the world danced together, the words taking shape in the action of these ladies, as they danced side by side, without differences to enjoy this joyful multicultural moment.



Dhahran Women's Group celebrates Founder's Day

See page 7

## Aramcons give the gift of life

By Waleed Al-Saiary

As part of its community responsibility, HR and Corporate Services (HR&CS) organized a number of blood donation campaigns, in several parts of the Kingdom, in cooperation with a number of medical authorities.

These campaigns were conducted as part of the humanitarian initiatives offered by HR&CS, which provided an opportunity for all employees and their dependents to participate in supporting blood banks in the Kingdom. Such participation contributed in supporting social responsibility and the culture of charitable work by raising awareness of the importance of blood donation, as well as encouraging employees and their dependents to give and serve the community.

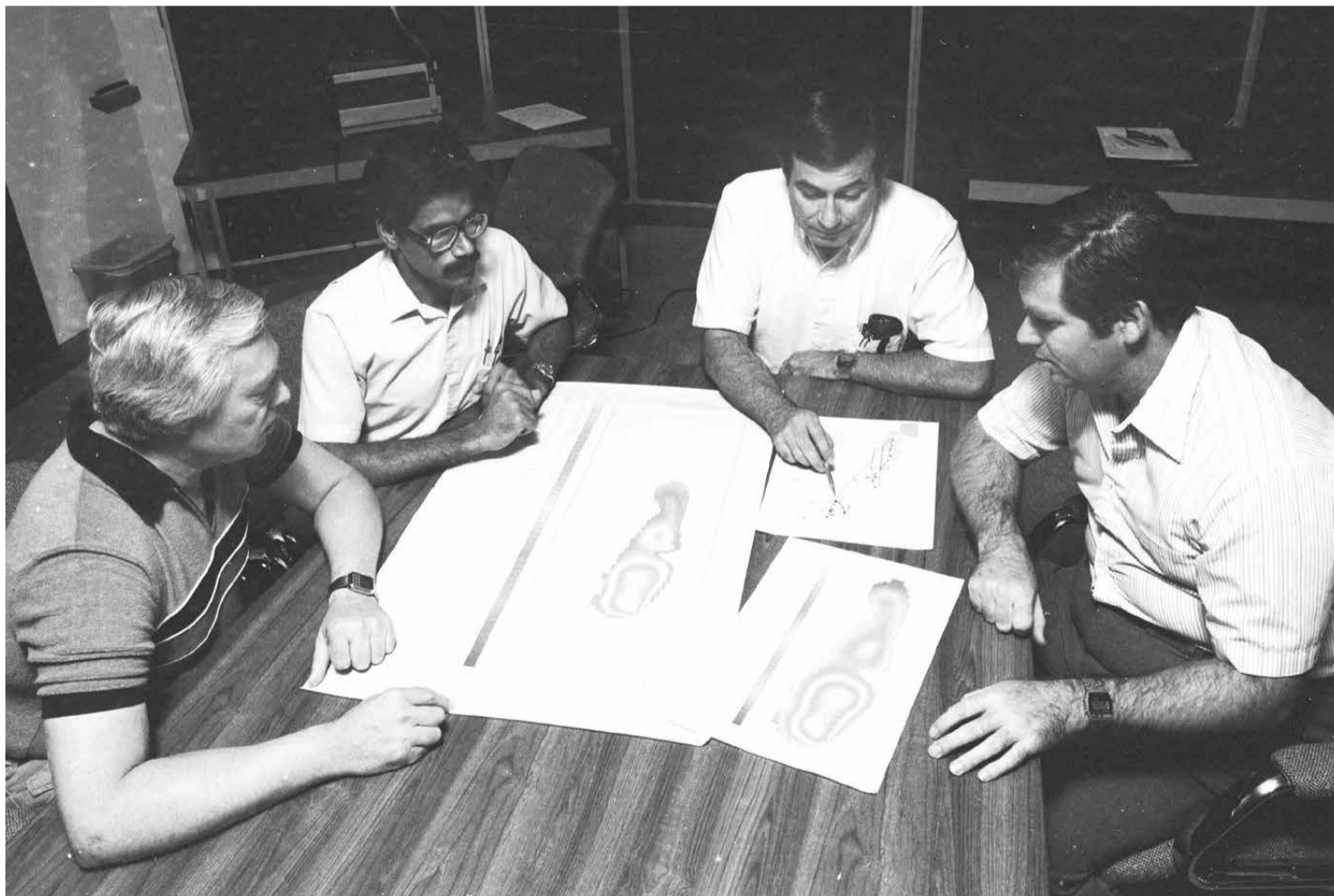
The number of campaigns organized

by HR&CS in 2021 has reached 30, held in several places throughout the Kingdom, including Dhahran, Ras Tanura, Abha, Qassim, Abqaiq, Dammam, Riyadh, Shedgum, Mubarraz, Jubail, Medina, Jiddah, 'Udhailiyah, Hawiyah, and Tanajib, in cooperation with the following hospitals: Johns Hopkins Aramco Healthcare, King Faisal Specialist Hospital in Riyadh, King Fahad Specialist Hospital in Dammam, Kind Fahad Military Medical Complex in Dhahran, Qassim Health Cluster, King Abdulaziz Hospital in Jiddah, and the Maternity and Children Hospital in Abha.

The number of donors in these campaigns was approximately 2,375, including 89 female donors. HR&CS will also launch and announce a number of campaigns in the coming months in several regions so that everyone can participate in blood donation.



The recent blood drives conducted by Aramco's HR and Corporate Services provided an opportunity for all employees and their dependents to participate in supporting blood banks in the Kingdom.



## Photographic Memory

In 1983, more reliable reservoir and production forecasting was made possible through the mathematical linking, or interfacing, of 600 of EXPEC's reservoir and surface facility simulators. The shift was of major economic significance to the company and the petroleum industry.



The Arabian Sun is a weekly publication issued free of charge by the Corporate Communication Support Department for Saudi Aramco employees.

North Admin Building, Room AN-1080, C-05A, Dhahran, Saudi Arabia  
 Telephone (013) 876-0374  
 Email: [publishing@aramco.com](mailto:publishing@aramco.com)  
 ISSN: 1319-156X  
 Articles may be reproduced provided The Arabian Sun is credited.

Publishing administrator: Meteb F. Al-Qahtani  
 Supervisor Content Creation: Jamsheed Din  
 Editors: William Bradshaw and Todd Williams  
 Editorial staff: Musherf Alamri, Eamonn Houston, Scott Baldauf, Rawan Nasser, and Dalia Darweesh.  
 Designer: Husam Nasr.

Articles and coverage can be requested through CRM. Correspondence may be addressed to the editor, North Admin Building, Room AN-1080, C-05A.



أرامكو السعودية  
 saudi aramco



Saudi Arabian Oil Company (Saudi Aramco) is a joint stock company, with certificate of registration number 2052101105, having its principal office at P.O. Box 5000, Dhahran, Postal Code 31311, Kingdom of Saudi Arabia, and with fully paid capital of SAR 60,000,000,000.